

# NEWS LETTER

## of the

### WASHINGTON ASSOCIATION FOR SOCIAL WELFARE

"The State Conference of Social Work"

OCTOBER 1958

#### COMING EVENTS

Oct. 16	Round Table on Social Legislation	Seattle
Oct. 21-22	Governor's Conference on Alcoholism	Tacoma
Oct. 21-23	Third Community Planning Conference	Pullman
Nov. 21	WASW Board Meeting	Seattle

#### WONDERING ?

HOW summer could pass so quickly?  
WHY, in these days of speed, it takes ten years to rewrite and pass an urban renewal bill in this state?  
WHEN you should buy your Christmas gifts?  
WHERE to begin working on the Child Welfare Codification Law?  
WHO has his leaf raking done?  
WHAT will our lawmakers do about integration?

#### ROUND TABLE ON SOCIAL LEGISLATION

A second very successful Round Table was held in Seattle on Sept. 11 with merit system legislation as the subject of discussion. Donald C. Sampson, executive secretary of the Washington State Legislative Council, reviewed the proposed merit system bill.

On October 16 the Round Table will meet at Diocesan House, 1551 10th N., Seattle, from 1 to 3 o'clock. Dr. Garrett Heyns will present his plans for legislative action for the Dept. of Institutions. Successive meetings will invite other state department heads for the same purpose. These meetings are open to anyone interested as observers, and units are urged to send a representative.

#### OVERHEARD

"A child without discipline is like a clock without a pendulum--both go wild."

#### STATE MAKES SALARY SURVEY

The 1958 Salary Survey made by the Washington State Personnel Board has brought to light some startling facts about the State's position as an employer. Prevailing wages in private and other public employment in Washington were surveyed, and also salaries paid by other States. Purpose of the survey was to provide information regarding salary adjustment needs of those departments and agencies of State government under the jurisdiction of the Personnel Board: Employment Security, Fisheries, Health, Institutions, Prison Terms and Parole, Personnel Board, and Public Assistance.

The study revealed that only 64.9 or 8.1 per cent of the jobs under the merit system are now paid a salary which is at least equal to prevailing wages. Increases varying from one to seven ranges would be required to bring the remaining salaries to the level of prevailing wages for comparable work. In general, the findings showed that an overall average increase in salaries and wages of 11.2 per cent (or an average of 2.55 salary ranges) is needed to place State employees on a comparable footing with the general wage level in the State of Washington.

The Merit System Rule provides in part: "In arriving at salary schedules, prevailing rates in other public employment, in private employment in this State, and other relevant factors shall be given con-



sideration." According to the Personnel Board report, "Wage and salary surveys were developed to assist in carrying out the terms of this section of the Rule in determining the prevailing wage as accurately as possible."

This Survey, conducted in March 1958, included 568 private firms employing about 36 per cent of total private employment and 77 governmental agencies with about 52 per cent of total local and federal employment in this State. This Survey provided current pay data on 42,350 persons employed in jobs comparable to those in State government. In addition, a survey of wages paid by 23 other States was conducted during June 1958 for salaries on 65 classes of positions usually found in State government.

The detailed information in these surveys is published in three separate reports. In one, it is noted "that the College of Business Administration at the University of Washington states that there is an average salary of \$376 per month for recent graduates for the year ending June 30, 1958." This figure was \$356 in 1957 and \$300 in 1956. Also, "the twelfth annual Endicott Report forecasts a 1958 starting salary of \$408 for men as general business trainees (the lowest paid category). The actual figure for 1957 was \$393. The average starting salary for women, in all fields, is forecast at \$363 per month." The Endicott Report is based on a response from 223 concerns which actively seek college graduates and will make an estimated total of 9,819 campus contacts, an average of 47 schools per company. This is a continuing nationwide survey of policy and practice in the employment of inexperienced college and university graduates in business and industry throughout the nation.

According to the published summary, "The findings for beginning level Caseworker and Interviewer classes are necessarily based on salaries being offered students graduating from college. At least a two-range increase is indicated for these classes" to bring the actual range to

\$349 to \$414 monthly. "In 20 cases, principally medical positions, the recommendations for top-level positions exceed the salaries of their department heads, which may not exceed the statutory ceiling of \$12,000 annually."

