

# OSEA Says State Salaries Lag Competition 10%

(Editor's Note: The following statement was made by OSEA to the Civil Service Commission May 24 during its public hearing on the classifications recommended for pay raises July 1 from the mid-biennium adjustment fund. The entire statement is being printed for the information of the membership.)

The Oregon State Employees Association would like to take this opportunity to commend the Civil Service Commission's staff for the work it has done in recommending classifications for mid-biennium salary adjustments. We realize the amount of money available to do this very important job is severely limited. That is the fault of the Legislature, not the Civil Service Commission.

### Salaries Lag

We also realize that the job is even more difficult in view of the fact that state salaries, on the average, have fallen behind competitive salaries by better than ten per cent.

To merely keep up with the competitive wage trend, inflation and the sharply rising costs of living for fiscal 1967-68, it would require a one-step increase for all employees. Many need two, three, four and even five step increases, and OSEA has the statistics to prove it.

### Criticism Misdirected

The task of arbitrarily selecting a handful of employees to get raises out of the state's 1,100 classifications is a hard job indeed. It has and will continue to draw criticism from all directions.

The association is aware, however, that much of this criticism is not valid, or at least misdirected. We realize your staff's hands were pretty much tied in determining who gets raises. The criteria used to give the increases was those classes with the most severe recruitment and retention problems. Rather than criticize the Civil Service Commission, employees should direct their criticism toward the inadequacy of funds appropriated for the mid-biennium adjustments.

### Some Money Available

The recommendations before you today, we have been told, will spend nearly all of the \$1 million of general fund money that was appropriated by the

last Legislature. The recommendations, however, implemented by the Emergency Board, will spend only one-third of the amount of dedicated funds authorized by the 1967 session.

The OSEA Board of Directors, at its March meeting, selected priorities to spend the salary money as requested by the memorandum sent by the civil service staff. Among the board's recommendations for pay raises were the classifications of Highway Maintenance Man, Highway Maintenance Foreman and related classes.

### State Pay Absurd

Salaries for this group of employees are usually compared with the county road departments across the state and neighboring states. Present salaries for these classes lag those paid by at least seven Oregon counties. Multnomah County salaries have exceeded

the state for several years in this area. The rest either exceed or nearly equal state pay. To cite rates paid by private contractors for this type of work would make the state pay look absurd. A one-step increase for each of these classifications could be made and still be within the dedicated fund expenditure limitations.

### Pay Not Adequate

Another area of employment conspicuous by its absence is the trades classifications. It shouldn't be necessary to quote you the prevailing pay rates of electricians and plumbers since their last contract negotiations with private industry.

We would like to remind the commission, however, that only three months ago OSEA testified against the establishment of several specialized trades classifications because the proposed salaries were not competitive or adequate. These classes include Refrigeration

Repair Man, Elevator Repair Man, Locksmith and Plant Maintenance Repair Man.

### Only In Emergencies

At the time the commission created the classifications, it followed a directive from the Department of Finance saying that pay raises could only be given in extreme emergencies. The commission said at that time, in view of the directive, the salaries would have to be adjusted in July. OSEA has presented salary data justifying an increase for each of these classifications, yet no recommendations were made for them by your staff.

### Most Classes Behind

We could go on for hours, picking out classification after classification, presenting salary data to substantiate salary increases. One has only to look at the Civil Service

Commission's annual salary survey of last December to see the large number of classes that have fallen behind. This, however, would only tend to make the task of selecting the classifications to get raises more arbitrary and more difficult.

### OSEA Is Aware

We are sure the Civil Service Commission is aware of the state's salary situation. OSEA certainly is. You wouldn't have to talk to many employees in this room to find out they are aware of the situation.

The situation will be improved only when the Legislature takes positive action -- action such as permitting salaries to be projected and appropriating enough money in the mid-biennium adjustment fund to do the job it was established to do. The chaos and distortions that result from inadequate appropriations must be made known to those in the legislative halls.

