

# New Wage Rates May Complicate State Budget

By HENRY C. McARTHUR  
SACRAMENTO — (CNS) — Increased state salaries, to the tune of \$75 million, have been recommended to Governor Ronald Reagan by the state personnel board, which is headed by Samuel J. Leask, of Los Angeles.

The board's report on state salaries is made annually under direction of the state legislature. It is charged with reporting on levels of state salaries, as compared with those in private industry, in an effort to keep public employes within somewhat

the same range as comparable employes on the outside.

The board recommends that the general fund contribute \$39 million to the proposed increase, and other special funds appropriate \$36 million for the increase, which would mean approximately 5 per cent for practically all civil service employes next July, plus additional adjustments for those in classes where salary problems are particularly severe.

Justification for the increase, Leask says, is based on the rate

of private industry salary increases, "which have clearly accelerated."

"Personnel board surveys," he stated, "show that private industry salary levels have increased 3.9 per cent from March to October, 1968."

"This is the largest in this time period since World War II. It is anticipated that the March, 1969 surveys will show an annual increase in private industry of more than 6 per cent for the entire year."

The legislature authorized a

general 5 per cent increase for state employes as of July, of this year.

The board's recommendation, which usually is followed with regard to salary increases, was somewhat below the amount suggested by the California State Employees Association, which suggested roughly a \$90 million addition in pay for the civil service workers.

In addition to the salary increase, the board suggested other benefits for government employes, including one that time

and a half paid for overtime, and night-shift differentials be provided for those state employes whose counterparts in private industry enjoy such benefits.

The policy of the state always has been that it does not pay cash for overtime, but it has in late years allowed compensating time off when extra hours are put in.

In addition, the board wants unemployment insurance coverage for some state employes, particularly those in the position of being laid off from their jobs

when budget cuts or other occurrences cause such layoffs. At the present time, there are no provisions for this type of benefits for state employes, which puts the in a class with agricultural workers.

The board report, however, pointed out that there are few state layoffs because of budget cuts, and therefore, the gross amount used for unemployment insurance would be minimal.

Another fringe benefit suggested was that the state contribution to basic health plans be

increased to cover the entire cost of the basic plan to each employe. At the present time, the employes covered by health insurance pays part of the cost.

From the board's recommendations, it can be seen the legislature will be up against an additional financial problem in working on the 199-70 fiscal year budget. But the problem is no different than has been encountered in previous years, with spiraling costs of living demanding higher pay in public and private employment alike.

## Comment and Opinion

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### A Fact of Life

A New York restaurant has celebrated its 100 years of operation by serving meals for one day at their 1868 prices. Here is the 100-year-old price list: corned beef and cabbage, 4 cents; veal cutlet, 5 cents; beef steak, 4 cents; roast chicken, 10 cents; pie, 2 cents; coffee, 1 cent. During its one-day centennial observance, the restaurant lost \$5,000 for one very obvious reason. The meal that cost 12 cents a hundred years ago is now \$9.50. Another indication of the decline in the value of the dollar is the current "living wage" which is estimated at about \$125 per week for an average American family. In 1904, a Committee of the Chicago Bureau of Charities agreed that no family could live comfortably on less than one dollar a week per capita.

While the foregoing statistics may appear irrelevant today, they do serve to illustrate a fact about the U.S. economic system that few seem to appreciate. That fact is that in spite of inflation, living standards have risen uninterruptedly year after year as a result of increasing productivity. The rise of mass production and mass distribution in a free competitive market have been the major contributing factors in preserving the purchasing power of the dollar. Many years ago, the nation's more progressive retailers, notably the chain stores, introduced the merchandising philosophy of moving the greatest possible volume of goods at minimum prices. This philosophy is basic to the merchandising system today. It has been a logical development of the free market. Our competitive mass distribution system is the surest guarantee that consumers will continue to enjoy maximum benefits of high productivity. Fortunately, a hundred years ago freedom in the marketplace was an accepted fact of life. If we are wise, we will accept it as a fact of life today and seek to protect it against the invasion of over-regulation.

