State Wage Rate Fails To Compete

SALEM (AP) — The state government with some 17,500 employes faces difficulties because it can not meet the wage rates of its competition.

The competition is from other public and private employers in this state, in neighboring states, and sometimes throughout the nation, especially for key positions.

The state Civil Service Commission has submitted a recommendation to the governor, which it hopes will ease the difficulty.

Melvin H. Cleveland, state civil service director, said a survey made by his department in September showed wages paid by the state were about 11 per cent below those of other public and private employers of the West.

The Civil Service Commission proposes an average 10 per cent increase. Since the total spent by the state for salaries, not including higher education, is nearly $150 million, this would mean an overall increase of about $15 million. Eight million dollars wood come from the general fund, $7 million from revenues outside the general fund.

Cleveland said the proposal would mean big increases for some employes, 10 per cent increases for others, and no increases for some 1,000 employes in categories where competitive circumstances do not require it.

The commission wants the legislature to implement this plan as soon as possible. In the past, the wage increases have been left until late in the session and often suffer because of it.

Finally, the commission proposes a contingency fund to allow increases in critical job areas in the biennium above those specifically legislated.

Cleveland said at present the state is plagued by difficult recruiting problems. He said in some cases the state is forced to "employ marginal employes in order to provide even a minimum service."

This, he added, will mean future woes when these employes advance. He said often this group provides important administrative personnel for the future.

Cleveland also pointed to rising turnover: in 1959, 34 per cent of the state's typists quit, 62 per cent of the stenographers quit. On the basis of the first half of 1960 figures, the state could lose 78 per cent of the typists and 100 per cent of the stenographers.

Often, Cleveland said, salaries are forced up because technological advances bring a demand for a more highly skilled person. He pointed to state hospitals as an outstanding example of this.

Here are some proposals in the Civil Service Commission recommendations on starting pay for specific jobs:

A research analyst, who must be a college graduate, would be advanced from $500 to $650 per month.

A fiscal auditor, who must have a college degree in accounting, would be raised from $500 to $650 monthly.

A social worker, who must have a college degree, would be boosted from $542 to $590 monthly.

An automobile mechanic would be advanced from $390 to $420.

A graduate nurse would be advanced from $510 to $556.

One classification, which covers about 10 persons, would receive one of the greatest percentage increases. This is the revenue auditor, who would be advanced from $575 to $660.

GRANGE NEWS

SUMMER LAKE GRANGE

SUMMER LAKE—Members of Summer Lake Grange Home Economics Club elected officers for 1961 during its regular monthly meeting Nov. 18 at the home of Glenda McDaniel. Diane Elder was co-hostess.

Officers are Diane Elder, chairman; Kathleen O'Leary, vice chairman; Lee Perrall, treasurer, and Clara Cannon, secretary.

Lauravne Kennedy, Lake County 4-H Club leader, gave demonstrations in sewing and grooming. A birthday cake was prepared in her honor.

Tranq Stops Deer

PORTLAND (AP)—A tranquilizer gun was used twice on an escaped Fowler European white deer but it was a flying tackle that brought the animal down Monday.

Where the deer came from was uncertain but it turned up in the St. Johns district of North Portland. Dr. Matthew Mayberry, Portland Zoo veterinarian, used a blowgun to give the doe a tranquilizer, but the animal still tried to break through to freedom. A tackle downed her.

Zoo Director Jack Marks said the zoo would keep the deer unless someone with a better claim came along.

WINS CHILD SUPPORT

LOS ANGELES (UPI)—Actress Virginia Field Monday was awarded child support payments totaling $400 monthly from the estate left by her former husband, the late actor Paul Douglas.

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U.S. Apathy Greets 'A' Weapon Plan

By PHIL NEWSOM
UPI Foreign News Analyst

Before assembled parliamentarians in Paris, the American supreme commander of NATO made a proposal which brought cheers from the United States' European allies but created comparatively little stir at home.

Yet this proposal, if accepted, would require a basic change in U.S. policy and approval of Congress.

Perhaps this seeming apathy toward Gen. Lauris Norstad's suggestion that the North Atlantic Treaty Organization be made a fourth atomic power can be attributed to too much Thanksgiving turkey, the imminence of the Christmas holidays or to a state of mind resulting from 20 years of crisis.

Primarily, Norstad's proposal was to convert NATO from an alliance whose defensive concepts were based primarily on conventional tactics and conventional weapons to one brought up to date in an age of rocketry and nuclear warheads.

Under such a plan, each of the 15 nations of NATO would have atomic arms and each would have a say in their use in the NATO pool.

It would eliminate a source of bitterness among the smaller NATO allies who have complained that among equal partners in the pact some are more equal than others.

And it would eliminate the charge, especially from France, that the United States withholds from its allies nuclear knowledge already available to its opponents.

Whether the United States will abandon the legislation limiting dissemination of U. S. atomic know-how will be up to the incoming Kennedy administration and the new Congress. But the way has been paved well in advance.

The Norstad plan was "leaked" weeks ahead of time to newsmen in Paris, London and Washington.

Last February, President Eisenhower waived the opinion that the U. S. government should make available nuclear weapons to its responsible allies. But at that time, he said, no new legislation was being prepared.

Some NATO allies would have the United States go even further than proposed in the Norstad plan. Paul-Henry Spaak would send Polaris - equipped NATO ships to sea.

Naturally, the Norstad plan has brought no cheers from the Soviet Union which promptly labeled it another case of Western provocation.

And naturally, the plan is not without risks.

If NATO becomes a "fourth" atomic power, then the U.S.S.R. might logically be expected to announce that the Moscow-controlled Warsaw Pact has become a "fifth."

The more nations able to trigger an atomic beast, the greater the danger of a premature explosion touching off world war.

But at the same time, it generally is agreed that to be effective, NATO must be streamlined and it must have weapons.

JFK Shrugs Off Counts

WASHINGTON (UPI) — President-elect Kennedy says he is not worried by GOP efforts to get vote recounts in several states because he has information "that the count has been accurate."

If the ballots from the Nov. 8 election have been tabulated correctly, "you can count them any number of times" without changing the outcome, he told reporters Monday night.

Although voicing confidence that GOP-inspired recounts would not upset his narrow victory over Vice President Richard M. Nixon, Kennedy said he favored recounting ballots whenever "they ought to be counted" so the public would have full confidence in the results.

The latest UPI tabulation showed Kennedy leading Nixon by about 175,000 popular votes. Kennedy had 300 electoral votes and Nixon 223.

Man Is Jailed On Drunk Count

Virgil Ernest Holmes, 66, Route 3, was given $100 fine and $5 court costs in district court Monday. He pleaded guilty to drunkenness on a public highway.

Police say he ridged a car on Oregon 66 on Oregon 140 Wednesday. He was arrested by state police on highway 97 just south of the city limits.

TRIGLE FOR THE PRESIDENT

LOS ANGELES (UPI) — Actor Los Angeles Coleman was ordered $169,797 for the two years of Dr. R. Bernard Lynch and Nicole Tregoff.

Neither trial resulted in a verdict and a third trial already has been set for Jan. 3. That hearing might cost as much as an additional $100,000.