## Classes Proposed for July 1 Pay Hike

Code	Class	Present	Proposed	Code	Class	Present	Proposed
0001	Clerk 1	10 (\$265-342)	10 (\$280-342)	6073	Physical Therapist 3	29 (\$655-810)	30 (\$685-845)
0001	Clerk 1 Typist	11 (\$280-360)	11 (\$295-360)	6076	Director of Physical Therapy Serv.	30 (\$685-845)	31 (\$715-880)
0002	Clerk 2	12 (\$295-380)	12 (\$310-380)	6087	Coordinator of Activity Therapies	30 (\$685-845)	10 (\$280-342)
0011	Secretary 1	11 (\$290-360)	11 (\$295-360)	6104	Laboratory Aide	11 (\$295-360)	11 (\$295-360)
0157	Utility Auditor 1	23 (\$550-625)	24 (\$575-650)	6135	Medical Technologist 1	25 (\$625-685)	25 (\$625-685)
0158	Utility Auditor 2	23 (\$550-625)	24 (\$575-650)	6136	Medical Technologist 2	27 (\$685-745)	27 (\$685-745)
0171	Income Tax Auditor 1	28 (\$625-775)	29 (\$655-810)	6137	Medical Technologist 3	29 (\$715-810)	29 (\$715-810)
0172	Income Tax Auditor 2	28 (\$625-775)	29 (\$655-810)	6137	Resident Physician	37 (\$1030-1110)	37 (\$1030-1110)
0180	Fiscal Auditor 1	23 (\$550-625)	24 (\$575-650)	6300	Physician 1 A	41 (\$1070-1285)	45 (\$1240-1475)
0181	Fiscal Auditor 2	28 (\$625-775)	29 (\$655-810)	6311A	Physician 1 B	42 (\$1110-1330)	46 (\$1285-1530)
2007	Librarian 2	26 (\$575-715)	27 (\$600-745)	6311B	Physician 1 A	44 (\$1195-1425)	48 (\$1375-1640)
2008	Librarian 3	28 (\$625-775)	29 (\$655-810)	6312A	Physician 2 A	46 (\$1285-1530)	50 (\$1475-1760)
2009	Librarian 4	30 (\$685-845)	31 (\$715-880)	6312B	Physician 2 B	48 (\$1375-1640)	52 (\$1585-1885)
2010	Librarian 5	32 (\$745-915)	33 (\$775-950)	6312C	Physician 2 C	49 (\$1425-1700)	53 (\$1640-1950)
2011	Librarian Administrator	34 (\$810-990)	35 (\$845-1030)	6312D	Physician 2 D	49 (\$1425-1700)	53 (\$1640-1950)
2031	Education Project Aide 1	10 (\$265-342)	10 (\$280-342)	6313A	Physician 3 A	50 (\$1475-1760)	54 (\$1700-2020)
2116	Institution Teachers 1 A	23 (\$460-625)	26 (\$550-715)	6313B	Physician 3 B	50 (\$1475-1760)	54 (\$1700-2020)
	B	28 (\$525-775)	32 (\$600-915)	6321A	Clinical Director A	52 (\$1585-1885)	57 (\$1820-2160)
	C	30 (\$550-845)	33 (\$625-950)	6321B	Clinical Director B	53 (\$1640-1950)	57 (\$1885-2235)
	D	31 (\$575-880)	35 (\$655-1030)	6331	Director of Education & Research	50 (\$1475-1760)	54 (\$1700-2020)
	E	20 (\$400-550)	23 (\$400-625)	6379	Community Mental Health Director	53 (\$1640-1950)	57 (\$1885-2235)
2117	Institution Teachers 2 A	29 (\$550-810)	33 (\$625-950)	7027	County Welfare Administrator 2	29 (\$655-810)	30 (\$685-845)
	B	31 (\$575-880)	34 (\$655-990)	7035	Social Worker 1	26 (\$575-715)	27 (\$600-745)
	C	32 (\$600-915)	36 (\$685-1070)	7036	Social Worker 2	28 (\$625-775)	29 (\$655-810)
2121	Institution Principals A	30 (\$600-845)	34 (\$655-990)	7037	Social Worker 3	30 (\$685-845)	31 (\$715-880)
	B	33 (\$655-950)	37 (\$745-1110)	7038	Social Worker 4	32 (\$745-915)	33 (\$775-950)
	C	31 (\$655-880)	35 (\$685-1030)	7041A	Vocational Rehabilitation Spec. 1A	26 (\$575-715)	27 (\$600-745)
	D	34 (\$715-990)	38 (\$775-1150)	7041B	Vocational Rehabilitation Spec. 1B	28 (\$625-775)	29 (\$655-810)