WASW, with its commitment to fostering the acceptance and development of professional standards in the operation of public services in Washington, is in hearty accord with the Personnel Board when it states: "Prevailing wages must be offered in order to compete with the labor market for competent personnel. If salaries are competitive, the State will be able to recruit and retain qualified employees to perform its essential services. If salary rates are below competitive rates in the State, superior employees will not be attracted to State service and only sub-standard service will be rendered."

While the Washington law states that laborers, workmen, or mechanics working on public works of the State or its political sub-divisions shall be paid wages not less than the prevailing rate of wage for an hour's work in the same trade or occupation in the locality where the work is being performed, such a rule does not apply to other persons regularly employed on a monthly salary.

A comparison of Washington wages and those paid by 23 other States had these among many findings:

Minnesota had the top monthly salary range for Caseworker I (\$360-490), while Washington was fifteenth on the list, paying \$282-349. Top salary for Caseworker III was in Wisconsin, with a range of \$425 to \$565 per month, while Washington was again in fifteenth position with a monthly salary range of \$334 to \$397. In both these classifications Washington has a top salary which is lower than the beginning salary of other States. The Personnel Board proposes a range of \$349 to \$414 for Caseworker I; \$397 to \$471 for Caseworker III. In the Casework Supervisor category, Wisconsin is high with \$450 to \$630 monthly, whereas Washington



stands in fourteenth position with \$364 to \$432. The Personnel Board proposes a range of \$414 to \$492 here. The Child Welfare Representative receives \$528 to \$677 in Massachusetts and in Washington, which is in tenth place, earns \$471 to \$561 monthly. A range of \$514 to \$612 is proposed by the Personnel Board. Washington appears in sixteenth position in its salary for Public Health Nursing Consultant (\$432 to \$514), while Pennsylvania leads with a range of \$508 to \$648. For this position the Personnel Board proposes a range of \$492 to \$586.

The Washington State Personnel Board has made a comprehensive study well worth the attention of all WASW members. It must be remembered that its findings regarding the need for a lifting of salary levels are in the recommendation stage only; legislative action is necessary to provide the additional funds necessary to implement the proposed scale. Washington's less favorable position in relation to other States, in the majority of classifications, must be called to the attention of all legislators so that a more competitive salary plan will be adopted and financed for the coming biennium. Your WASW Board urges you to make use of the facts presented by the Personnel Board in talking with neighbors, friends, community leaders, and legislators.

### THIRD COMMUNITY PLANNING CONFERENCE

The third Community Planning Conference, meeting at the State College of Washington at Pullman under the chairmanship of A. A. Smick, will have as its theme, "The (U.F.S.) Understanding, Feeling, and Skills of Leadership." Following recommendations from representatives serving on the steering committee, the conference will stress leadership training for the home community. Such topics as "Why Have a Meeting?" "How to Plan a Meeting," and "Holding a Meeting" will be part of the conference program.

### PROGRESS ON CHILDREN'S CODE

On September 23 Mrs. Herbert S. Little, chairman of the Sub-committee on Children's Laws, and Mr. Dan Smith, WASW Board member from Tacoma, went to Olympia to discuss with Mr. John O'Connell, Attorney General, the possibility of further work by his office on child welfare legislation. At a spring meeting of the sub-committee, Mr. Gerald Collier of the Attorney General's office had suggested the possibility of requesting a special budget item of \$25,000 for the sole purpose of revising child welfare laws in the State of Washington, including the Juvenile Court Code. Since WASW at its State Conference in 1958 resolved to work toward a new revised and integrated children's code, the Board felt that the interest of the Attorney General's office in the subject should be actively pursued.

Two possible approaches to new legislation were discussed by Mr. O'Connell: first, an interim legislative committee composed of legislators and staff, which could hold hearings over the state and recommend new legislation; or, second, an enabling act by the 1959 Legislature directing the Attorney General's office to study and prepare a new children's code to be submitted to the 1961 Legislature. Mr. O'Connell concluded that the second method would cost the State less in the end and that he would be willing to recommend such an act to the 1959 Legislature. Mrs. Little and Mr. Smith also discussed the possible role of a citizens' advisory committee in furthering the new code or the possibility of enlisting the Governor's interest in appointing a commission on the subject.

Mr. O'Connell's interested response is deeply appreciated, and we can watch with interest what develops. Meanwhile, Mrs. Little has appointed a small steering committee to which any suggestions by the membership may be submitted.



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I am enclosing herewith my check (or money order) for my 1958 Association dues.  
Please make proper return to the treasurer of the local unit for my county.

( ) Individual Membership in WASW \$3.50  
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