

The Oregon STATE EMPLOYEE News

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WHITNEY A. HALTEMAN - MANAGING EDITOR
POLLY PREDMORE - - - - - EDITOR

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FROM THE MAIL BOX

APPLING BEARS REPEATING . . .

(Excerpts from the following letter received last fall were used in the November-December, 1960, issue of the NEWS. We believe Mr. Appling's comments worth repeating. In essence they are):

Gentlemen:

The answer to your question, ("How do you propose to retain and recruit qualified State employees?") is, in my opinion, purely and simply that if the State expects top-quality job performance it is going to have to pay top-quality salaries. In offering the kind of salaries that will attract and hold the best qualified people it is then the responsibility of administration to pursue the kind of job screening and supervision practices that will insure that the state is getting its money's worth. I feel such a policy would benefit the state.

We have testified to this belief in urging the Civil Service Commission to raise the salary levels to a point that will enable us to recruit the best qualified people available.

We need look no farther than our own Audits Division for substantiation of the fact that the state is losing people faster than they can be replaced at present salary levels. Anyone who does not realize that attempting to maintain salaries at a level so low that state government cannot compete with private industry for capable people who will be stable employees is being penny-wise and pound-foolish.

I trust that the foregoing will make crystal clear my feeling on the question you have posed.

Howard Appling, Jr.
Secretary of State
* * *

EXTENDS THANKS . . .

Dear Mr. Daniels:

I was most pleased to learn of the additional scholarship funds being made available to Janet Kay Osburn by the Oregon State Employees Association. Such gifts are vital to the continued growth of the University. Would you please extend our thanks to all who made the funds possible?

WILLIAM C. JONES
Acting President
University of Oregon

SCHOLARSHIP AWARD . . .

Dear Mr. Daniels:

Please find enclosed receipt for \$50, which covers the grant your organization has awarded George Arthur Converse. This money has been placed in the Business Office for use of this student in meeting his college expenses.

We, too, are very pleased with the scholastic record of this student and wish to thank OSEA for this assistance to one of our students.

Very sincerely yours,
MABEL W. WINSTON
Registrar
Southern Oregon College,
Ashland

(Ed. Note: Scholar Converse had a quarterly Grade Point Average of 4.0 — the highest obtainable.)

* * *

RETIREMENT STUDY LIKED . . .

Dear Mr. Daniels:

I am writing to express our appreciation for the copies of your study of State Employee Retirement Systems which you sent to Mr. Harry Reese at our request. We believe you have done an excellent job in gathering retirement data from all of the retirement systems throughout the country and you are to be complimented for your contribution in this area.

We hope that we may be able to return your courtesy at some time in the future.

Jack E. Kennedy
Public Employees' Retirement
Association of Colorado

* * *

DITTO . . .

Dear Mr. Daniels:

I have just sent a copy of the study on retirement systems which you prepared for the Assembly of Governmental Employees. It is an excellent piece of work and I congratulate you. I have written also to Harry Reese, (President, AGE), regarding it . . .

I do hope I may have the opportunity to meet you in the not too distant future.

Philip Kerker
The Civil Service Employees
Albany, N. Y.

About the Front Cover . .

The pioneer figure in gold leaf looks to the west from atop Oregon's modern capitol, completed in 1939 after a fire in 1935 which destroyed the old copper-domed capitol. Thousands of visitors tour the Capitol each year under guidance of specially trained persons at the Capitol Guide Bureau. The Salem League of Women Voters Guide Service also conducts small groups on Capitol tours. (Oregon State Highway Department Photo).

