

# Pay Ranges Established for 15,000 State Employees

New state pay ranges were established for most of the 800 types of state job under a salary plan prepared by the Civil Service Commission and approved recently by the State Emergency Board.

Overall effect will be to boost the state payroll about \$2,000,000. Both increases and decreases were made in the plan developed to carry out the Legislature's directive to correct salary inequities.

Except where minimum pay has been raised, as of July 1, by this plan, the higher salaries will not come automatically to the various state employees. They can qualify for raises only upon recommendation by their department heads at the normal time their work is subjected to the annual merit review.

Principal feature of the new pay rates is higher maximum pay for many of the state jobs, to provide incentive for the career employes.

Standardizing pay for similar jobs within state government was one object of the plan under which the present 52 different pay ranges were revised to a list of 36 pay ranges.

Job classifications remained the same in almost all cases. Those affected by the new plan are all civil service employes and those unclassified employes not covered by separate salary legislation.

Here are the job titles with a comparison of present and the new pay schedules:

Class No.	Title	Present Range	Proposed Range
0001	Typist 1	170 210	176 236
0002	Typist 2	201 250	210 280
0003	Typist 3	250 309	250 326
0011	Steno 1	193 239	198 265
0012	Steno 2	219 272	222 295
0013	Steno 3	250 309	250 326
0016	Admin Secretary	272 336	295 380
0021	Clerk 1	183 201	186 222
0022	Clerk 2	201 250	210 280
0023	Clerk 3	250 309	250 326
0024	Clerk 4	296 364	295 380
0025	Clerk 5	336 410	342 440
0031	Executive 1	394 477	400 500
0032	Executive 2	477 570	480 600
0041	Supv Acct Proc Sec	477 570	550 685
0042	Chief Acct Sys Sec	477 570	575 715
0045	Sys & Proc Analyst	394 477	420 525
0048	Chief Arg & Meth Sec	477 570	500 625
0048	Chief Records Mgmt Sec	477 570	500 625
0051	Supv of Institutions	513 610	500 625
0101	Accounting Clerk	250 309	250 326
0104	Accountant 1	296 364	295 380
0105	Accountant 2	336 410	342 440
0107	Accounts Executive 1	394 477	420 525
0108	Accounts Executive 2	477 570	500 625
0109	Accounts Executive 3	551 651	575 715
0111	Field Examiner 1	296 364	310 400
0115	Field Examiner 2	350 426	342 440
0116	Field Examiner 3	410 496	450 550
0116	Collections Agent	239 296	236 310
0121	Collections Examiner	336 410	400 500
0122	Securities Examiner	350 426	342 440
0126	Bank Examiner 1	426 513	440 550
0127	Bank Examiner 2	495 590	480 600
0130	Inherit Tax Examiner 1	322 394	310 400
0131	Inherit Tax Examiner 2	379 459	380 480
0132	Inherit Tax Examiner 3	410 495	420 525
0133	Inherit Tax Supv	477 570	500 625
0134	Insurance Lic Exam 1	322 394	342 440
0135	Insurance Lic Exam 2	410 496	450 550
0138	Insur Operations Exam	322 394	310 400
0140	Rev Estate Executive	394 477	420 525
0144	Savings & Loan Supv	364 442	440 550
0147	Corporation Supv	410 495	480 600
0151	Trans Rate Analyst 1	296 364	295 380
0152	Trans Rate Analyst 2	364 442	360 480
0153	Trans Rate Analyst 3	426 513	440 550
0156	Trans Supv 2	551 651	575 715
0160	Utility Supv	551 651	575 715
0165	Income Tax Auditor 1	296 364	295 380
0166	Income Tax Auditor 2	350 426	342 440
0167	Income Tax Auditor 3	410 496	450 550
0168	Income Tax Auditor 4	477 570	480 600
0169	Inc Tax Aud Sec Supv	477 570	500 625
0170	Sr Tax Audit Supv	551 651	550 685
0171	Chief Income Tax Aud	551 651	575 715
0180	Fiscal Auditor 1	309 379	310 400
0181	Fiscal Auditor 2	364 442	360 480
0182	Fiscal Auditor 3	410 495	420 525
0183	Fiscal Auditor 4	477 570	480 600
0184	Fiscal Auditor 5	551 651	600 745
0185	Asst Auditor	336 410	326 420
0190	Revenue Auditor 1	364 442	360 480
0191	Revenue Auditor 2	394 477	400 500
