

The President's Message

It has long been an axiom in life that you get just about what you pay for. If you want a good product or service you expect to pay a corresponding price, and in an open competitive market, which is the American ideal, that principle is very close to the truth. If a person goes to an expert physician he expects and receives expert service and advice, and expects to pay the expert's price. If he seeks advice from a lawyer, an engineer or other service from a mechanic, painter, or professional person he gets the best, pays well for it, and thinks nothing of it. A person in conducting his own business realizes that to get the best results he must hire or consult people who are trained and competent in their line of work.

A contractor does not have to be reminded of the risk involved if he puts untrained help on an expensive piece of equipment. A banker realizes the financial hazards involved if mistakes are made by his employees. In state business as well as in private business, it is absolutely essential to keep trained, reliable employees. If not, things go wrong, costly mistakes are made, and the taxpayers pay for mistakes of officials and employees in state business just the same as the private employer pays for the mistakes of his employees.

The state conducts for its people one of the largest businesses in Oregon—the business of government. This business requires the services of over 7000 people, and upon the judgment and efficiency of these people depends the economy and wisdom of the expenditure of some \$97,000,000 of tax money annually. A part of this expenditure is for expert, technical and specialized services, another part is for just plain work, the routine duties which must be performed continuously and well. These 7000 people are relied upon to



Floyd A. Query

administer the laws, protect the public health and welfare, build highways and bridges, care for the unfortunate, and perform other important services which are vital to the welfare of the people of the state. The duties and responsibilities imposed upon state employees are increasing, standards of employment and service are being raised, in other words, more and more is being expected of state employees. To protect the public interest and to make state service more attractive the last legislature enacted a civil service law and a retirement act, but the drawing and holding power of these laws, excellent though they be, cannot fully counteract the magnetic influence of greater remuneration offered by other employers. This is particularly true in the case of young men and women who are beginning their careers. In the face of these increased duties and responsibilities we find the state is continuing to lose its best trained personnel to private indus-

(Continued on Page 4)