

sion! Overtime pay, pay for time worked beyond that covered by the regular pay scale, is a peculiar proposition in State employ. Civil Service rules say that in general, it shall be granted by allowing "exchange time", in rare cases by money payment, but NEVER for anyone who earns \$300 a month or more! Also, that any overtime shall be on straight time basis—day for day, etc! There is no comparison here with practices of industry or of any other political subdivision as far as is known. Any industry pays at least time and one-half for overtime. Even our State laws talk about double time for industry overtime pay. State employees are being treated very unfairly on this overtime question.

The record could be expanded but only to more vividly prove the statement that *the State is not giving proper treatment to its employees at the present time.*

What Needs to Be Done?

The Oregon Legislature meets in January and will be confronted with many serious problems. They appear destined to bear the burdens and are expected to solve the difficulties. They are entitled to help from all sources interested in Oregon's progress.

The public services of the State need to be expanded and improved. The costs must be paid. In enumerating the real needs of State administration and public service from the employees viewpoint the following must be included:

1. Public recognition of the value of the services rendered them by its governmental agencies.
2. Administrative recognition of the value of an efficient personnel in State employ, and a different attitude on how to gain and keep it.
3. A more efficient administration, with re-organization of departments where necessary to obtain it.
4. Employee acceptance of his full duties and responsibilities to the State and to the Public.
5. A forceful Civil Service Commis-

sion, and more cooperation with its functions.

6. Money enough to do the job.

The order of arrangement is not accidental. Public recognition of values comes from telling the people openly what their government *is* doing, is *not* doing, and what it needs. This is a job for departmental public relations! Administrative recognition of the value of good personnel comes from a closer association with the employees and a willingness to work with them and through them. Efficiency in administration comes from needed re-organizations and from employee cooperation. Employees acceptance of their duties and responsibilities comes from efficient organization and administration. A strong Civil-Service Commission is the balance wheel for administration and employee relationships. The funds required for good service can and must be forthcoming; the taxpayer does not intend to tolerate waste, he will pay for what he believes is value received in services rendered. Efficient service is low cost service.

How Much Will It Cost?

To gain true efficiency in public services is not a question of cost; it is a matter of necessity. If it takes an average raise in salary of \$50.00 per month to keep *good* help on the job, that is about \$5,000,000 per year. What is *poor* help worth? The State's present reserve of \$40,000,000 would pay such an increase for eight years. The cost of paying a proper wage is not a loss, but rather a gain in service rendered! A look at profit-making private industry proves that statement. If service is to be rendered, service must be purchased. Only a low quality administration would think that cheap hire makes for good service or economy. The service rendered by any department can be no better than is reflected in the quality of the personnel that performs the service; the employee. It should be evident that we do not here deal in costs, but rather in necessity!