

How Will Gov. McCall's Proposed Pay Plan Affect Career Employees? Here Are Some Examples

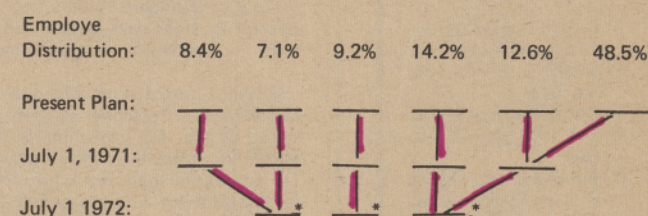
Editor's Note

In an effort to graphically show the affect of the governor's pay plan, OSEA has developed several examples to assist its members in understanding the proposed implementation. Each example develops a hypothetical set of conditions to aid the illustration. The information in parenthesis establishes the length of service used in the example. In each instance it is presumed the employee is at the top of the salary range.

The numbers shown in the top right-hand corner of each example indicates the total number of employees in state service who were in the classification on July 1, 1970, according to the Personnel Division. The 48.5 per cent figure is based on the assumption the total number of employees within the classification are distributed at each pay step in the same ratio as the state's total work force as shown in the governor's proposal.

Although OSEA's example of a Programmer 2 shows the career employee receiving a pay cut as a result of the plan's implementation, Cleighton Penwell, director of the Executive Department, assured the Ways and Means Salary Subcommittee that no employee would receive a pay cut. In those cases where a salary cut would have resulted from implementation, the employee's current salary would simply be frozen. He would get no increase until such time as the salary range is adjusted to bring his pay rate within the salary range.

