

THE PRESIDENT'S MESSAGE

I am sure we all appreciate the consideration given public employee legislation by the legislature. There is evidence of discernment and understanding of the relationship between improved personnel administration and the public welfare. Fred C. Inkster, President of the League of Oregon Cities, merits commendation for his service in uniting interested public employees and officials in developing a comprehensive, sound retirement plan to satisfactorily cover all public employees.

Those legislators who sponsored and those who gave their support, those officials who endorsed the measures — the Governor, the Budget Director, and many department heads, and others who worked for the measures, may each point with satisfaction to his part in the enactment of this legislation. A new milestone has been reached and the Oregon public service emerges from its pioneer rough-and-ready days into an orderly and well regulated future. The public service in Oregon gains a new dignity and recognition certain to attract and retain efficient employees and encourage career service. Employees should not neglect personal letters of appreciation to those who supported the measures and to those whose support was previously requested.

Public employees should not feel that the problems are all solved. The passage of legislation is, after all, only the first step. The retirement and merit systems are both complex and involved. The operation of each will be complicated, the problems to be handled are difficult and tedious. There are commissions to be appointed, directors to be selected, interpretations to be made, rules and regulations to be adopted and procedures and policies to be formulated.

Consideration in all these matters can be expected from the administrators of the merit system and the retirement sys-



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tem when employee sentiment is united in correct analysis and conclusion. Employees must share the responsibility of determining the true facts, conditions and circumstances, of analyzing and studying these details and of unifying employee thought and opinion in logical long range conclusions. No better way to accomplish this is available than through study and discussion in meetings of employee groups. City and county employee groups should undertake this program, as well as state employees.

The enactment of this legislation is in a way a challenge to all public employees and particularly to the members of our Association. We will be held accountable for the achievement of that increased efficiency and performance so often referred to as the natural consequences of both the retirement system and the merit system. Increased membership in our Association and increased member interest will be most effective to insure success in these objectives.