0192	Revenue Auditor 3	410 495	440 550
0193	Revenue Auditor 4	513 610	550 685
0194	Revenue Auditor 5	309 379	326 420
0196	Vet Loan Off 1	336 410	342 440
0197	Vet Loan Off 2	379 459	380 480
0198	Vet Loan Off 3	410 495	450 550
0199	Vet Loan Off 4	477 570	500 625
0200	Vet Loan Off 5	477 570	480 600
0203	Buyer	442 532	420 525
0204	Buyer 2	513 610	550 685
0205	Purchasing Agent	532 630	575 715
0206	Asst State Purch Agent	442 532	460 575
0207	Traffic Mgr 1	322 394	326 420
0208	Traffic Mgr 8	410 495	400 500
0211	Retail Store Clerk	229 284	222 295
0213	Asst Retail St Mgr 1	250 309	236 310
0214	Asst Retail St Mgr 2	281 322	250 326
0215	Retail Store Mgr 1	264 350	260 380
0216	Retail Store Mgr 2	309 379	310 400
0217	Asst Lncor Con Admin	551 651	550 685
0218	Stores Clerk	239 296	236 310
0222	Storekeeper 1	284 350	280 360
0223	Storekeeper 2	322 394	310 400
0224	Storekeeper 3	379 459	380 480
0227	Military Prop Cust	309 379	310 400
0234	Pen Ind Mgr	477 570	460 575
0237	Supv Ind for Blind	336 410	360 480
0301	Multitith Operator 1	239 296	222 295
0302	Multitith Operator 2	281 322	260 380
0305	Cal Mach Operator 1	201 250	210 280
0306	Cal Mach Operator 2	239 296	236 310
0308	Dict Mach Trans 1	185 229	186 250
0309	Dict Mach Trans 2	210 261	210 280
0311	Book Mach Oper 1	201 250	210 280
0312	Book Mach Oper 2	250 309	250 326
0316	PBX Oper 1	185 229	186 250
0317	PBX Oper 2	210 261	210 280
0318	PBX Oper 3	250 309	250 326
0321	Key Punch Operator	201 250	210 280
0324	Key Punch Supv	239 296	250 310
0328	Tab Mach Oper 1	272 336	295 380
0329	Tab Mach Oper 2	322 394	342 440
0332	Tab Mach Supv 1	336 410	342 440
0333	Tab Mach Supv 2	410 495	420 525
0341	Commun Clerk	193 239	198 265
0403	Appraiser Aide	284 350	295 380
0406	Prop Appraiser 3	426 513	460 575
0413	Escheats Agent	336 410	342 440
0415	Title Abstractor	336 410	326 420
0416	Right of Way Agent 1	336 410	342 440
0417	Right of Way Agent 2	394 477	440 550
0418	Right of Way Agent 3	426 513	440 550
0501	Capital Guide	250 309	250 326
0502	Ticket Agent	219 272	210 280
0503	Timekeeper	272 336	265 342
0505	Editorial Asst 1	229 284	236 310
0506	Editorial Asst 2	250 309	265 342
0514	Informational Writer	261 322	265 342
0515	Informational Rep 1	322 394	326 420
0516	Informational Rep 2	379 459	380 480
0517	Travel Inform Dir	477 570	480 600
0518	Game Inform Supv	410 495	420 525
0521	Statistician 1	272 336	295 380
0522	Statistician 2	322 394	326 420
0523	Statistician 3	379 459	380 480
0524	Statistician 4	442 532	440 550
0526	Vital Stat Regr	442 532	460 575
0529	Actuary	551 651	550 685
0531	Tax Economist 1	322 394	342 440
0532	Tax Economist 2	379 459	380 480
0533	Tax Research Supv	477 570	500 625
0540	Hwy Economist	477 570	500 625
0550	Budget Examiner	477 570	480 600
0555	Asst Budget Admin	477 570	525 655
0601	Personnel Asst 1	272 336	295 380
0602	Personnel Asst 2	322 394	342 440
0603	Personnel Asst 3	379 459	400 500
0604	Personnel Asst 4	426 513	460 575
0605	Asst Personnel Officer	322 394	342 440
0606	Personnel Officer 1	379 459	380 480
0607	Personnel Officer 2	426 513	420 525
0608	Personnel Officer 3	426 513	460 575
0609	Hwy Personnel Officer	477 570	480 600
0610	Civil Serv Fid Off Mgr	322 394	380 480
0611	Asst Civil Service Dir	477 570	500 625
0612	Civil Service Dir	684 805	715 880
0619	Ind Safety Tech	336 410	342 440



Studying the requirements, duties and salary of the jobs of some 15,000 state employes is a year-around job for the Oregon Civil Service Commission and its staff. The commission, pictured above, has just completed a special salary survey and revised the entire state salary schedule. This was approved Friday by the State Emergency Board, Civil Service Commissioners (left to right) are A. B. Kenworthy, The Dalles; Philip A. Joss, Portland; A. C. Newell, Salem; their staff director, Charles W. Terry.

