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**Boe: Oregon's Personnel System
Now Under Study by Legislators**

The legislative policy of limiting the percentage of state employee merit pay increases to 85 per cent in the first year of the biennium and 75 per cent the next was done "as a not too subtle encouragement to the Executive Department to develop a sound merit evaluation system."

That statement was made by Senator Jason D. Boe (D-Reedsport) to delegates at OSEA's 1971 General Council. He is a member of the legislature's powerful Joint Ways and Means Committee.

"The Personnel Division is apparently experiencing something less than noteworthy success in getting a fair and workable merit evaluation system off the drawing board and into operation," Boe noted.

"In my opinion," he said, "the tendency appears to be in many cases for management to talk a strong case for merit evaluation but in actuality to prefer the simplicity, ease and absence of the hard choices which result in a longevity system."

Boe said the Ways and Means Committee in 1969 looked briefly at a longevity-type pay administration system which was rejected by both OSEA and the Executive Department.

In 1971, the Executive Department proposed a system which attempted to combine some features of the longevity system and some features of the merit system, "but it, too, was generally rejected by the OSEA," Boe said.

"There is no doubt in my mind that the merit pay-longevity pay issue will resurface again and come back for even more intensive legislative review," he predicted.

Boe was a member of the Legislative Fiscal Committee during the 1967-69 interim period which planned Oregon's new personnel system. It

was put into effect by the 1969 Legislature.

"In general, the new system has worked well," Boe said. "However, lately official people in OSEA have been growing increasingly critical because of weaknesses in following the law and rules as they apply to employee safeguards, training and management communications."

"Most recently in a report to the Public Employee Relations Board, your executive secretary, Tom Enright, charged the personnel administrator of being weak on just about everything except possibly in the area of strengthening his employee negotiations role," Boe noted.

He said Enright "appears to have documented his case rather impressively. You may be assured that this situation is—even now—being studied in great depth by Ways and Means members as well as other legislators."

"The salary and fringe benefit package adopted by the Ways and Means Committee and the 1971 Legislature may not have been all that the OSEA would have desired," Boe said.

"Yet, it seems to me that it is fairly impressive, nonetheless. Doubly so when you consider the extreme fiscal strictures that we were operating under. Where we stand with regard to these programs is confused at this time due to the fact that Phase I and Phase II of the presidential wage and price freeze are almost impossible to evaluate."

"There can be no question, however, that it was OSEA testimony on salaries, fringe benefits and retirement that helped carry the day for state employees," Boe declared. "It was also as a result of OSEA testimony that Ways and Means decided to grant minimum cost-of-living increases to all state employees."

**Employee Retirement
Accounts Valued**

Editor's Note: To keep OSEA members informed of the value of their accounts in the Public Employees' Retirement System, the OSEA News will publish the following table each month. Both the "variable annuity" portion of the account (which is invested in common stocks and short term notes) and the "fixed" portion of the account (which is invested in long term bonds and mortgages) are listed. The table shows the value of each \$100 invested in either the "variable annuity" account or the "fixed" account on the date listed.

	VARIABLE ACCOUNT	FIXED ACCOUNT
January 31, 1971	\$102.67	\$100.42
February 28, 1971	\$103.51	\$100.85
March 31, 1971	\$108.71	\$101.27
April 30, 1971	\$112.52	\$101.70
May 31, 1971	\$107.61	\$102.12
June 30, 1971	\$106.98	\$102.54
July 31, 1971	\$104.55	\$102.96
August 31, 1971	\$107.50	\$103.39
September 30, 1971	\$106.11	\$103.82

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