

Private Gain - Public Loss

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The increasing technical character of the duties and the increasing number of professional and scientific persons in public service makes essential and necessary to successful public administration a reasonable tenure of employment and an attractive salary program. Opportunity for career service and other advantages are now being liberally offered by private employment much to the disadvantage of the public service.

The distinctions between private and public employment are becoming more noticeable each year and even now the many advantages offered by private employment are drawing from public service its most capable and experienced personnel. This loss is serious to the future welfare of the state and should be checked by improving the standards of personnel management in state service.

People in public service realize its specialized nature which, due to the increased scope of governmental activity and its complexity, often requires special education or training.

Need for Employee Organization

The public, however, is not aware of these changing conditions and with the gradually increasing complexity, it has grown less and less familiar with them. The public employees are beginning to realize that they, themselves, know the conditions of their employment better than the public or any other group and that they cannot rely wholly upon a disinterested and uninformed group for adjustment of these conditions, but must assume a more active responsibility for the improvement of the conditions themselves.

To do this effectively and without any interruption to public service, the public employee must associate himself with his fellow public employees. The employment problems of public service **involve more than individual**

employee's interests and requires working out policies of **general nature, equally applicable to all classes of public employment.**

Organization is as necessary for state employees as it has been for other groups. Life is fast becoming so complicated that without organization, the individual's interests are overlooked and lost in a maelstrom of divergent interests.

The desired improvements in public service can be attained then only as fast as employees organize and support the program. The employees must join an organization and take an active part by supporting and cooperating in its operation.

All Employees Should Be Organized

For an organization to be effective, all employees must participate. Without **full** employee participation much effort is wasted in dragging along the uncooperative minority. Those progressive employees whose desire it is to improve their own status and at the same time improve the state service, deserve and should insist upon, full cooperation of all employees in the agency.

By welding all state employees together to achieve a general advance in the welfare of the employees of the state, they will at the same time achieve a more satisfied, efficient, and skilled group of public servants. They will also achieve an active, wide awake, mutually advantageous, non-political association in which state employees may mingle on common ground and assist each other in the solution of peculiar problems and functions not only of vital interest to themselves but indirectly to the vast body of taxpayers who, in the last analysis, will profit most through the functions of a competent and well trained public personnel.

Public employees are human beings,