

STATE OF CALIFORNIA  
DEPARTMENT OF MENTAL HYGIENE  
SACRAMENTO

April 12, 1960

TO: State Hospital Boards of Trustees,  
Superintendents and Sacramento Office Staff

SUBJECT: Legislative Resolutions Relating to Salaries  
of Hospital Personnel

Attached for your information are copies of resolutions passed by the State Senate and Assembly as follows:

1. Senate Resolution No. 21 and Assembly Resolution No. 113 providing for studies of salaries in the nursing service, medical, social work and psychology classes. These resolutions also set forth certain criteria for the fixing of these salaries, and
2. Senate Resolution No. 29 instructing the Personnel Board to review recruiting and salary setting practices for correctional officers, group supervisors and security officers.

As indicated in the resolutions, the studies relating to treatment personnel in the state hospitals will be conducted by a Senate Fact Finding Committee and by the Assembly Ways and Means Committee. The study relating to the correctional officers, etc., will be made by the Personnel Board. We shall be prepared to furnish data to the respective bodies when these matters are heard.

*Daniel Blain, M.D.*

Daniel Blain, M.D.  
Director of Mental Hygiene

DB:mf

Senate Resolution No. 21  
By Senator Cameron

House Resolution No. 113  
By Miss Donahoe and Mr. Unruh

"Relative to salary schedules of Department of Mental Hygiene personnel

"WHEREAS, The Members of the Senate (Assembly) recognize that the objective of state hospital programs is treatment and cure of patients as opposed to long-term custody, that such a program calls for the use of skilled and adequate personnel and that the Department of Mental Hygiene is handicapped at present in this program by: chronic vacancies, high turnover, inability to recruit and retain needed personnel of high quality; and

WHEREAS, Unnecessary human suffering results when the department is unable to perform in accordance with modern procedures in psychiatric medicine; and

WHEREAS, Failure to implement effective treatment programs results in gross inefficiency and waste and permits the backlog of untreated patients to create new demands for custody, and more building construction, thereby causing a vicious cycle of increasing support budgets, and resulting in many patients who could be cured and released in short periods of time remaining for years or life in custodial care; and

WHEREAS, The principal handicap in implementing the treatment program may be the present inadequate salary schedule for treatment personnel in nursing service, medical, social work and psychology classes; and

WHEREAS, Inequities exist, in that other state agencies have beginning salaries for essentially the same kind of personnel at a much higher rate, and part of the problem may lie in the present procedures of the Personnel Board; and

WHEREAS, Efforts have been made for several years through Personnel Board procedures to correct these situations without result; now, therefore, be it

Resolved by the Senate of the State of California, That the foregoing subject matter is assigned to the Committee on Rules for reassignment by it to an appropriate Senate Fact Finding Committee, which committee shall study and report on such subject matter to the Senate not later than the 30th calendar day of the 1961 Regular Session of the Legislature; and be it further \*

Resolved, That the Department of Finance is hereby requested to give greater attention to the treatment and cure objectives of the State Hospitals in preparation of future budgets, and to consider particularly the effect of salaries upon treatment programs; and be it further

Resolved, That the State Personnel Board is requested to assist in studies of the problem, with the object of establishing a salary schedule for the Department of Mental Hygiene which:

(1) reflects the level of the work required,  
(2) enables the department to recruit capable professional personnel with advanced skills in medical, psychological, social work, and registered nurse classes, and

Senate Resolution No. 21  
By Senator Cameron

House Resolution No. 113  
By Miss Donahoe and Mr. Unruh

(page 2)

(3) which enables the department to compete favorably in the labor market for college-calibre high school graduates who are making a choice of career, for the psychiatric technician classes and which reflects general comparability with salaries paid in other state services engaged in rehabilitation work; and be it further

Resolved, That the Governor is requested to exercise his leadership in the solution of these problems in which he is known to have great concern; and be it further

Resolved, That the Secretary of the Senate is hereby directed to transmit copies of this resolution to the Governor, the Department of Finance, the State Personnel Board and the Department of Mental Hygiene."

\* This paragraph in House Resolution No. 113 reads:

"Resolved by the Assembly of the State of California, That an interim study be made of the foregoing matters by the Assembly Committee on Ways and Means and a report be given to the 1961 Session of the Legislature during the first 30 days of the session; and be it further"

Senate Resolution No. 29  
By Senators Farr, Erhart,  
Shaw, Stiern & O'Sullivan

"Relative to salary schedules of Department of Corrections' personnel performing Correctional Officers' duties, Group supervisory officers in the California Youth Authority, and Security Officers at Atascadero State Hospital

WHEREAS, The Members of the Senate recognize a dual responsibility of protective custody of persons confined in State correctional facilities, Youth Authority institutions, and the Atascadero State Hospital, as well as a control of such inmates with a constant endeavor to accomplish their rehabilitation; and

WHEREAS, The recruitment, training, and retention of qualified persons interested in employment in such institutions as a career provides the most economical and efficient method for the successful operation of the state institutions; and

WHEREAS, The Manual of Correctional Standards adopted by the American Correctional Association recommends that correctional personnel have "a pay scale to compete with the salaries of comparable positions in private business or a similar type well-administered governmental organization and such pay scale should be within generally accepted standards of living"; and

WHEREAS, The Department of Corrections, the Youth Authority, and Atascadero State Hospital are recruiting correctional officers, group supervisory officers and security officers from the same manpower pool from which peace officers are recruited, and there is, and has been for some time, a considerable salary differential in favor of the peace officers' group; and

WHEREAS, For the Department of Corrections, the Yough Authority and Atascadero State Hospital to maintain a progressive program in the care and treatment of inmates, they must not be handicapped with the prospect of annually replacing a large percentage of personnel performing the respective functions of correctional officers in the Department of Corrections, group supervisory officers in the Youth Authority, and security officers in Atascadero State Hospital, caused in part by the limited abilities of applicants willing to perform the exacting duties of such officers at the present salary; and

WHEREAS, The amount of salary paid is an important factor in attracting and retaining high-caliber personnel to perform the responsibilities of correctional officers, group supervisors, and security officers; now, therefore, be it

Resolved by the Senate of the State of California, That the State Personnel Board be instructed to carefully review the present recruiting and salary setting practices and standards for the correctional officers, group supervisors, and security officers to the end that the recruitment and retention of well-qualified personnel will be facilitated; and be it further

Resolved, That the Secretary of the Senate is hereby directed to transmit copies of this resolution to the members of the Senate Personnel Board and the Executive Officer thereof."