

Fisher Wins Forestry Post

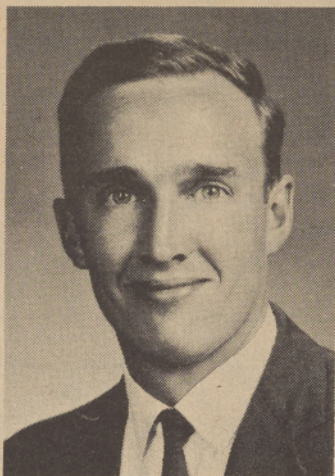
James G. Fisher has been appointed personnel director for the State Forestry Department. He is vice-president of the Oregon State Employees Association.

Fisher, 32, has had a variety of experience with the department, including terms as assistant personnel director and training officer.

He joined the agency in 1956 following graduation from the Oregon State University School of Forestry. He has been a member of the association since that year.

Fisher has held various offices in OSEA, including chapter president, secretary-treasurer and delegate to General Council.

In addition, he served two years as director of the association's Civil Service Committee. He was elected vice-president at the 1966 General



JAMES G. FISHER
Wins Promotion

Council in Eugene.

Upon his promotion, Fisher resigned as chairman of the OSEA Employment Relations Committee. His place was taken by Douglas Farmer, a member of the committee.

Fisher and his wife, Dorene, have four children. They live in Salem.

French to Name Committee Heads

OSEA President Smith French is now in the process of appointing chairmen of the nine District Nominating Committees. These committees have the responsibility of nominating a slate of candidates for this year's district director elections.

The committees are composed of chapter presidents and secretaries within each district. Names of the chairmen will be announced in the May issue of the NEWS.

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Step-to-Step Salary Increases Explained

Implementation of the Civil Service Commission's \$31.5 million salary plan -- which will be put into effect on July 1, 1967 -- will be on a "step-to-step" basis, according to OSEA Wage and Salary Analyst Everett B. Stiles.

He said much confusion and misunderstanding apparently exists among state employees about the meaning of "step-to-step" implementation.

"It merely means," Stiles said, "that employees will advance to the same step on the new pay plan as they are now on under the present plan."

For example, if an employee is presently on the second step of his pay range, he will advance to the second step on the new range. If an employee has reached the top of his present range, he will go to the top of the new range.

However, Stiles pointed out that new steps have been added to some classifications.

"Some of the classes which have four-step ranges will have five steps when the new pay plan goes into effect. Whether an employee at the top of a present four-step range will advance to the fourth step or fifth step of the new range will be decided by the Civil Service Commission when it publishes its implementation plan this summer," he said.

In an effort to clear up some of the confusion, the NEWS has selected 12 classifications showing the present and new pay ranges for each. The underlined steps indicate the position of an hypothetical employee in the present range, and the position he will advance to in the new range.

Two of the classifications, Domestic Worker 1 and Custodial Worker, are examples of four-step ranges that have been increased to five-step ranges:

CLERK 2 TYPIST

PRESENT	NEW
\$280- <u>295</u> -310-326-342-360	\$310- <u>326</u> -342-360-380-400

SECRETARY 3

PRESENT	NEW
\$326-342- <u>360</u> -380-400-420	\$360-380- <u>400</u> -420-440-460

ACCOUNTANT 2

PRESENT	NEW
\$550-575-600- <u>625</u> -655-685	\$600-625-655- <u>685</u> -715-745

ENGINEERING TECHNICIAN 3

PRESENT	NEW
\$550-575-600-625-655- <u>685</u>	\$600-625-655-685-715- <u>745</u>

HIGHWAY MAINTENANCE MAN 2

PRESENT	NEW
\$400-420-440-460- <u>480</u>	\$440-460-480-500- <u>525</u>

HIGHWAY ENGINEER 2

PRESENT	NEW
\$600-625-655-685- <u>715</u> -745	\$685-715-745-775- <u>810</u> -845

DOMESTIC WORKER 1

PRESENT	NEW
\$222-236-250- <u>265</u>	\$250-265-280- <u>295</u> -310 ?

CUSTODIAL WORKER

PRESENT	NEW
\$326-342-360- <u>380</u>	\$342-360-380- <u>400</u> -420 ?

PSYCHIATRIC AIDE 1

PRESENT	NEW
\$280-295-310- <u>326</u> -342-360	\$342-360-380- <u>400</u> -420-440

LICENSED PRACTICAL NURSE 1

PRESENT	NEW
\$295-310-326-342-360- <u>380</u>	\$380-400-420-440-460- <u>480</u>

SOCIAL WORKER 2

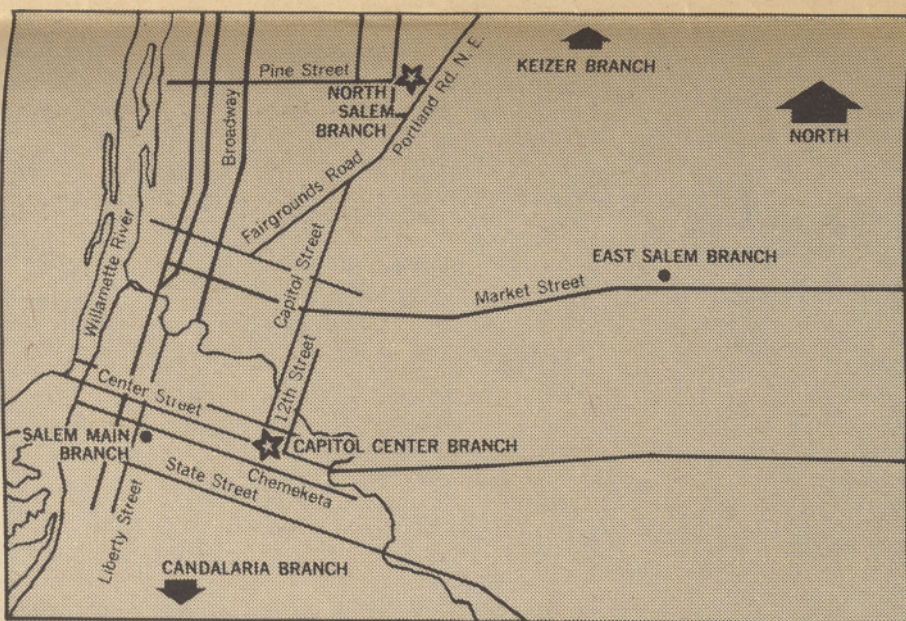
PRESENT	NEW
\$575- <u>600</u> -625-655-685-715	\$625- <u>655</u> -685-715-745-775

CORRECTIONAL OFFICER

PRESENT	NEW
\$420-440-460-480-500	\$460-480-500-525-550

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