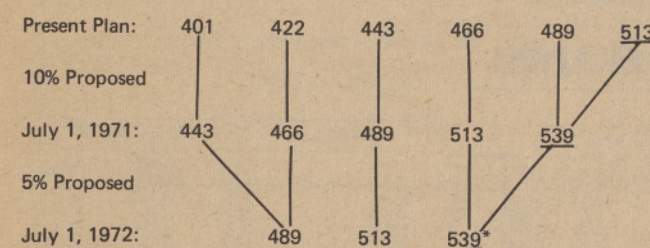
GOVERNOR'S PROPOSAL



*Plus longevity and possible bonus

CLERK 3 (12 years service)
At top step of salary range

834 in state service
48.5% is 404 employees

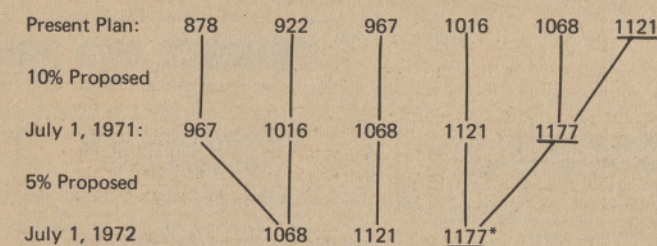


*Plus 3% longevity (\$16.17) and possible bonus

NEW EMPLOYEE: \$88.00 increase
CAREER EMPLOYEE: \$42.17 increase

FORESTER 3 (8 years service)
At top step of salary range

30 in state service
48.5% is 15 employees

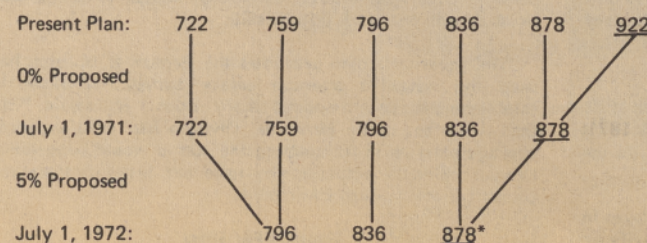


*Plus 2% longevity (\$23.54) and possible bonus

NEW EMPLOYEE: \$190.00 increase
CAREER EMPLOYEE: \$79.54 increase

PROGRAMMER 2 (4½ years service)
At top step of salary range

54 in state service
48.5% is 26 employees



*No longevity but possible bonus

NEW EMPLOYEE: \$74.00 increase
CAREER EMPLOYEE: \$44.00 reduction

ENGINEERING TECH 1 (9 years service)
At top step of salary range

184 in state service
48.5% is 89 employees

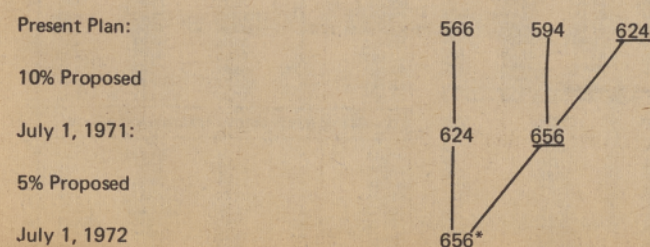


*Plus 2% longevity (\$13.76) and possible bonus

NEW EMPLOYEE: \$85.00 increase
CAREER EMPLOYEE: \$13.76 increase

HIGHWAY MAINTENANCE MAN 2 (2 years service)
At top step of salary range

333 in state service
48.5% is 162 employees

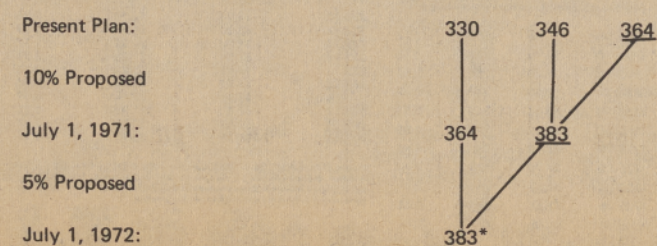


*No longevity but possible bonus

NEW EMPLOYEE: \$90.00 increase
CAREER EMPLOYEE: \$32.00 increase

DOMESTIC WORKER 1 (3 years service)
At top step of salary range

408 in state service
48.5% is 198 employees

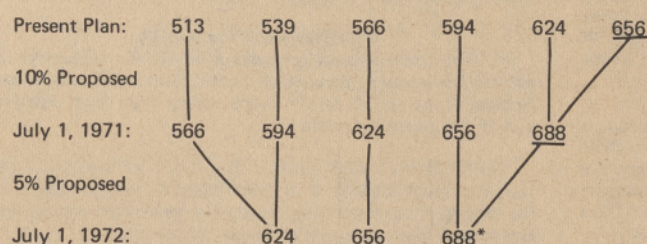


*No longevity but possible bonus

NEW EMPLOYEE: \$53.00 increase
CAREER EMPLOYEE: \$19.00 increase

GROUP LIFE SUPERVISOR 2 (6 years service)
At top step of salary range

108 in state service
48.5% is 42 employees

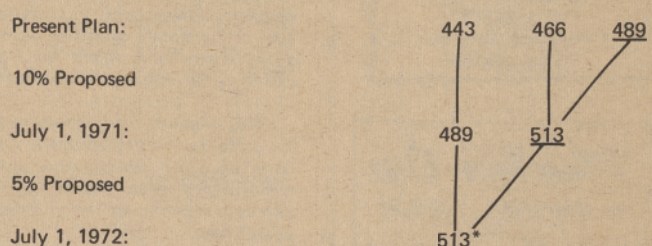


*Plus 2% longevity (\$13.76) and possible bonus

NEW EMPLOYEE: \$111.00 increase
