The Oregon STATE EMPLOYEE

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COMPLETE RECAP '63 SESSION

Compensation Plan Implemented By Emergency Board Through Dec. 31

This is the Compensation Plan for classified employees which includes the adjustments adopted by the Civil Service Commission to be effective July 1, 1963.

It outlines the procedure for implementing salary adjustments on July 1, 1963, for classified employees. Salary funds were made available by the legislature to provide a one-step increase for those classes for which an adjustment was recommended. However, where the minimum rate increased more than one step, funds were provided to make whatever increase was necessary to adjust employees below the new minimum to the minimum rate.

The Legislature directed that all salary adjustments be granted by the State Emergency Board. Upon learning of the proposed referendum on the 1963 tax program, the Emergency Board allowed state salary adjustments only through December 31. It reasoned that if the tax program were referred to the voters and defeated, there would not be sufficient funds after the first of the year to pay the salary gains.

If the tax proposal remains in effect, the salary adjustments will be considered for continuance after January 1, 1964.

A. Methods of Adjustment — Following are examples of how salaries will be adjusted:

1. Classes for which no increase is proposed on either the minimum or maximum step: No Change.
2. Classes where the minimum and maximum are increased one step: Employees receive a one-step increase.

Example:							
Old Range	$400	420	440	460	480	500	
New Range	$420	440	460	480	500	525	

3. Classes where the minimum rate remains the same, but the maximum rate is increased one step: Only the employee who has been at the maximum rate for at least a year will be adjusted; all others remain the same. An employee who has been at the old maximum for less than one year may be advanced to the new maximum step when he has been at the top step for one year.

Example:						
Old Range	$236	250	265	280	295	
New Range	$236	250	265	280	295	310

4. In classes where no change has been made in maximum salaries but the minimum rate has been increased: No salary adjustments will be made except that employees will be raised to the new minimum.

Example:						
Old Range	$265	280	295	310	326	342
New Range		$280	295	310	326	342

5. Classes recommended for two or more steps adjustment at minimum and maximum rates: All employees below the new minimum will be raised to the new minimum rate; all others will be increased one step.

Example:							
Old Range	$400	420	440	460	480	500	
New Range		$440	460	480	500	525	550

6. Salary adjustments may be withheld under the following conditions: (All employees must be paid at least the minimum rate for their class.)
   a. When a special hiring rate was granted within the last six months.
   b. When an exceptional salary increase was granted within the last six months.

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JONES NAMED TO PERS BOARD

CHALMERS JONES, president, OSEA, is shown here looking over his appointment to the Public Employees' Retirement System board, effective July 1. Congratulating him is David H. Cameron, commissioner, Oregon Department of Employment in which Jones is employed in the claims division of the Portland area office.

How Well Do You Use Them?

OSEA, in its attempt to bring service to its members at the chapter level, has set up the "representative" system. That is, it encourages chapters to appoint Group Representatives, Insurance Representatives, Civil Service Representatives, etc. These appointments fill the gap between the individual members and the centralized operation at Headquarters.

They fill the gap only if properly used, however. The representative may accomplish what is requested of him, either by officers or individuals. Take away the interest, the motivation of a representative and the system breaks down. No job is worth holding if there is no demand for its services.

Rather than take up space with the duties of the various representatives, we recommend that members borrow a copy of the new Manual on Policies and Procedures from one of the officers or delegates. In it they will find what services they may expect from the representatives, and how these services strengthen the whole concept of OSEA.

How well do you use your representatives? You may be missing needed information or services if you ignore them.