

Gist of

Remonstrance of OSEA to Civil Service Salary Study Presentation—With Recommendations

The presentation February 22 of the State Employees Salary Picture to Subcommittee 6 of the Joint Ways and Means Committee by Charles Terry, Director of Civil Service, clearly indicated that the following points of variance between this presentation and that made by the Oregon State Employees Association should be noted:

1. The Director's presentation was limited to the budget figure set as a tentative sum by the outgoing Governor, and he was clearly under the apprehension that he was expected to "tailor" his presentation to meet this "Budget."

The presentation was not in compliance with and did not even effect the survey conducted by Civil Service Staff showing wide based average prevailing rates. The Budget of Governor Smith was drawn prior to the completion of the Civil Service Survey and was made subject to revision as is clearly indicated in the budget. We do not feel that the Civil Service Director should be expected to tailor "Facts" to fit a preconceived value.

2. The Directors presentation was not given on the basis of established rates required to bring state employees to a parity on the prevailing rate basis.

There was no attempt made to present a new plan showing what the effect of the survey would have upon individual classes in State Service and short of such a showing of recommended rates no sum mentioned can constitute more than a guess upon the part of the director or another. OSEA's recommendation was made upon the basis of a classification—salary study, and it is suggested that the Subcommittee of Civil Service request their detailed plan of recommendations by classifications. Short of this being done the amount of money required for state salaries is not determinable. At the very best without this summation any estimate or a comparison of the Civil Service—OSEA studies as requested by the Ways and Means Subcommittee could only be a "calculated" guess. The budget anticipated "factual data" to supplement the "preliminary estimate" figure carried therein. That data has not been forthcoming, in a valid summarized form.

3. The OSEA study was prepared by considering only sources in our labor market area and those agencies so situated that are adequately staffed. The Civil Service Study is based upon a broad territorial consideration without consideration for staffing or labor market area.

Comparing OSEA's Salary plan to that of Civil Service, it is apparent that certain fundamental differences have occurred, but which can be easily reconciled. This does not and should not be taken to imply that either of the two studies can be reconciled to the director's presentation. Basically this reconciliation of the two plans involves the difference in broadness of the two surveys. While Civil Service has broadly covered a number of agencies and industries, regardless of quality of operation, OSEA has made carefully selected comparisons with those agencies where staffing appeared adequate. Obviously, from this would result higher averages than found in the Civil Service report. When a broad coverage is made, extreme care must be taken to properly weigh the results.

1. Weight should be given to the number of employees in each agency included and the number of employees in the particular department or series being compared.
2. Weight should be properly assigned toward the competitive effect of each agency.
3. Weight must be given toward the scope and responsibilities of each agency's operation.

In making comparisons, it must first be necessary to determine what the aim of the State is to be, that is, should the State's policy be to:

1. Pay sub-average salaries with the result that only the sub-average employee stays in state service.
2. Pay average salaries for average type employees, with corresponding inefficiency or
3. Pay based upon selective averages for much higher calibre employees.

If the latter is the choice, then a selective type of comparison, rather than a broad type would be absolutely essential. We feel that a selective comparison thus eliminates the need for "weighting" as previously outlined, since those agencies of negligible effect would be initially eliminated. We would point out one or two examples in the Civil Service Survey which illustrate certain points. Tax Auditor I's on an US wide basis, start as low as \$200 per month and as high as \$364. Obviously an average from a group including these rates would not yield a meaningful value. One salary being 82 per cent higher than the other although job requirements are supposedly the same causes considerable skepticism as to their comparability. On a selective basis, using only California, Washington, and the local rate found in US government, salaries start at \$358, \$364, and \$352 resp., or a maximum deviation of only 3½ per cent. This would be far more representative of what should be paid in this area.

We must disagree with the February 22 report made by the Civil Service Director to the Ways and Means Sub-committee Six on State Salaries in the following instances:

a. The minimum salary as proposed by OSEA will not substantially affect the overall cost of the salary plan, inasmuch as this is a cut-off rate, it will not directly cause need for upward adjustment in second level classes. The Director actually confirmed that his survey showed only a few classes need be started below \$200 per month.

b. Turnover in the clerical, typing and steno series is well above that experienced by a well staffed agency or industry. Oregon's turnover in each starting class is 27%, 55%, and 49% respectively and for all levels of these series, 1050 persons out of a force of 3240 left the state last year alone, for a total of 33 per cent voluntary separations. A normal of 10 per cent can be attained by having desirable working conditions and salaries.

c. Clerical series are nearly as much in demand as the typist and steno series. The cause for slightly lower rates in these series is due to the fact that many middle aged women occupy these positions. Some have supplemental incomes and are less liable to move from job to job as would stenographers and typists, most of whom are younger women.

d. We cannot agree with the thought expressed that the top rates in these classes are competitive. Possibly in the Salem area where office personnel is among the lowest paid in major Oregon cities this may exist, nevertheless, in the Portland area \$354 to \$410 appears to be tops. Proposals to increase hiring rates without proportionate increases to experienced personnel are unsound.

e. Similarly, a proposal voiced by the Director to increase the recruiting rates for engineers without change in the existing pay ranges speaks of interest primarily in recruitment and not in retention. Other classes undoubtedly must be considered in the same light.

f. When comparing trades and maintenance salaries with those of competing agencies and private industry, care was taken by OSEA not to include the high rates paid to certain workers whose work was seasonal in nature. Rates paid for stable employment were used throughout.

