

Over the Editor's Desk

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good government, when properly administered, depends upon competent, contented and ambitious employees. Civil Service administration must be dynamic and alert to the personnel needs of the operating departments, as well as aggressively alive to the problems of the employees themselves."

"I am convinced that only through the cooperation of farsighted management and the industry of able, loyal employees may we achieve that standard of governmental performance so desired by the people."

Governor Chauncey Sparks, Alabama

"Never before has there been such urgent need for sound constructive policies for handling public personnel problems."

Governor Earl Warren, California

"We are living in an age of great service and one in which employees in government should be given increasing confidence that they can advance through the procedure of the merit system and in accordance with their own abilities. . . . It has always been my belief public appreciation of the merits of civil service can best be encouraged by inspiring performance and I am always happy to lend encourage-

ment to groups which are seeking to increase efficiency by making rules which protect all who are giving honest and efficient service to their State."

Governor Raymond E. Baldwin, Connecticut

"The state service has had its share of these (wartime) difficulties connected with turnover of personnel and the temporary loss of many key people in state departments. . . . I am glad to report to you that the merit system, as administered in Connecticut, has proved adequate to the (wartime) situation and essential state services have been maintained in a manner that is cause for pride."

PENNSYLVANIA GRANTS 10% WAGE INCREASE

Pennsylvania Governor Edward Martin granted 10 per cent wage increases to State employees earning \$3,000 (base pay) or less per year. The increases affect 25,000 State employees and will cost \$4,000,000 to \$5,000,000 annually.

A wage increase of 15 per cent was granted State employees earning \$3,000 or less in October, 1942. The present increases making a total increase of 25 per cent has been granted the lower paid workers. The increase was granted in view of a recent survey of living costs which indicated that the cost of some clothing and essential foods have risen 40 per cent or more above prices quoted in January, 1941.

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