### War on Society

Barron's, National Business and Financial Weekly, recently carried a feature article recounting the manner in which federal war on poverty funds have been used to maintain criminal youth organizations. Barron's allegations are too important to be passed over lightly. One such poverty fund supported organization has been charged by a U.S. Congressman with being deeply implicated in the pillage of Washington, D.C., last spring. And in the opinion of Barron's, "The war on poverty is really a war on society. Taxpayers owe it no allegiance." The words of the Congressman are even stronger: "... to vote funds for agencies and policymakers who lack basic moral and spiritual judgment, makes as much sense as giving the keys to the Treasury to every thug and footpad in the country."

At the present time, according to one authority, the average individual works all day Monday and half of Tuesday of each week just to pay the tax collector. Even the possibility that part of this day-and-a-half of work contributed to government each week may be going for the support of militant gangsterism in the guise of war on poverty is sickening to contemplate.

### THE MAN WHO CAME TO DINNER!



### Scape Goat



### AFFAIRS OF STATE

## Reagan Won Nixon Okay To Head GOP Governors

(Editor's Note — Today's "Affairs of State" is written by Lyn Nofziger, well-known California newsman and former Communications Secretary for the Governor's office. Nofziger covered the Palm Springs Republican governor's conference for Capitol News Service.)

By LYN NOFZIGER

SACRAMENTO — (CNS) — Although he did not interfere in the selection of a chairman for the Republican Governor's Association, President-Elect Richard Nixon let it be known in advance to at least one governor, Paul Laxalt, of Nevada, that Governor Ronald Reagan was his personal choice.

On that basis, Laxalt began early in the conference of Republican governors, held at Palm Springs last week, to line up votes for Reagan.

Reagan had not been an active candidate for the post, but had said he would accept it, if it were offered to him.

The only avowed candidate for the chairmanship was Governor Raymond Shafer of Pennsylvania. The man who normally would have succeeded to the chairmanship, Vice-Chairman Tim Babcock, governor of Montana, was defeated in his bid for re-election last month.

Laxalt's efforts to line up

votes for Reagan proved unnecessary because the nominating committee, headed by Governor Stanley Hathaway, of Wyoming, picked Reagan by a three to two vote over Shafer, and the governors accepted that recommendation unanimously.

At the same time, they made Shafer vice-chairman, with the understanding that he will succeed Reagan next year.

Reagan replaces John Chaffee, lame duck governor of Rhode Island.

Actually, the decision to give the post to Reagan in 1969 and Shafer in 1970 makes sense. Reagan will be running for re-election in 1970, and will have little time for outside jobs. Shafer, by law a one-term governor, will be free in 1970 to devote as much time to the job as is needed.

Nixon's backing of Reagan is undoubtedly more than just home-state loyalty. On the surface, at least, it is a further bid for support from the conservative wing of the Republican party. Shafer, though no Rockefeller liberal, was a Rockefeller supporter before and during the Republican nominating convention.

Even more important, Rea-

gan has shown himself to be both a tougher and a more articulate governor than Shafer, while as governor of the largest state, Reagan also carries more political muscle. His voice, in support, during Nixon's first critical year as president, will be listened to more widely.

This does not mean that the Republican Governor's Association will become a tool of the White House.

Indeed, there are many indications already that Reagan will seek to beef up the Association and its staff in an effort to make the governors' collective voice more effective in party councils.

However, Reagan, speaking for the governors' point of view, will be sure to speak in words that tend to support Nixon and unify the national Republican team.

Along with former state chairman Dr. Gaylord Parkinson, Reagan has been the great unifier of the Republican Party in California, and has reaped the rewards of that unity.

He is not about to take a different tack on the national scene.

### Quote

A man can cash in good resolutions if he keeps them long enough to earn dividends. —Fred R. Grown in the Bergen (N.J.) Citizen.

More diets begin in dress shops than in doctor's offices. —Bath County (Ky.) News- Outlook.

