

# 474 Classes To Get Salary Adjustments

The Civil Service Commission has proposed salary increases for some 474 of the state's approximately 1,100 classifications in its recommended mid-biennium adjustments to the state compensation plan.

The Civil Service recommendations included many of those proposed by OSEA Wage and Salary Analyst Everett B. Stiles in March.

In discussing the recommendations, Civil Service Director Melvin H. Cleveland said, "Adjustments are needed in most Civil Service classes based on comparable salaries and increased living costs; however, we are able to recommend adjustments only to the extent that funds are available."

In preparing our recommendations, we have taken into account salary survey findings, department recommendations, and recruiting and retention problems. In summary, the adjustments proposed are for those classes which appear to have the greatest need."

Cleveland said implementation will be limited to a one-step increase except for those few instances where a greater increase is required to bring an employee to a new minimum rate.

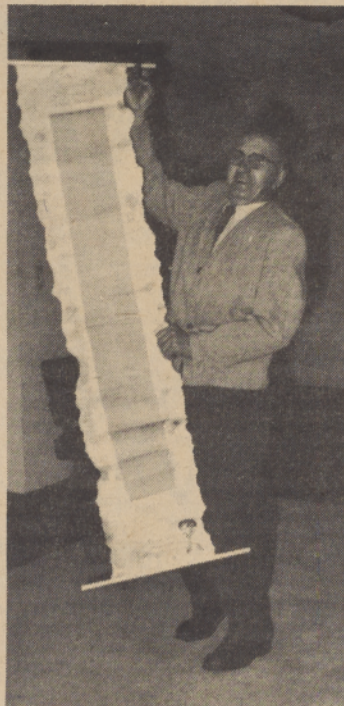
In commenting on the Civil Service salary recommendations, Stiles said, "I certainly agree that salary increases are needed in all classifications. All available salary data and cost of living information justifies at least a one-step increase for all employees. However, the 1965 Legislature simply did not appropriate enough money for the mid-biennium adjustments."

Stiles was critical of the recommendations "because many of the deserving classifications will not get salary increases. Numerous pay relationships within an agency will be distorted because of a lack of funds necessary to adjust all of the classifications which qualify."

"From my salary findings, it is apparent some classifications have not received adjustments because of the weight Civil Service placed on departmental recommendations based on ability to recruit and retain employees," he declared.

In authorizing funds for mid-biennium salary adjustments, Stiles said, it was the legislative intent the Civil Service use the money to adjust those classifications in which the greatest salary inequities existed.

"The legislature made only \$2.6 million available for this purpose when, according to all available salary data, at least \$8 million was necessary to do a proper job," Stiles said.



JACOB PETERS

## "Mr. Fixit" At Capitol Retires

"I've enjoyed every minute of it."

That was the comment of Jacob "Jake" Peters who retired March 31 after 17 years of employment as the popular and capable "Mr. Fixit" around the state capitol building.

Numerous friends and co-workers attended a retirement party held in the hearing rooms of the capitol to wish him well.

Secretary of State Tom McCall presented him with a memorial scroll signed by 240 of his co-workers. In the centerpiece of the scroll was a brand new \$100 bill. The scroll read, "To Jake, in appreciation for 17 years of loyal service, January 3, 1949 to March 31, 1966."

Governor Mark O. Hatfield sent a letter expressing his regrets that he could not personally attend the party. He signed it simply "Mark" since he and Jake are first-name basis friends.

Peters was a member of Capitol Chapter 19.

## OSEA Members Meet Death In Copter Crash

Three men---two OSEA members and a pilot---were killed when the helicopter they were flying in clipped a 115,000-volt electric power line and plunged to the earth about 15 miles south of Tillamook on April 19.

The dead were Virgil C. Summers, 46, Portland, and Raymond Breuser, 45, Coos Bay, both employed by the Oregon State Fish Commission. The pilot was identified as Roger Lamoureux, Seattle.

Summers, who worked for the engineering department, was a member of Chinook Chapter 58. Breuser, a biologist, was a member of Coos Bay Chapter 65.

The craft smashed to the ground about three-quarters of a mile up Beaver Creek in rugged cut-over and second growth timber land. Tillamook County sheriff's deputies reached the scene about one-half hour after the crash and reported that the three men apparently burned to death.

Summers and Breuser were making an aerial survey to chart log jams and other fish obstructions. The helicopter was owned by Columbia Helicopters of Portland.

