thus assuring all employees of equal and impartial consideration regardless of the department or service in which they are employed.

3. Administrators could assume more personal responsibility in selecting and recommending employees for retirement action or retention action. This, of course, would put the administrator "on the spot" with some employees and others, but administrators are normally expected to *know* their employees and their abilities. They also, should be thoroughly acquainted with and minded to comply with the Retirement Law and thus administer it properly and with justice. Their positions in state service warrant such action in a manner which will command respect.

4. Employees should have reason to have confidence in the judgment of their administrators and should respect their decisions.

5. Retiring employees should submerge personal desires in deference to the future benefits to their successors. Individual opinions should yield to the majority.

6. Employees and administrators alike should foster a spirit of mutual respect one for another and should become better acquainted with and appreciative of the problems of each.

Liberalization of Act Is Desirable

The Oregon Retirement Act, as passed in 1945, is a compromise measure. It is not as desired by the O.S.E.A. and other supporters. It is a compromise measure solely because custodians of state funds were fearful that the state, in its poor financial condition, could not bear its share of the money cost. The potential value to public service cannot be measured in dollars, so was entirely ignored in equating dollar cost with increased production and efficiency. Thus, all employees, and especially those who retire during the first few years of its operation have been denied the full benefits which a just system would normally provide retiring employees. The blame here rests either on misjudgment of the state's financial condition or on the poor financial condition itself!

The act should be liberalized at least in the following respects: to give credit for all service rendered prior to July 1, 1946; to provide for state matching of an employee's contributions on the *full amount* of his pay; and to permit investment of the funds collected in *higher yielding*, yet safe, securities.

The O.S.E.A. has consistently striven to have deficiencies in the act corrected, both in 1945 and 1947. We will continue to press for proper action at every opportunity.

Benefits Will Increase

As the Act becomes more fair in its terms, it will increasingly fulfill its mission of improving the efficiency of state governmental functions. As the spirit and efficiency of employees improves, governmental services will return increasing dividends to the public which supports them. The Retirement System is a good investment for the state, its employees and the public.

MAGAZINE FOR CITIZENS

Designed to awaken citizen interest in the many plans and activities of local government, a new monthly magazine, *Citizen*, has appeared on the British scene. The articles in this "journal of civic affairs" describe and explain such local government functions as street lighting, district heating, schools, health services, city planning, and housing.

The purposes of this new British magazine are to explain local government activities and to secure citizen interest and participation in local democracy—a purpose to be commended.

That such an undertaking can also be a success is evidenced by the fact that the first issues of the magazine were sold out within a very short time, and paper limitations allows the publishers to satisfy only a part of a great public demand.

American City, March, 1947.

"When all is said and done," usually a good deal more was said than done.