

State Civil Service Employees Receive Wage Adjustments

Varying wage adjustments effective next July for 32,700 state civil service employees which will average 3.6 per cent and will cost \$74 million annually plus a one million dollar fringe benefit package has been approved by the Michigan Civil Service Commission.

The Commission eliminated a staff recommendation that limits on the commission group life insurance program be increased to

the next highest thousand dollars of annual salary at a cost to the state of \$350,000.

They amended the pay package slightly to provide 3 per cent pay increases for top level executives (Va through VIII) and for some clerical workers instead of proposed adjustments of about 2.8 per cent at an added cost of \$29,000.

THE ADJUSTMENTS vary from 2 to 12 per cent for different occupations, but will average about \$4.00 per week per worker. The bulk of the staff recommendations made Nov. 19 were approved. Generally the adjustments would:

- 1) Increase most pay grades between 3 and 4 per cent.
- 2) Range between \$2.00 and \$4.00 per week for approximately 25,000 employees, and from \$4.80 to \$8.00 per week for most of the other workers.
- 3) Provide a very few special positions increases ranging from 6 to 10 per cent, including corrections school teachers and some but not all grades of clinical psychologists, highway planners and electricians.

The adjustment will raise the median state pay rate from \$5,475 to \$5,657 annually.

Distribution of the adjustment by job grades shows 19,941 employees in grades C through A would get \$1.8 million, 12,084 employees in grade I through IV \$3.2 million, and 769 employees at the executive levels of V through VIII \$385,000.

THE FRINGE benefit package would add out-patient health benefits to the state's current health plan, increasing the state's contribution to the health plan by \$508,000, and would increase annual lump sum longevity payments for employees with six years' seniority or more by 10 per cent at a cost of \$350,000.

In another slight change in the

staff proposal, the commission provided that employees presently enrolled in the state-contributory basic health plan could continue the plan after next July if they do not choose to enroll for the added benefits and accept the additional state contribution of \$26.00 per year.

All newly-hired employees, however, would only be offered the combined plan. The commission estimated the additional cost of the new package to the employee would average \$24.00 annually. Under the original proposal all employees who wanted a state contribution would have to enroll in the combined plan.

THE STATE currently contributes \$1.8 million and employees \$3.7 million to health insurance costs. Under the new plan the state will contribute \$2.5 million and the employees \$4.2 million. The state contribution to life insurance costs totals about \$730,000 annually, with the employees paying \$440,000.

The commission action came after 17 public hearings and staff recommendations based on findings of an extensive study which compared state pay rates with other public and private employers.

The study included a ranking of pay rates in 42 classes of state jobs which cover over half the state's work force with 377 private Michigan business and industrial concerns, totaling about \$730,000, and types in 15 geographic areas, and a similar comparison of 93 classes of jobs with 60 other public jurisdictions.

The study shows that 21 of 29 Michigan cities surveyed reported general pay increases and that of 22 states, 7 reported general pay increases and 7 others reported selective adjustments, and that Federal pay rates were generally increased from 3 to 6 per cent.

It also indicated a general increase in pay levels for many of the private employers surveyed.



Trees and More Trees

Right at home in the "Christmas tree forest" are three YMCA Indian Guides, Randy Gibson, 8, (from left); Russell Wilson, 9, and John Beck, 6. The boys are helping the Y with their annual tree sale on the lot behind the building at 400 E. Lincoln. Trees

will be available from now until Christmas Eve, 9 a.m. to 9 p.m. on Saturdays, and noon to 9 p.m. on Sundays and weekdays. Balsams and Scotch pines from five to 12 feet are featured in the Y lot.

Dear Santa:
I tow truck. Mail to Santa Claus.
Tom Joliat
960 Lakeside, Birmingham

Dear Santa:
Bic toy rector, get Tiger, Joe Little.
Greg Morris
16232 Kirkshire,
Birmingham

Tips for Gift Buying For Your Gentleman

Apparel is one of the most satisfying Christmas gifts a man can receive. And, therefore, one of the most satisfying to give. There are certain items they will not lavish on themselves but gratefully accept when they're in the form of gifts.