2151	Education Director for Ment. Retard.	38 (\$950-1150)	42 (\$1110-1330)	7042	Vocational Rehabilitation Spec. 2	30 (\$685-845)	31 (\$715-880)
3020	Radio Television Technician 1	23 (\$525-625)	24 (\$550-655)	7108	Correctional Officer	20 (\$460-550)	22 (\$500-600)
3021	Radio Technician 2	26 (\$575-715)	27 (\$600-745)	7109	Correctional Corporal	21 (\$480-575)	23 (\$525-625)
3024	Television Broadcast Eng. 2	31 (\$715-880)	32 (\$745-915)	7110	Correctional Sergeant	24 (\$525-655)	25 (\$550-685)
3025	Radio Engineer	29 (\$655-810)	30 (\$685-845)	7144	Psychologist 1	35 (\$845-1030)	36 (\$880-1070)
3026	Chief Radio Engineer	34 (\$810-990)	35 (\$845-1030)	7145A	Psychologist 2 A	38 (\$950-1150)	39 (\$990-1195)
3201	Meteorologist	32 (\$745-915)	33 (\$775-950)	7145B	Psychologist 2 B	39 (\$990-1195)	40 (\$1030-1240)
5000	Domestic Worker 1	8 (\$250-310)	8 (\$280-342)	7146A	Psychologist 3 A	40 (\$1030-1240)	41 (\$1070-1285)
5001	Domestic Worker 2	10 (\$280-342)	10 (\$280-342)	7146B	Psychologist 3 B	41 (\$1070-1285)	42 (\$1110-1330)
5003	Institution Worker 1	9 (\$250-326)	9 (\$280-326)	7147A	Psychologist 4 A	42 (\$1110-1330)	43 (\$1150-1375)
5005	Seamstress 1	9 (\$250-326)	9 (\$280-326)	7147B	Psychologist 4 B	43 (\$1150-1375)	44 (\$1195-1425)
5032	Dietitian 1	24 (\$575-655)	25 (\$600-685)	7148A	Psychologist 5 A	44 (\$1195-1425)	45 (\$1240-1475)
5033	Dietitian 2	26 (\$600-715)	27 (\$625-745)	7148B	Psychologist 5 B	45 (\$1240-1475)	46 (\$1285-1530)
5035	Food Service Supervisor	24 (\$575-655)	25 (\$600-685)	7181	Group Life Supervisor 1	16 (\$360-460)	18 (\$400-500)
5036	Food Service Manager 1	27 (\$625-745)	28 (\$655-775)	7182	Group Life Supervisor 2	19 (\$420-525)	21 (\$460-575)
5037	Food Service Manager 2	30 (\$685-845)	31 (\$715-880)	7183	Group Life Supervisor 3	22 (\$480-600)	23 (\$500-625)
6021	Registered Nurse 1 (Portland)	575-585-595-605-620	575-585-595-605-620	7184	Group Life Supervisor 4	25 (\$550-685)	26 (\$575-715)
6022	Registered Nurse 2	605-615-625-635-650	605-615-625-635-650	7351	Employment Security Counselor 1	23 (\$500-625)	24 (\$525-655)
6023	Registered Nurse 3	625-635-645-655-715	625-635-645-655-715	7352	Employment Security Counselor 2	26 (\$575-715)	27 (\$600-745)
6024	Registered Nurse 4	655-665-675-745-810	655-665-675-745-810	7353	Employment Security Counselor 3	27 (\$600-745)	28 (\$625-775)
6025	Registered Nurse 5	685-715-745-775-810	685-715-745-775-810	7354	Employment Security Counselor 4	28 (\$625-775)	29 (\$655-810)
6032	Public Health Nurse 1	23 (\$550-625)	24 (\$575-655)	8028	Seed Analyst	9 (\$265-326)	9 (\$280-326)
6061B	Occupational Therapist 1B	24 (\$575-655)	25 (\$600-685)	8045	Produce Inspector	23 (\$500-625)	24 (\$525-655)
6062	Occupational Therapist 2	27 (\$600-745)	28 (\$625-775)	9060	Forestry Aide	18 (\$460-500)	19 (\$460-525)
6063	Occupational Therapist 3	29 (\$655-810)	30 (\$685-845)	9061	Forestry Technician	23 (\$500-625)	24 (\$525-655)
6071B	Physical Therapist 1B	24 (\$575-655)	25 (\$600-685)	9118	Conservation Aide	9 (\$265-326)	9 (\$280-326)
6072	Physical Therapist 2	27 (\$600-745)	28 (\$625-775)				

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