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Civil Service Mid-Biennium Pay Adjustments Nearing Adoption

Stiles To Present Analysis Of State Salary Adjustments

An analysis of the Civil Service Comission's proposed mid-biennium salary adjustment plan will be given by OSEA Wage and Salary Analyst Everett B. Stiles. He will make the presentation at the commission's public hearing on the adjustment plan scheduled for May 25, 1:30 p.m., in room 100 of the Public Service Building in Salem. The main points of his presentation will include:

*Creation of internal inequities among classifications.

*Arbitrary selection of the state's middle level positions to receive salary adjustments.

*Failure to select classifications common to many agencies which employ a large number of persons.

*Importance placed on agency priority recommendations.

*Failure to consider increases for a numbeer of classes which have not received an increase since 1963.

More Realistic

In preparing his analysis, Stiles said that the internal salary inequities which will result when the adjustment plan is adopted will be mainly due to the lack of funds from the legislature to make the necessary adjustments.

"Instead of appropriating $1.3 million, a more realistic figure would have been $6 to $8 million," he said.

Extremely Poor

Because it arbitrarily selected the state's middle positions for adjustments, many of those classifications in critical salary need at the low and high levels were automatically disqualified from receiving an increase, Stiles declared.

"I'm sure all of those persons disqualified in this manner will agree with me that this is an extremely poor method of determining salary adjustments."

Glaring Weakness

Stiles said his analysis also shows a glaring weakness in the proposed mid-biennium adjustments because of the absence of most of the classifications having a large number of employees, such as clerical workers, engineering technicians, phychiatric aides, domestic workers and the highway maintenance series.

"It is obvious that these classifications were left out because of the number of employees and the large amount of money needed to grant them an adjustment.

While this is understandable, it is indefensible when viewed in terms of the critical salary need which exists in these classifications," he said.

Not Even Considered

Because the Civil Service Commission relied heavily on agency priority recommendations, Stiles charged, many classes were not even considered for an adjustment due to the fact that some agencies which submitted recommendations placed a high priority on only those classes common to their agency.

"This is another reason why those classes employing a large munber of persons did not receive adjustments," he declared.

Stiles said his analysis also indicated some 15 classes which have not received a salary increase since 1963 were not included in the proposed adjustments.

An Illusion

"Although this plan gives the illusion of granting a two-step increase for those classes in the most critical need, the fact is that only a very few employees will receive more than one-step.

This token amount will do little to remedy the salary inequities in such classes as plumbers, electricians and other building trades workers who are in most cases from $150 to $200 per month behind their counterparts in private industry," Stiles said.

"The idea of a mid-biennium salary adjustment has much merit. It's too bad that the legislature didn't appropriate enough money to do a decent job of correcting the salary needs of the state," he concluded.

For Mid-Biennium Pay Adjustment Recommendations, Classifications See pages 4 & 5

More Insurance Information on page 6

Meeting With Governor Set For May 27

The seven-member OSEA Executive Committee will meet with Oregon Governor Mark O. Hatfield at 11:00 a.m. May 27 to discuss the state's salary situation.

It is expected that the committee will repeat OSEA's request made March 18 for inclusion of state salaries in any special session of the legislature which may be called this year. Other proposals to alleviate Oregon's salary lag will also be discussed with the Governor.

The Executive Committee consists of President R. M. Smith, Junior Past-President Chalmers Jones, Vice-President Smith French, Secretary-Treasurer Carroll Allison, Civil Service Director James Fisher, Law and Legislation Director Harold Adams and Public Relations Director George Gearhart.

Major Medical Plan Approved

Starting July 1, members of the Oregon State Employees Association will have the opportunity to enroll for major medical insurance coverage as the result of action taken by the OSEA Board of Directors meeting in Salem May 7.

The board unanimously approved a major medical insurance group plan contract between OSEA and the National Hospital Association.

In his presentation to the board, Director of Insurance R. Floyd Baxter said the contract stipulates monthly premiums will be $.90 for a single male or female, $1.99 for a member and one dependent and $2.39 for a member and two or more dependents.

"This contract is the result of many months of negotiation between the OSEA Insurance Committee and company representatives.

We are very pleased with the board's decision, and feel confident that the required minimum enrollment of 3,600 will be exceeded without any difficulties because of past interest expressed by our membership," Baxter said.

Insurance Manager Donald G. Olds said the charter enrollment for the insurance will begin July 1 and close October 6. Coverage will become effective November 1.

Enright To Present OSEA's Position On State Pay Situation

OSEA's position in regard to the proposed mid-biennium salary adjustments and the state's general salary picture will be presented to the Civil Service Commission by Executive Secretary Thomas C. Enright. The commission will hold a public hearing on the salary adjustments on May 25, 1:30 p.m., in room 100 of the Public Service Building in Salem.

Some of the highlights of Enright's presentation will be as follows:

*Emphasizing that state employee salaries now lag those in private industry and other governmental units to the same extent they did at the time of the Emergency Board's salary adjustment in December of 1964 and the continuation of the pay plan by the 1965 legislature.

*Available salary data shows state employees are paid less than their counterparts in private industry.

*The latest Civil Service Commission national salary survey among other states shows that over 73 percent of the classes surveyed are paid more on an average than the same classes in Oregon.

*Federal Pay Acts of 1962 and 1964 have resulted in major salary changes for federal employees. These two adjustments have resulted in an average of 16 percent to all federal employees with advances up to 39 per cent in the highest grades.

*If the new federal minimum wage law is put into effect on February 1, 1967 as proposed by Congress, the state's lower classifications would no longer have a starting rate equal to the federal minimum wage.

*The consumer price index has risen in excess of three per cent per year over the past four years. The index across the country increased more in 1965 than in any year since 1957.

*State entrance salaries for new college graduates are from $25 to $130 below the average starting salaries for 1965 graduates.

*The Social Security withholding rate has been increased to 4.2 percent on all salaries up to $6,600 making take home pay less.

*Take home pay has also been reduced by an increase in withholding tax schedules effective May 1, 1966.

New Member Is Worth $$$

A new statewide summertime membership drive, in which the association will present cash awards to all members enrolling non-members, has been announced by the OSEA Membership Committee.

Membership Director Dale E. Sturmer said solicitors will receive varying cash awards for enrolling non-members who have the following amounts of continuous state service: one to two years, $1.00; two to three years, $2.00; three to five years, $3.00; five to ten years, $4.00; ten years or more, $5.00.

Sturmer said the case awards will be sent directly to the solicitor on a weekly basis as enrollment forms are received by the headquarters office from chapters.

"This new membership drive is an effort to maintain our strong membership through the traditionally slow summer months," Sturmer said.

"In addition to strengthening the association, members will also be able to increase their vacation budgets by enrolling new members," he said.

Life Insurance Benefits Up

A dividend worth approximately $80,000 will be given to members of the Oregon State Employees' Association enrolled under the OSEA - Standard life insurance group plan in the form of increased benefits, according to Director of Insurance R. Floyd Baxter.

Baxter said the increase in benefits was made possible because of the plan's "favorable claims experience during the past two years."

"The death rate has been lower than anticipated, and the Insurance Committee felt that the accrued dividend should be passed on to the insured members in the form of increased benefits," he said.

The increase, which will go into effect July 1, will not affect the monthly premiums.