Class No.	Title	Present Range	Proposed Range	Class No.	Title	Present Range	Proposed Range
0621	Accident Prev Dir	590 694	575 715				
0624	Emp Sec Interviewer 1	261 322	265 342				
0625	Emp Sec Interviewer 2	284 350	295 380				
0626	Emp Sec Interviewer 3	322 394	326 420				
0627	Emp Sec Section Supv	364 442	360 480				
0628	Emp Sec Office Mgr 1	322 394	326 420				
0629	Emp Sec Office Mgr 2	364 442	360 480				
0630	Emp Sec Dist Supv	410 495	420 525				
0631	Emp Sec Fraud Invest	284 350	295 380				
0632	Emp Sec Fraud Inv Supv	322 394	326 420				
0633	Emp Sec Claims Exam 1	284 350	295 380				
0634	Emp Sec Claims Exam 2	322 394	326 420				
0635	Emp Sec Dispute Invest	364 442	342 440				
0636	Emp Sec Tech	322 394	326 420				
0638	Emp Service Dir	513 610	525 655				
0690	Law Clerk	364 442	360 480				
0701	Hearings Reporter	322 394	326 420				
0705	Hearings Officer 1	336 410	342 440				
0706	Hearings Officer 2	379 459	380 480				
0707	Unemploy Comp Hear Sup	426 513	420 525				
0708	Pub Utilities Hear Sup	513 610	525 655				
0709	Motor Vehicle Supv	532 630	525 655				
0710	Field Office Mgr 1	261 322	265 342				
0711	Field Office Mgr 2	284 350	280 360				
0712	Supv of Elections	513 610	500 625				
0720	Auto Management Supv	459 551	440 550				
0726	Fair Emp Pract Admin	364 442	400 500				
1001	Field Inspector 1	250 309	250 326				
1002	Field Inspector 2	284 350	280 360				
1004	Field Rep F E P	336 410	342 440				
1006	Wis & Meas Inspec 1	284 350	280 360				
1007	Wis & Meas Inspec 2	364 442	360 480				
1009	Beauty Shop Inspec	250 309	250 326				
1013	Med Investigator	272 336	295 380				
1014	Pharmacy Inspec	336 410	360 480				
1017	Racing Inspec	250 309	250 326				
1021	Drivers Lic Exam 1	250 309	250 326				
1022	Drivers Lic Exam 2	322 394	326 420				
1023	Driv Improv Analyst	309 379	310 400				
1024	Driv Improv Supv	336 410	326 420				
1025	Safety Inspec	322 394	326 420				
1027	Safety Inspec Supv	394 477	400 500				
1029	Safety Educ Supv	394 477	400 500				
1030	School Bus Inspec 1	261 322	265 342				
1031	School Bus Inspec 2	296 364	280 360				
1033	Claims Investigator 1	272 336	295 380				
1034	Claims Investigator 2	309 379	326 420				
1051	Weighmaster 1	272 336	265 342				
1052	Weighmaster 2	322 394	326 420				
1053	Weighmaster 3	364 442	310 400				
1054	Weighmaster 4	350 426	360 480				
1061	Deputy Fire Marshal 1	309 379	326 420				
1062	Deputy Fire Marshal 2	379 459	400 500				
1065	Electrical Inspec 1	336 410	342 440				
1066	Electrical Inspec 2	379 459	400 500				
1071	Boiler Inspec 1	336 410	342 440				
1072	Boiler Inspec 2	379 459	400 500				
1073	Plumbing Inspec 1	322 394	326 420				
1074	Plumbing Inspec 2	364 442	380 480				
1080	Aircraft Safety Inspec	350 426	326 420				
1085	Liq Enforce Inspec 1	284 350	295 380				
1086	Liq Enforce Inspec 2	322 394	326 420				
1090	Liq Enforce Agent	296 364	295 380				
1095	Asst Lic Enforce Supv	394 477	380 480				
1096	Liq Enforce Supv	477 570	460 575				
2001	Archivist	410 495	420 525				
2002	Archival Asst	272 336	280 360				
2003	Library Asst	219 272	236 310				
2006	Librarian 1	272 336	280 360				
2007	Librarian 2	336 410	340 420				
2008	Librarian 3	350 426	360 480				
2009	Librarian 4	410 495	420 525				
2011	Museum Attendant	210 261	210 280				
2014	Art Museum Cataloguer	219 272	210 280				
2020	Music Aide	229 284	236 310				
2101	Pianist	229 284	236 310				
2116	Inst Teacher	334 507	334 507				
2121	Inst Sch Principal	427 567	427 567				
2123	Teacher for Blind	229 284	250 326				
2131	Voc Instructor	322 394	326 420				
2135	Voc Educ Supv 1	336 410	342 440				
2136	Voc Educ Supv 2	394 477	400 500				
2137	Voc Educ Supv 3	442 532	460 575				
2141	Voc Educ Director	513 610	550 685				
2145	Appr Training Supv	336 410	342 440				
2147	Asst Appr Director	379 459	380 480				
2151	Voc Rehab Couns 1	261 322	295 380				