

State Employee Pay Still Below Average

Despite the record-breaking \$31.5 million pay plan passed by the 1967 Legislature, state salaries remain about 1-1/2 years behind the wage spiral in competitive recruiting areas around the nation, according to the Civil Service Commission.

The information is contained in the CSC's annual Salary and Wage Survey Report released last month.

Wage negotiations in industry, salary increases by other public jurisdictions and the continued rise in the cost of living have combined to force wage and salaries up decisively in the national labor market, the report noted.

"As a result, for many occupations in the state service, salaries are nearly as far behind as they were in July,

1966".

The report says that salaries and wages in private industry are generally increasing from four to six per cent annually. Many of the technical, professional and administrative occupations exceed these figures.

A bill in Congress raising salaries for federal employees seems assured of passage, according to the report. "It probably is a reasonable accurate indicator of what is taking place."

The bill would give federal employees a three-stage salary boost amounting to 17.2 per cent.

"It is difficult to generalize, but it appears that, on the average, state salaries are about nine per cent below the salaries now paid by our competitors," the report observes.

The report notes that the state's relative salary position varies with the occupational group.

For instance, state salaries are competitive in the printing trades, are 4.5 per cent below for clerical and secretarial help, and run 12 per cent behind in the professional, technical and administrative classes.

In non-salary benefits such as vacation and sick leave, holidays and jury pay, Oregon is comparable to most states.

However, Oregon lags behind all states with regard to medical insurance for state employees. The state makes no contribution to the cost of employee medical insurance.

All of the states in the survey pay at least a part of the cost, with the amount varying from \$4.00 per month to 100 per cent. The federal government pays approximately 50 per cent.

1968 MEMBERSHIP CARDS DISTRIBUTED

OSEA's 1968 membership cards have been mailed by headquarters. If past years are any indication, approximately two per cent of the cards will not be delivered because of recent address changes or incorrect addresses. Any member who has not received his card by January 15 should notify his chapter secretary or headquarters.

Board Meeting Set Jan. 27

OSEA President Smith French has scheduled a meeting of the Board of Directors in Salem Jan. 27.

The meeting will be held in the Keg and Platter Restaurant, 3675 Market St. N. E., beginning at 9:00 a.m.

The Finance, Membership and Public Relations Committees will meet the night before the board meeting at 7:30 p.m.

Board members desiring overnight accommodations should contact Office Manager John Lewis at headquarters.

Civil Service Rules Delayed

The Civil Service Commission adopted several changes in its rules and deferred action on a number of proposed changes at its Dec. 21 meeting in Salem.

OSEA, which proposed numerous rule changes, was represented at the meeting by staff members Edward L. Wilson and Everett B. Stiles.

As soon as the new rules have been filed with the secretary of state and action taken on the deferred items, a new rule book will be printed and distributed.



MERIT RATING AGREEMENT Procedures for preparing promotional merit ratings at Columbia Park Hospital and Training Center were established Dec. 26 when Superintendent C. W. Palameteer, center, signed a bargaining agreement negotiated by OSEA staff member Donald A. Beninger, left. Earl Warzynski, right, is chairman of the Employees Bargaining Council at the institution.

Columbia Park Adopts OSEA's Promotional Merit Rating Rule

A uniform procedure for preparing promotional merit ratings at Columbia Park Hospital and Training Center was established Dec. 26 when a supplemental agreement was signed between OSEA and the agency.

It is now a part of OSEA's collective bargaining contract.

Under terms of the document, promotional merit ratings will be made up of the numerical average of the last two required merit ratings plus one-fourth of a point per month of service with the institution.

"In many agencies, promotional merit ratings are nothing more than a supervisor's opinion of how an employee will perform on a new job," Donald A. Beninger, OSEA staff member who negotiated the agreement, said.

"This, of course, leaves the door open for favoritism," he added.

"The agreement with Columbia Park makes length of service and the employee's indicated performance in his

present job the only criteria for promotion," he noted.

The agreement also calls for

the agency to fill vacant positions from within if it has eligible employees.

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