# Decision Close On OSEA-AEE Pact

An agreement between OSEA and the Association of Engineering Employees for joint representation in collective bargaining for the "engineering and allied employees" of the State Highway Department is currently being studied by both groups.

The Highway Department re-

cently granted a request by the engineering employees of the department who are affiliated with AEE for a separate negotiating unit composed of engineering and allied employees.

George LeTourneau, past-president and director-at-large of AEE, said that his organization has mailed out copies of the agreement to all AEE members for their approval.

"The agreement was approved by our Board of Directors, but we wanted to submit it to our members for their approval. I expect it to be favorable," he said.

The OSEA Board of Directors will discuss the agreement at the May 7 meeting in Salem, according to President R. M. "Hoad" Smith.

The agreement calls for OSEA and AEE to jointly circulate and file petitions for an election among the engineering and allied employees for the purpose of electing a collective bargaining representative. The two organizations will be a joint or council type of candidate for representative of the employees in the unit.

The agreement states that OSEA will be the spokesman in matters pertaining to the "general benefit and interest" of all State Highway Department employees, and AEE will be the spokesman "regarding matters primarily concerning engineering work and the engineering profession."

AEE has 1,000 members and OSEA over 14,400.

## Think Membership!

BY DALE E. STURMER  
DIRECTOR OF MEMBERSHIP

OSEA seems to have reached a lull in membership growth. The association gained 87 new members in January, but this figure dropped to only two in February. This compares with 124 and 209 new members enrolled in January and February, 1965.

What is the reason for this decline? I believe that one explanation might be collective bargaining. The new procedure in state government seems to have pre-empted the attention of our chapters and membership. However, the collective bargaining educational phase is about over, and chapters should once again concentrate on enrolling new members.

It is time to capitalize on the interest that collective bargaining has created in OSEA. The association has been winning representation elections by landslide proportions. State employees know what OSEA stands for and what OSEA can do for them. Non-members are probably more receptive than ever to membership in the association.

Thanks to Retirement Director Jerry Liebertz and the OSEA Retirement Committee, it appears that we are making real progress in our attempt to obtain some legislative improvements in Oregon's Public Employees Retirement System. The OSEA proposal for improvement in the PERS is a good one and, I believe, will make the system far superior to its present form.

The OSEA proposal has gained the support of numerous public employee and employer organizations who benefit from the PERS. OSEA needs the support of every state employee to assure passage of the proposal by the 1967 Legislature.

All chapters and members should immediately make plans for strong membership drives. Each chapter president and membership chairman should take the lead now without waiting for others.

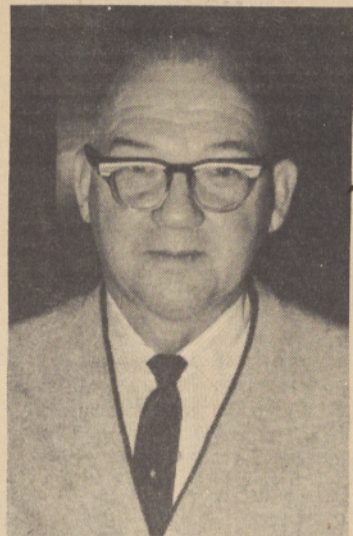
## 40th Anniversary Celebrated

Miss Lois R. Manning on April 8 celebrated 40 years of employment with the State Insurance Department, now a division of the State Department of Commerce.

A charter member of OSEA and Marion Chapter 18, Miss Manning joined the department at age 18, upon graduation from high

school. She has served as secretary to nine insurance commissioners, from Will Moore in 1926 to Walter S. Korlan, the present commissioner.

Miss Manning is now a member of Chemeketa Chapter 64. She also is active in the Cascade Chapter of the National Secretaries Association.



VERNON K. FISHER

## Fisher Appointed To Awards Board

Governor Mark O. Hatfield has appointed Vernon K. Fisher to the Employee Suggestion Awards Board to replace Robert Stevens who resigned.

Fisher, who is President of Fairview Chapter 57, was sworn into office on April 19. The appointment was effective April 8. Along with two other members of the five-man board, Fisher will serve an undetermined period "at the pleasure of the governor." The other two members are appointed to one year terms.

Also on the board are Lloyd A. Griffiths, Department of Agriculture; V. H. Osborn, Liquor Control Commission; Frank J. Healy, Department of Commerce and Eloise Ebert, State Librarian.

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