CAREER EMPLOYEE: \$45.76 increase

CUSTODIAL WORKER (7 years service)
At top step of salary range

478 in state service
48.5% is 232 employees

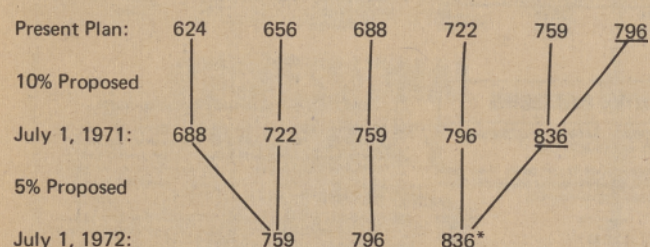


*Plus 2% longevity (\$10.26) and possible bonus

NEW EMPLOYEE: \$70.00 increase
CAREER EMPLOYEE: \$34.26 increase

CASEWORKER 3 (13½ years service)
At top step of salary range

342 in state service
48.5% is 166 employees

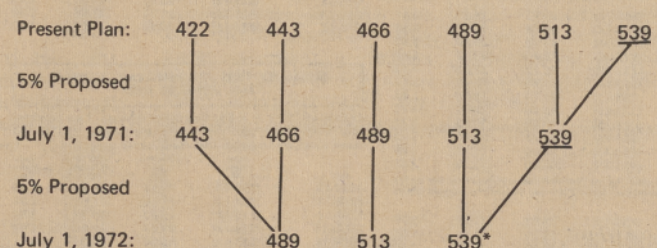


*Plus 3% longevity (\$25.08) and possible bonus

NEW EMPLOYEE: \$125.00 increase
CAREER EMPLOYEE: \$65.08 increase

SECRETARY 3 (8 years service)
At top step of salary range

1,088 in state service
48.5% is 528 employees

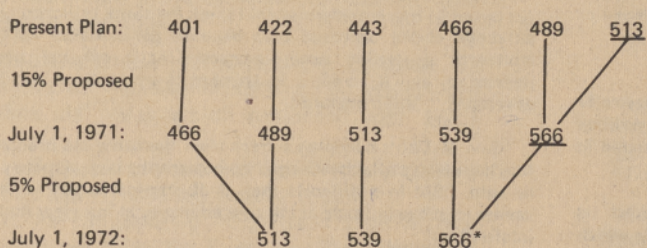


*Plus 2% longevity (\$10.78) and possible bonus

NEW EMPLOYEE: \$67.00 increase
CAREER EMPLOYEE: \$10.78 increase

PSYCHIATRIC AIDE 1 (6 years service)
At top step of salary range

993 in state service
48.5% is 482 employees

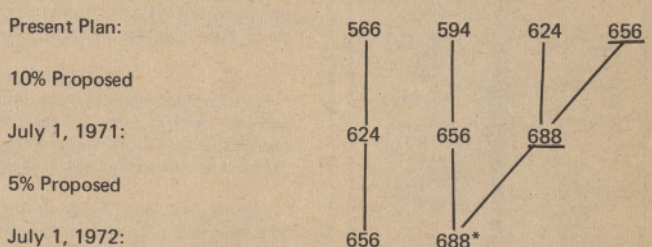


*Plus 2% longevity (\$11.32) and possible bonus

NEW EMPLOYEE: \$112.00 increase
CAREER EMPLOYEE: \$64.32 increase

CORRECTIONAL OFFICER (3 years service)
At top step of salary range

186 in state service
48.5% is 90 employees

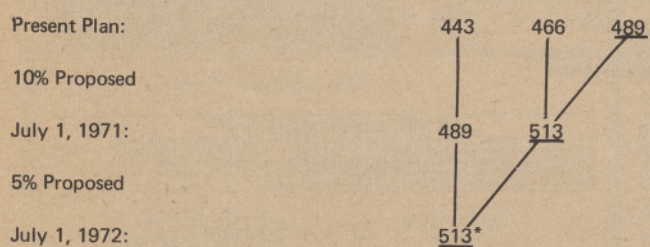


*No longevity but possible bonus

NEW EMPLOYEE: \$90.00 increase
CAREER EMPLOYEE: \$32.00 increase

INSTITUTIONAL WORKER 2 (4 years service)
At top step of salary range

332 in state service
48.5% is 161 employees

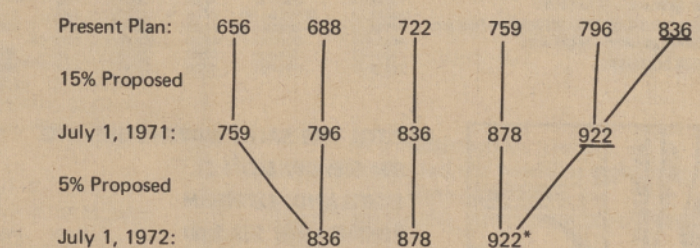


*No longevity but possible bonus

NEW EMPLOYEE: \$70.00 increase
CAREER EMPLOYEE: \$24.00 increase

HIGHWAY ENGINEER 1 (4½ years service)
At top step of salary range

231 in state service
48.5% is 112 employees



*No longevity but possible bonus

NEW EMPLOYEE: \$180.00 increase
CAREER EMPLOYEE: \$86.00 increase