After years of study and involvement in taxation problems, I know that taxation is only a choice among evils. Little is gained if attention is mainly focused on attempting to pass the burden to another level of government, be it federal or local. The only cure for tax rate increases is able administration. An elastic tax structure related by policy to a healthy business growth is the only answer. — California State Senator George Miller Jr.

### HERB CAEN SAYS:

## Both Round House and a Roundhouse Are Handy

Hello and greetings: A question from one of our listeners: "Is there any particular advantage to living in one of those new cylindrical apartment houses on Cathedral Hill?" Answer: Certainly. In case of nuclear attack, they screw themselves into the ground... (That's FUNNY!) ... Question: "My boy friend keeps wanting to take me to the Villa Roma motel, which is circular. Should I go?" Answer: Well, as Daddy used to say, "Keep your daughter in a roundhouse, Sam, they'll never corner her there" ... (HOOBOY) ... Question: "Who lives in those octagon houses I see around town?" Answer: Two squares ... If Joyce Brothers married the Smothers Brothers would she still be Joyce Brothers or in jail for bigamy? ... Harry Bridges uses Mothersill's.

Skewed again: I thought Frank Sinatra was just sounding off when he said — in the course of blasting L.A. — that he now has an apartment in San Francisco, "a grown-up swinging town," but it's true. His lawyer, Milt Rudin, was here recently to sign a lease on a pad hard by the Fairmont Hotel — not in Sinatra's name, of course. Look for "Tony Rome" on the mailbox? ... Frank, in the course of his diatribe: "The city has a lousy transportation system, the opera and symphony go begging for money, and the museums don't have any great paintings to put on the walls." For a minute there, I figured he was talking about San Francisco ... (Anyway, welcome, Leader!)

Scam what am: Stephen Smith, the dashing Kennedy-in-law, was holed up at the Fairmont with the town's biggest Checkbook Democrats, and out of the smoke-filled room came The Plan. On Dec. 15, Sen. Teddy Kennedy will speak at a banquet in the hotel — and incidentally receive an honorary degree at Santa Clara — in an attempt to wipe out at one stroke the \$100,000 Northern Calif. deficit run up during Sen. Robert Kennedy's last campaign. There will be 10 ta-

bles at \$5000 each, with other tables scaled down to a \$100 bottom — and if the figures scrawled on a tablecloth were added correctly, the debt will be erased.

Gamut from ho to hum: One of the town's most written-about restaurants is in trouble.

A Report From Our Man in San Francisco

Bossman hitting bottle, bottle hitting back ... A you may have inferred from his jaunty asides on KSFO, Don Sherwood is really truly in love — but marriage? "Well, I have this theory," he says. "When you meet someone you think is Miss Right, you must spend four seasons together. After that, if you're still getting along, it's time to think of marriage." At the moment, the happy couple is heading into its second season, the winter of his content, after which it should be downhill all the way ... William Buckley, here taping Mayor Alioto and Mr. Cleaver (but not together) a while back, also signed Barnabull Conrad to bark at Cleveland Amory on the telly about cruelty to animals ... Cleveland Amory is a person, not the place where the Ohio National Guard hangs out.

Greetings from high atop topless Carol Doda, overlooking beautiful Visitation Valley! ... News-flash via Reuters from Hanno's-in the Bois: "Five young men who couldn't decide who should pay the dinner tab decided to settle the dispute with a race around the block. The owner, who acted as starter, hasn't seen them since" ... By George, that's wizard! ... Feeling grumpy? Go out to the San Francisco Zoo for a couple of yaks. Feeling tacky? Go fly a kite. Feeling long in the tooth? Go bite a dog and make news.

Anybody for a Peace and Quiet Party?

Greetings from low atop the Ferry Building, underlooking the Charlie-barcadero Free-

way! ... Lady to waiter at the Wharf: "Do you have finnan haddie?" Waiter: "No, but will Cutty Sark be all right?" ... Chase Webb: "Short-short hair often reveals a red neck."

Bodkins' odds: At the Villa Roma, I thought I was hearing a brain-boggler in its native state when Bandleader Jimmy Diamond said "I want you to meet the man who put the pointy ears on Spock" — but he was precisely correct. Meet Gene Roddenberry, creator of TV's "Star Trek." The baby doctor still has ordinary ears.

