

There is a first cost and an ultimate cost! Budgets show first costs, but not the *real* costs of government. An experienced engineer on a single road construction project can easily save his annual salary many times over by the exercise of seasoned judgment. An inexperienced engineer, by a single error, can cost the taxpayers thousands of dollars. If the work of poorly paid inexperienced workers has to be done over by others, is the small saving to the State in that lower salary justified? If three employees, hired at the lowest bracket of pay, do less work than two paid at a higher rate; is that true economy? There are administrators who are inclined to think that by paying the lowest possible wages they are saving the State money. Those administrators

have the highest turn-over in employees, hire the larger numbers and worry that the public may become too well acquainted with the waste, friction and general inefficiency that besets them.

When the public becomes better informed of their government's functions and methods, the administration will improve, the employees will be fairly treated and efficiency will be increased. Then the actual "ultimate costs" of public service will be materially reduced.

1949 may well be the year in which State employees will join with good administrators to tell the public the TRUTH about their present State government functions. The public interests are best served by *efficient* public servants at all levels.



Civil Service and Retirement Acts Are Seriously Threatened

The smouldering resentments against the Oregon Civil Service Act and the Retirement Act are again being fanned into open hostility! Of late, the press has carried reports that an independent group of state employees will recommend repeal of both Acts at the next legislature.

Having actively sponsored and supported these two Acts before the 1945 legislative assembly, and believing that they are right steps in good government, the Oregon State Employees Association cannot do otherwise than rise to the defense of both Acts.

Principal Objections Voiced

The objections heard to date include the following:

Civil Service Act—Elective officials complain they have little choice in the selection of their subordinates. Some state employees, now under the Act, complain likewise that their superiors

should have more latitude in selecting employees as subordinates. Another complaint from some employees is that the Civil Service Department is enlarging and becoming costly with little done to improve public service. Another, that under Civil Service the higher paid employees are the ones who receive the larger wage increases.

Retirement Act—Objection is voiced that this Act requires workers to retire at age 65 without providing an adequate pension.

Civil Service Advantages

An elective official feels himself responsible to the people for the efficiency of his administration, which attitude is both commendable and a normal expectancy. Likewise, an appointive official also feels the *same* responsibilities, although he is not quite so subject or susceptible to political aspirations as an elective official. As both classes of of-