

were less than \$200. During the last half of the month, he earned \$108.00. From this second monthly check, the employer could only deduct, as the employee's contribution, the employee's rate on \$94.00 of the \$108 earned, since deduction had already been made from his first pay check covering \$106 of his monthly earnings.

The employer likewise could only match the employee's contributions on \$94.00.

In every such case, this procedure required a re-audit of the first semi-monthly payroll in order to accurately deduct and match on the basis of the second monthly checks. This difficulty is removed under the amendment and should make for greater accuracy and efficiency with less work on the part of the payroll department of the various agencies.

This particular amendment to the act was given a great deal of study by the school officials, the retirement board and members of the division of audits of the Secretary of State's office, and it was the consensus of opinion of all those who considered the matter that it was a vital step in the right direction in the interest of all employees and employers. The retirement board has expressed the hope that employers and employees everywhere will familiarize themselves with this particular amendment so that a minimum of confusion may be caused under the new procedure.

"FAREWELL, GIFF"

Death of Ralph I. Gifford last June 23 at Ontario, Ore., came as a deep shock to all of his co-workers in the State Highway Department, with which he had been connected as Travel Information Department photographer since 1936.

Photographs taken by Mr. Gifford were used on the cover of the first State Employee magazine to be issued in early 1944 and have appeared on every cover since that time, including the May-June issue.

"Giff," as he was popularly known,



Ralph I. Gifford

will be long remembered for the excellence of his work and his constant spirit of cooperation in carrying out his daily tasks. Picture missions took him to every section of Oregon, photographing Beaver state travel lures in color, black and white and in moving pictures. These were used through the years in advertising and publicity to create greater travel interest in Oregon vacation lands.

"Giff" was the son of a pioneer photographer, Benjamin A. Gifford of The Dalles, who covered the state by horse and wagon taking pictures of people and scenery. To his son, the elder Gifford imparted photographic skill and knowledge which provided the foundation for the success the former enjoyed in his chosen vocation.

From beyond the hills of yesterday, through the artistry of his many, many pictures, the memory of "Giff" will live on amid the scenes he loved so well.

"I tell you, 'J.B.', a man's outlook is pretty hopeless these days. Every year the Administration sees to it that the dollar is worth less; and all the while scientists keep adding years to our lives."