

are on the whole of high calibre and endowed with intellectual integrity. Oregon can rightfully be proud of the honesty and sincerity shown by its state leaders!

Perfection is not attainable in public government, and regardless of the efficiency shown by our leaders there is one subject on which they seem lacking in understanding—wages.

Many of those who are charged with the handling of the state's finances or department financial policies are successful business men who have learned that in competitive business the welfare of their employee ties closely with business profits. State employees wonder why these leaders seem careless and even negligent when it comes to state employees' welfare. They wonder why private industry can and does do so much for its workers while state agencies seem to see how much they can get out of doing. Is it that in state affairs the leaders are not interested in the state welfare to the same extent that they would be in a profit-making business of their own? The employees like to believe that their work for the state is just as important as other worker's efforts are for private industry.

At this writing, many employees do not even know what their rate of pay will be as of July 1, 1949, under the adopted pay plan, although it has been known to some for months. If the new rates were to be \$100 a month

less it would seem fair to tell the employee at once so he could look elsewhere now for a better job. In any event, the employee feels neglected and unappreciated. He reads that there will be a slash in the state budgets at the expense of his pay check. Few administrators seem concerned to tell the employee the truth of the matter. The employee hears that merit increases won't be granted for the next two years and no responsible head of a department clarifies the subject for him.

#### **Closer Cooperation Will Pay**

It is not too much to expect closer cooperation and understanding between state employer and employee. Successful business methods applied to state agencies can well render better service to the people. Through the Employees' Association, the OSEA, the employees have striven to point the way to higher efficiency and production in state service. Many administrators and officials have striven along the same lines. The OSEA can and will cooperate to the fullest extent to improve the service. It has conducted itself properly at all times along these lines and has represented the employees' problems without rancor or prejudice. We have been rebuffed at some levels and accepted at others. When full cooperation is achieved, a noticeable change in governmental efficiency will follow to the fullest benefit to the public.

## *New Wage Plan and Merit Increase Policy Explained*

By **ROBERT R. JOHNSON**

Director State Civil Service Commission

The forty-fifth Legislative Assembly approved revised salary schedules for state employees to take effect on July 1, 1949. In the cast of statutory positions the legislature set new salary rates by law to be in effect for a two-year period. In case of classified positions in the state service, the Joint Ways and Means Committee reviewed all salary ranges approved by the

Civil Service Commission and Governor thoroughly and, after considerable deliberation, approved these new ranges in principle through the appropriation of funds for salaries and wages for the next biennium. The appropriations were based upon the new ranges; however, money allowed departments for salary adjustments to the new ranges were reduced in the