Do a little reconnaissance work on your gentleman's wardrobe.

Am yourself with sizes, all kinds. Include suit, sport jacket, waist, trouser inseam (for slacks), shirt collar, sleeve, hat, glove, height and weight.

When you don't know sizes, choose size-less gifts like a tie, silk square, cuff links, the bar, etc. Know his favorite colors, or ones in which he has expressed an interest.

Know, too, the gentleman's fashion image and stay within those confines.

THREE BASIC "looks" are tailored for today's man. In some cases, men like all three and wear each with equal ease.

The looks are:

The natural shoulder look—styling that has a classic, understated look. This concept extends to fabric, pattern and color as well as the basic expression.

The moderate look—just what its name implies: moderate styling expressed with moderation. No extremes.

The advance fashion look—the newest, most forward-looking style trend for the man who wants to express his individuality yet still be assured of being well-dressed. Style features of this look include the contoured shoulder, side vents, slanted pockets, stronger patterns.

Oakland County Sends Four to Confab on Coast

A national conference on birth defects and a tour of The Salk Institute for biological studies drew hundreds of volunteer leaders of The March of Dimes to San Diego, Calif., Sunday through Wednesday.

Norman D. Hosking, Southfield chapter chairman; Mrs. Russell Hill, Ferndale, executive home secretary; Mrs. W. Earl Givens, Bloomfield Hills, chairman of women's activities; and Louis O. Michot, Pontiac, chairman of the campaign advisory committee, represented the Oakland County chapter of The National Foundation-March of Dimes at the conference.

ON MONDAY, panelists from six of the 50 March of Dimes Birth Defects Centers now in operation throughout the United States discussed the national problem of more than a quarter of a million infants born in this country each year with serious physical or mental defects.

The search for causes and ways to prevent birth defects were outlined by March of Dimes-financed grantees and other investigators in the field of congenital abnormalities. Dr. Morris Fishbein, medical educator and editor, also addressed the conference.

Dr. Jonas Salk, who developed the first successful polio vaccine with the total support of the March of Dimes, presented a progress report on the Salk Institute for Biological Studies near San Diego. Delegates toured the site of the institute's first permanent laboratories, scheduled to open in 1965.

W. B'field Roadway Under Discussion

WEST BLOOMFIELD—A proposed roadway from Orchard Crest subdivision to the junior high school brought conflict at the township board meeting last week.

A letter from the school architect pointed out to the board that the road would cause traffic problems at the school.

Supervisor John Rehard said that along with the architect neither the school nor the West Bloomfield consultants felt the road should be built.

The road had been suggested earlier by the planning commission.

Dear Santa:
I wish you could bring me a air blaster gun, a few Hardy boy books, a racing car set, a camera, a Beatie album, a vacuum, some more railroad tracks, a new bike light, a ball for Roby, a bed for him too, a big ball, new ice skates, a small TV too.
Dean Pickrell

Firemen Give Poetic Warning for Holidays

Twas the night before Christmas and all through the house Not a creature was stirring, not even a mouse, When down through the chimney all covered with soot, Came the "Spirit of Fire"—an ugly galoot.

His eyes glowed like embers, his features were stern, As he looked all around for something to burn. What he saw made him grumble, his anger grew higher, For there wasn't a thing that would start a good fire.

No door had been blocked by the big Christmas tree; It stood in the corner leaving passageways free. The lights that glowed brightly for Betty and Tim Had been hung with precaution so none touched a limb.

All wiring was new, not a break could be seen, And wet sand at its base kept the tree nice and green.

The tree had been trimmed by a mother in haste That the ornaments used by fire resistant.

And mother had known the things to avoid, Like cotton and paper and plain celluloid. Rock wool, metal icicles, and trinkets of glass Gave life to the tree, it really had class.

And would you believe it, right next to the tree Was a suitable box for holding debris? A place to throw wrappings of paper and string From all of the gifts that Santa might bring.

The ugly galoot was so mad he could boast, As he climbed up the chimney in utter disgust. For the folks in this home had paid close attention, To all the rules of good "Fire Prevention."

By the Officers and Men of the Birmingham Fire Dept.