Our native wits: Bob Sherwood: "Have you seen that Chinese cook on 'Bonanza'?" Definitely an Uncle Tong" ... Headline noted by Agnes Allison in the Berkeley Gazette: "Mansfield Says Senate Will Have Nixon's Ear." Ole!

Defoliate Golden Gate Park! Deny the hippies sanctuary! ... Caenucius say: Girl who goes into Montgomery St. bar alone for quick martini sometimes wind up with Old Granddad instead ... Oh, I say! That's rich ... Cirrhosis of the liver is a social disease, but only if you contract it at the Burlingame Club ... I say, that's poor ... Save your garbage for the bog earthquake of 1969 and then dump it into the cracks. Oh, I say! ... When Yoko Ono has John Lennon's baby, will it be a Japanese Beatle?

Greetings from high atop Nob Hill, overlooking downtown metropolitan Emeryville, and it was Fred Allen who said that TV has set mediocrity back 50 years. Thank you Fred Allen ... "I'm on a diet," said Atty. Bill Coblenz to Att. Howard Nemerowski at Jack's. Howard: "Really? How much do you weigh?" Bill: "140." Howard: "I ate that much for lunch yesterday" ... (That's FUNNY!) ... The reason Mayor Alioto is thinking about getting elevator shoes is that he wants to use City Hall as a stepping stone ... (Very interesting. And also DUMB.) ... Charles Schulz is getting fat on peanuts, which he never eats.

### ROYCE BRIER

## Controlling Campus Mobs Poses Complex Problems

The presence of massed policemen on college campuses where imminent threat or violence exists, and even when sporadic violence is occurring, is an extremely complex question, but nothing will be gained by ducking it.

Ducking it means you are either intimidated into doing nothing, lest the situation be worsened, or you act precipitately, ignoring alternatives to the use of force.

The problem prevails generally in American colleges today, and secondary schools as well.

There is considerable validity to the argument that intervention of the police authority in smouldering situations where an explosion is indicated, may incite to an explosion which would not occur without the intervention. In cases where typewriter-tossing and window smashing has become chronic, an intervention could add to the gravity of the dis-

articulate than are white students and professors, who appear confused by their plight, and given to irrelevancies. The sum of these presentments is a kind of collective futility, which does not attack the overall problem, but keeps it in a vacuum.

### Opinions on Affairs of the World

The numbered demands of the militants in tone and content offer an air of bravado which seems designed more to impress a million television viewers than a handful of college officers. Not all the demands are absurd, but enough are to infect the more reasonable ones, and they radiate the total effect of Adolf Hitler at Nuremberg exercising his inexorable will.

The trouble is that while the militants willing to resort to violence comprise but a small percentage of the student body, larger segments of students and often of the faculty give them moral support, either out of fear, or in a belief their grievances against the college authority will be hastened toward redress.

But that the larger segments fully understand the problems of education which daily bedevil them is in some doubt when they fill a large auditorium to thrash out those problems. The Negro militants with a specific plan are much more

order. The question is therefore one of degree, which is at common denominator of all human strife, in warfare as well as in civil protest.

The blacks may have a case, for instance in their demand for equitable treatment on all campuses, or for courses dealing with their racial history. But if more of the exorbitant demands must be met by impairment of the educational life of a large majority, or if the price of not meeting them all is the shutdown of a large college, then the price is intolerable.

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## Morning Report

The Internal Revenue Service people put the long arm on California's Senator George Murphy for 3000 spondulics last May. And when he didn't pay up, they slapped a lien on his property.

I'm sure the citizens of the State will understand the Senator for being short \$3000. Being short is a normal condition for ordinary citizens at income tax time. It creates a sympathetic bond between the ruled and their rulers.

But then the former movie actor went on to say that he "wasn't aware his credit was so bad with Uncle Sam." Why wasn't he aware? After all, he helps make the laws and sits with the mighty in Washington. Internal Revenue is fearless and fearsome. When it says, "pay up," even a Senator should get the message.