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**OSEA Member
Gets \$30,000
Scholar Award**

Dr. Robert W. Newburgh, OSC scientist and member of OSC Faculty Chapter No. 72, has been selected to receive a \$30,000 scholar award from the American Cancer Society for a three-year program of research on the biochemistry of cell growth.

The Cancer Society awards a limited number of the grants each year to outstanding young scientists who are doing promising basic research in fields related to cancer. Newburgh is the first selected from the Northwest for such recognition.

Grants largely go to pay the salaries of the selected scientists, freeing them from other assignments so they may concentrate on their research projects.

**Chapter 85 Wants
Wage Program**

Plans for presenting a resolution backing a wage differential program for fire-fighting personnel in lieu of overtime were discussed at a meeting of the Southwest Oregon Chapter No. 85 of the Oregon State Employees Association, held Wednesday evening at the Medford headquarters of the State Forestry Department. The resolution will be presented to the General Council of the OSEA at a meeting to be held this November.

If the resolution is adopted by the Council, the State Headquarters of the OSEA will back the program during the forthcoming session of the State legislature.

The members also voted to send the chapter's alternate delegate to the Council to assist the main delegate in presenting the resolution. The main delegate's expenses will be paid by the State Headquarters of OSEA. Chapter members will be assessed one dollar each to finance the alternate delegate's trip.

President Doyle Stockton announced that the state forestry department is already planning on some type of wage differential pay for the 1959 fire season, but nothing is definite at the present time.

Order of the Pin

Those recruiting five or more members in O.S.E.A. from December 1, 1957, to November 30, 1958, will be admitted into the Order of the Pin and have their names placed on a permanent plaque located in headquarters. In addition they will receive a lapel pin of the organization. Those members recruiting 10 or more new members into O.S.E.A. for the period will receive a letter case bearing the seal of the Organization with the name of the individual and the legend "Order of the Pin" inscribed in gold. Below is a list of those who have recruited members during the period as reported by their chapter secretaries. If your name should not appear on this list, please have your chapter secretary notify The SENTINEL and advise number of members recruited.

Name	Chapter No.	No.
*C. D. Hedrick	4	13
*Al Forman	20	12
*Irene Schaefer	21	11
*Margaret Smith	31	11
*Dorothy Meier	1	10
*V. L. Sanderson	10	10
*Cecil Head	1	9
*Mildred Smith	31	9
*B. W. Dunagan	52	9
*P. H. Michael	1	8
*Mildred Peterson	1	8
*Clayton Johnson	29	7
*Larry Boyles	31	7
*Bob Dahl	31	7
*Norma Ivans	71	7
*J. Lloyd LeMaster	72	7
*John Burton	18	6
*Lloyd Griffiths	26	6
*Gerald Perry	31	6
*James Polley	78	6
*June Evans	1	5
*Fred Allen	6	5
*Roy Taylor	1	5
*Clarence Gilmer	21	5
*Hal Muchow	31	5
*Yvonne Paul	39	5
*Ralph Midget	78	5
*Dora Newman	81	5
* Merit Award - Order of the Pin		
* Regular Award - Order of the Pin		
Ildria Estes	1	4
John A. Bond	15	4
John Allan	29	4
M. L. Horton	29	4
Walter Reeder	29	4
Clarence Cuyler	39	4
Frieda Wyatt	52	4
D. C. Mumford	72	4
I. Taylor	1	3
R. M. Smith	8	3
Robert V. Hall	13	3
Joe J. Hayse	13	3
Florence Wigle	21	3
Marilyn Springer	26	3
Ralph Harding	29	3
LaVerne Bagley	31	3
Betty L. Dunagan	31	3
Gordon Grady	52	3
E. F. Chidsey	1	2
Walter N. Green	4	2
L. Stumpenhous	4	2
Lamar Sandy	9	2
Andrew B. Smith	9	2
Leonard W. Watkins	9	2
Ava Hise	20	2
Bob Clark	21	2
La Riva Hariford	31	2
Jean M. Runyen	31	2
Franklin Wetherell	39	2
Ida C. Hilbers	72	2
Jay Blair	1	1
I. Bradfield	1	1
James Bunnell	1	1
Gertrude Chamberlain	1	1
C. W. Tandy	1	1
C. C. Green	6	1
Lynn C. Andrews	9	1
Glenn Virtue	13	1
Paul Enos	13	1
Irene Ferguson	13	1
John Weeks	13	1
Doris Martin	18	1
Paul Erwin	19	1
Ken Conover	20	1
Pauline L. Johnson	20	1
Harold Lentz	20	1
Myrtle Ripple	20	1
John W. Taylor	20	1
Sarah Tennis	20	1
T. E. Vilakko	20	1
Juanita Douglas	21	1
C. E. Jaqua	21	1
Robert Unruh	21	1
M. Pickard	28	1
Vida Bower	29	1
W. J. Dunaven	29	1
Frank Euren	29	1
C. J. Filz	29	1
Gilbert Rutledge	29	1
Louise White	29	1
Herbert Hansen	31	1
Vivian Miller	31	1
Tom Blair	39	1
Kenneth Broyles	39	1
Agness Hankerson	39	1
Dorothy Hood	39	1
Alfred Kelley	39	1
Douglas Pike	39	1
Kathy Walker	39	1
Ely Weathersbee	39	1
Nellie L. Dunagan	52	1
Dorothy West	52	1
Jerome C. R. Li	72	1
Louise J. Orner	72	1
Roy B. Saunders	72	1
Louis Siegel	72	1
Delbert King	78	1
Pricilla Burke	81	1
Les Eggleston	81	1
R. E. Northcut	83	1
Pearl Bean	85	1

