Memo

TO: Friends, co-members, and fellow workers

FROM: The staff and Board of Directors

We wish you the happiest of holiday seasons and best possible of new years!

Cordially,

State Employees Credit Union

1622 State Street NE, Salem
Telephone: 585-7084
Open Monday through Friday, 9 to 5

Survey Repeats Same Old Story: State Salaries Lag Competition

Each year a new salary survey is conducted by the Personnel Division and each year it seems to tell the same story: salaries paid to state employes lag those paid by public and private employers in and out of Oregon.

The Personnel Division is required by law to perform the salary survey annually. A new one came off the state's printing presses on December 1.

It is composed primarily of three surveys. They compare the wages paid by Oregon's state government to those paid by four western states, those paid by numerous public and private employers within the state, and those paid by the federal government.

The 1972 survey shows Oregon's state salaries lag the average salary paid by four other western states by approximately seven per cent. It found that Oregon pays its employes on a par with the states of Washington and Nevada. However, it lags California by a whopping 20 per cent and is behind Colorado by 10 per cent.

In addition to the four western states, 63 public and private employers within Oregon who employ some 60,000 workers were surveyed. Unlike former years, the 1972 survey looked at "total compensation." That means both the wages and fringe benefits paid by state government were compared to those paid by the surveyed employers in Oregon.

"The data indicates that while the state is approximately eight per cent behind the market average in direct wages, the gap widens to 11 per cent when total compensation is compared," the survey notes.

According to the survey, the state's average hourly pay is $4.17. It provides employes an average of 77-cents an hour in fringe benefits, which brings its total average hourly compensation to $4.94.

The average wage paid by the surveyed employers in Oregon is $4.50 an hour. An average fringe benefit package of 97-cents an hour increases the total average hourly wage paid by the 63 surveyed employers to $5.47. That's an average of 53-cents an hour more than is paid by the state.

The state is close to, or exceeds, the survey average in benefits such as vacations, holidays, sick leave and pensions, the survey notes. It quickly falls behind, however, when fringe benefits such as medical-hospital, life and disability insurance are considered.

The second largest employer in Oregon (the first is the state itself) is the federal government. It is the state's major source of competition in the labor market.

"While our instate survey has traditionally included federal agencies in its list of participants, we have had a significant gap in our survey efforts in that we have not been able to match our salaries for professional and managerial classifications against the federal pay practices," the survey says. For that reason, the Personnel Division conducted a special survey of the wages paid by the federal government.

It shows that while the state compares favorably to the federal government at lower salary ranges, it does not at the higher pay brackets. The higher the salary range, the more the state lags. For example, the state is 15 per cent behind the federal government at salary range 10. That gap increases to 40 per cent at salary range 35, the survey says.

OSEA Says Rental Rules Need Hearing

OSEA has objected to new administrative rules promulgated by the Department of General Services to establish a uniform rental program for state housing.

Although the new rental schedule has not yet gone into effect, OSEA told General Services that it must be submitted to the Public Employe Relations Board before it can be adopted. The schedule cannot become effective if the PERB finds it to be arbitrary, improper or contrary to law.

Assistant Executive Secretary Everett B. Stiles told General Services that OSEA and affected employes should have an opportunity to be heard on the new schedule.

State Employes Due 9 Holidays in 1973

State employes will get nine paid holidays during 1973, according to Personnel Division rules and the calendar.

But what's even better, perhaps, is the fact that two-thirds of the holidays fall on a Monday, which will give state workers six "three-day weekends" next year.

State employes will get the following holidays during 1973:

New Year's Day, Monday, January 1st.
Lincoln's Birthday, Monday, February 5th.
Washington's Birthday, Monday, February 19th.
Memorial Day, Monday, May 28th.
Independence Day, Wednesday, July 4th.
Labor Day, Monday, September 3rd.
Veterans' Day, Monday, October 22nd.
Thanksgiving Day, Thursday, November 22nd.
Christmas Day, Tuesday, December 25th.

Whenever a holiday falls on Sunday, state employes get the following Monday off. Holidays that fall on Saturday are lost. None of the 1973 holidays fall on either of those two days. That wasn't the case this year, however, as state employes lost New Year's Day because it fell on a Saturday.

Employes who are required to work on holidays that fall within their regular work schedule are given, in addition to their regular monthly pay, compensatory time off for the time worked or, at the discretion of the agency head, paid in cash for the time worked.

Holiday pay, regardless of whether it's in the form of cash or compensatory time off, must be given at the rate of time and one-half.

Employe Retirement Accounts Valued

Editor's Note: In an effort to keep OSEA members informed of the value of their accounts in the Public Employes' Retirement System, the OSEA News publishes the following table.

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 or fixed account on the date listed.

	VARIABLE ACCOUNT	FIXED ACCOUNT
January 31, 1972	$101.89	$100.52
February 29, 1972	$105.79	$101.05
March 31, 1972	$106.78	$101.57
April 30, 1972	$108.24	$102.09
May 31, 1972	$108.76	$102.61
June 30, 1972	$104.42	$103.14
July 31, 1972	$103.45	$103.66
August 31, 1972	$107.09	$104.18
September 30, 1972	$105.62	$104.70
October 31, 1972	$106.87	$105.22