Michigan Bell Party To Host Children Of County Employes

More than 1,200 boys and girls are expected to attend the sixth annual Christmas party Michigan Bell Telephone Co. will give for the children of its Oakland County area employes Dec. 12.

Scene of the festivities, which begin at 9 a.m., will be the company's Service Center Building, 23500 Northwestern Hwy., in Southfield. The children, from 3 to 13 years of age, will be entertained by films and stage acts. In addition, there will be gifts from Santa Claus for every child.

PARENTS, meanwhile, will gather for coffee elsewhere in the building.

The children are expected from Michigan Bell locations at the Northwest Center in Southfield, and Birmingham, Pontiac and Royal Oak.

Dear Santa:
I want 2 walkie-talkies and a sled and skis. I also want a 2 pilot and 3 passenger plane.
Garry Gustafson
17326 W. 14 Mile Road,
Birmingham

P.S. I want it before Christmas.
P.S.S. Please

2-G THE BIRMINGHAM (MICH.) ECCENTRIC Dec. 10, 1964

LADIES' NIGHT!

Churchill's Proclaims Ladies' Night

MONDAY EVENING, DEC. 15

7 to 9 p.m.

Sorry Men, see us later!

Leave Father in charge at home... enjoy an after-dinner cup of coffee... and explore the fragrant, masculine world of tobaccos and pipes. You may find just the answer for those puzzling men in your life!

Humidor, ash trays, lighters, pipe racks, accessories and tools

Churchill's OF BIRMINGHAM TOBACCONISTS

332 HAMILTON ROW
1 Bk. N. of Maple
Between Woodward & Hunter

Ben Pupko's "House of Bedspreads"

Christmas Special "Seville" a Luxuriously Quilted Fitted Bedspread

Twin Size

Reg. \$37.98 **\$19.98**

You Must See

this beautiful bedspread—it's one you and your friends will remember. It's fitted and completely lined, meticulously made of a Jacquard Damask. Woven of boucle yarns to give you complete color fastness.

10 Room Flattering Colors:

White	Blue
Green	Gold
Red	Champagne
Rose	Teal
Pumpkin	Antique Gold

Full Size Reg. \$41.98 **\$24.98**
King Size Reg. \$64.98 **\$34.98**

Mail and Phone Orders Honored

Both Stores Open
Thurs. and Fri. 'til 9 • Sat. 'til 6
Starting Mon., Dec. 14, both stores open every night till 9 p.m.

19323 LIVERNOIS DETROIT UN 4-4769

328 N. WOODWARD BIRMINGHAM MI 4-5646

Mrs. F's Favorite Solid Cherry Letter Rack

Don't you think bills and things look so much better framed in solid cherry? We do, and this popular little letter rack is a favorite at Forstlands. Skillfully constructed and beautifully finished it makes a wonderful gift! And, we'll thank it to you anywhere in the U.S.A. postage paid. Made by us in our little Grand Rapids Manufactory. 3 1/2" x 20 1/2" in your choice of light or dark cherry finish. With it we'll send our big, new, colorful 124 page catalog for FREE! It's actually a \$6.95 value for only \$5.55 (Catalog alone—50c)

Carl Forstlund (Father and Three Sons)
122 E. Fulton St., Grand Rapids, Mich.
Why give phone (616) 951-1111... we'll be glad to charge it.

PILOT

UNQUESTIONABLY THE WORLD'S FINEST STEREO CONSOLE

McCullum & Dean

Serving the Birmingham-Hoover Area for 19 Years!

RADIO-TELEVISION—HIGH FIDELITY COMPONENTS (Bet. Woodward and Hunter Blvd.) Birmingham

409-11 East Maple • MI 4-5230 • Open Evenings 'Til Christmas

Always Parking At Rear Of Store

A Professional Responsibility

Your prescription may seem but a small matter. But to the Mills Pharmacy it is of great importance. For on every prescription rests our professional responsibility.

Our years of training and experience, and our honest desire to serve are part of your prescription—without extra cost.

We Deliver

MILLS PHARMACY
1740 West Maple at Chesterfield Phone: MidWest 4-5800