**OSEA Retirant
Is Honored**

After seventeen years with the Fish and Game Commission, mostly with the Fish Screen Plant at Central Point, Oregon, Bert Peck, a long time member of Crater Lake Chapter No. 16, retired June 1, 1958.

Bert served as Secretary-Treasurer of the chapter for about six years, and on his retiring, Crater Lake No. 16 gave a little party for him and presented him with a nice package of picnic and fishing supplies.

IMMODEST BURGLAR

BIRMINGHAM, ALA. (AP)—Lois Jacobs told police a burglar entered her home and stole a watch and \$50 in cash as she slept. She said the watch and money were stuffed inside the brassiere she wore to bed.



Kahn Tours..

In his tours around the state, Allan Kahn - Staff Analyst, will make some observations on personnel administration matters and report them in each issue of The SENTINEL.

The OSEA Salary Survey is ready to be launched. Let me begin by saying that determination of the correct salary level for a position is difficult. The survey, itself, is time-consuming and complicated.

It is important for us to bear in mind the fact that, while the Civil Service Commission does not have the answers to all salary problems—neither does OSEA. I believe that both groups realize that salary surveys lack precision, but are the best tools presently available for determining what salaries are being paid by other organizations competing for workers' services.

Though there is some similarity and duplication of effort in conducting these surveys, the results will assure more benefits during the legislative sessions, as the legislators need not depend solely on any one group's survey results.

Just a few of the difficulties which your OSEA Salary Committee will encounter are:

1. Job Titles—which, without adequate accompanying descriptions, are meaningless.
2. Greatly varying job content within like job titles.
3. Varying fringe benefits changing a "total compensation" figure.
4. Varying pay differentials obscuring the "base rate".
5. "Averages" which may conceal certain high or low rates.
6. Time lags.

Both the Civil Service and OSEA Salary Surveys are conducted during the fall months so that they are available to our Legislators in January, although salary actions do not become effective until July. It is imperative that we attempt to assemble and present the most recent information, and, clearly notify all concerned the dates of the reports' preparation. Such difficulties are not insurmountable, but they do pose problems for people who have the responsibility of compiling and using salary data.

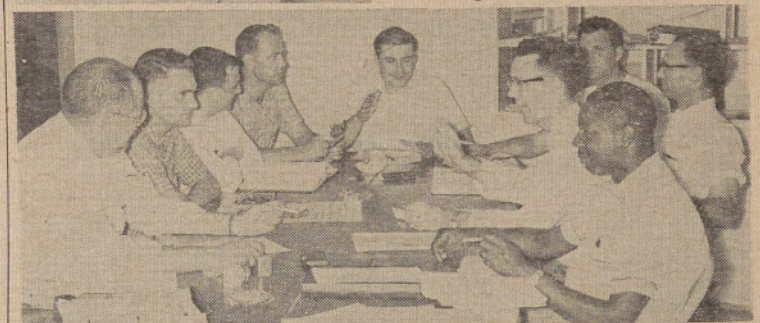
It is important to both you, as a State Employee, and the State of Oregon, as your employer, that the survey be as accurate as possible. It has been decided by your OSEA Salary Committee to also survey fringe benefits, this year; emphasis will be given to retirement and insurance plans of other public jurisdictions and private firms.

If state salaries are below the prevailing rates which exist in Oregon, you, as a skilled career employee may choose to find other employment, thereby depriving Oregon of your skills and experience; if, on the other hand, salaries are set at a level above prevailing rates, private employing firms will be inclined to resent the State Government's salary plan, leading to disturbed public relations and restrictive legislative actions harmful to the interests of State employees. If the salary plan resulting is fair, equitable and in line with prevailing rates, the State of Oregon can build and maintain an efficient work force.

Salary Survey Studied . . .

The Staff photographer caught a good study of Bob Shindler, at left, committee head of Salary & Wages, during July meeting called for planning strategy in conducting OSEA survey and scoping. In lower photo members of the Committee are shown left to right: Jim Daniels, Executive Secretary; Bill Hughes, Allan Kahn, Staff Analyst and responsible for the analytical

and exploration functions; Lloyd Griffith, Shindler, Frank Terpin, Jay Blair, OSEA president; Bob Dahl, OSEA officer and Chairman, Civil Service Committee and Bill Long. Committee decided key positions to be studied throughout the State in industry and public agencies. Great importance is being stressed on changes in economy since presentment of last survey two years ago for State Legislative consideration.



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