We must take considerable issue with the Director's proposal that \$8,000,000 would be satisfactory at present toward bringing classified sal-

(Continued on Page 8)

Gov. Holmes Reassures Career Employees



Governor Robert D. Holmes, speaking at a recent Salem Chapter 1 meeting, tells the more than 125 members and visitors: "The state government should never be on the spoils system. I wish to have the Civil Service protected."

"We are all responsible guardians of the public trust!" Governor Robert D. Holmes told more than 125 enthusiastic members of Salem Chapter 1 at a noon hour rally in the Highway building on March 13.

The governor declared that "there is no cause for alarm in career employment." The governor observed his office, without apology, should have a long range view in respect

to purpose and in privilege of selecting appointive personnel. He strongly denounced the spoils system of government and pointed out that his newly named director of finance is in harmony with these principles.

"I want the Civil Service system protected!" the chief executive assured the OSEA chapter representatives. He indicated that there are certain areas in state employment which need to be improved.

The governor, speaking to an appreciative audience, expressed belief that it is "our business to provide and to encourage the staff to aid" the classified service through salary and fringe benefits.

Oregon's governmental leader

played an instance of a legislator who was overheard vehemently criticizing the "incompetent lazy Civil Service workers."

A plan is in operation, said the governor, to analyze incoming complaint mail and to determine reasons why complaints on State service are made to the governor.

The trend of complaints through the mail emphasizes that many people feel that they haven't been treated with due courtesy.

The governor concluded his lunch time talk by assuring the OSEA chapter representatives that his "office is open to you" and that "this administration will give you support."

Present also were members of the governor's press and public relations staff and W. C. Williams, Highway Engineer, who introduced the speaker.

Carter, First Antelope Chapter President Retires

Walter D. Carter, prominent Lakeview citizen, retired from his job of section foreman for the Oregon State Highway Department on March 31, 1957. At the time of his retirement, Walt will have served the department for thirty-three years.

Carter began work with the highway department on March 12, 1924. He started as a laborer and was promoted to a section foreman that same year.

Born in Lake City, Colorado, Carter came to Lakeview from California in 1914. He worked for several employers in the Lakeview area before joining the highway department in 1924.

Donald A. Orey is being transferred from his present position of highway foreman at Brothers to take over Carter's position. Orey has been with the highway department for eighteen years.

Mrs. Carter recently retired from her position as chief operator and cashier for the West Coast Telephone Company's office in Lakeview.

Mr. Carter was the first president of Antelope Chapter No. 46. Mary Burton, Lakeview.

101 Salem Area State Employees Get Promotions

The State Civil Service Commission announced 101 promotions of state employees in the Salem area during the month of February.

Included among departments affected are Public Welfare, the clerical series, institutions, State Highway Department and State Library.

Slow Down and Live!

Oregon is again planning to participate in the nation-wide Slow Down and Live program which is the summer phase of the Back the Attack on Traffic Accidents program.

A printed catalog lists prices on promotional materials which will be used this summer to help curb the "hurry complex" of vacationists.

There are materials available which can be used effectively by nearly every business or industry. Drivers everywhere must be sold on the common sense and self preservation embodied in the SLOW DOWN AND LIVE program. Once sold, the majority of drivers, whose speed offenses stem from thoughtlessness rather than incorrigibility, will cooperate by curbing the hurry hazards.

LEGAL COUNSEL NON-PAID STAFF MEMBERS

Appearance of the names of Attorneys Charles Creighton and W. G. Wyckoff, Jr., on the SENTINEL masthead has given rise to some questions as to whether or not these gentlemen are paid OSEA staff members. They are not.

Mr. Creighton and Mr. Wyckoff have accepted a courtesy service with the Association on a strictly volunteer basis.

Contest News

1. J. Lloyd LeMaster	72	18
2. Beatrice Kleen	21	14
3. Florence Baker Wigle	21	14
4. Al Forman	20	9
5. D. Curtis Mumford	72	6
6. Edna Bartruff	69	5
7. Frank Parks	72	4
8. Bob Henderson	72	4
9. Alice Bauman	20	3
10. Norma Boedigheimer	20	3
11. Ken Conover	20	3
12. Madge Kershnik	17	3
13. Louis Slegel	72	3
14. John McElwain	20	2
15. Myrtle Rippey	20	2
16. Irene Schaefer	21	2
17. Palmer Torvend	72	2
18. Vernon Cheldelin	72	2
19. L. Terriere	72	2
20. Paul Bernier	72	2
21. Ed Taggart	69	2
22. O. A. Covington	17	2
23. Curtis Wilder	72	2
24. Ruth Branch	20	1
25. Robert Clark	21	1
26. Helen Cosper	69	1
27. Mabel Marquiss	69	1
28. Glen Longen	69	1
29. Mabel Austin	69	1
30. M. L. Horton	72	1
31. Laura Leach	72	1
32. D. D. Hill	72	1
33. Riley Clinton	72	1
34. Bob Walls	72	1
35. Ed Meyers	72	1
36. Herman Forslund	72	1
37. Ralph Wheeler (credit)	72	1
38. Don Anderson	72	1
39. Dick Dilworth	72	1
40. Ralph Lunde	72	1

Let us have the contest report from YOUR chapter.

President LeMaster wishes it known that he is not in the running for contest prizes this year. (The Judge is interested only in getting members.)

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