

ers from the public service. The burden of proof as to his right to keep his place, based upon efficient work, must always be placed upon the employee. Third, it is held that the merit system is expensive to administer. It requires a special group of personnel, examination costs, etc. This is a difficult objection to rebut. Of course, the administration of "spoils" personnel procedures is not without cost. Somebody in this type of organization must do the "hiring and firing." It is possible, if responsibilities for personnel matters were integrated in the merit system, that the costs might be considerably reduced by economies effected. The increasing emphasis on standardized personnel practices in private industrial firms would seem to testify that they have found them to be financially advantageous.

Finally, it is said that the present time with the absence of millions of our young men and women in military service, is not opportune for the installation of a merit system in the state government. Perhaps no time is ever entirely opportune for the estab-

lishment of such a system. However, in Oregon the merit system could be established only after an extended period of preparation. The next regular session of the Legislature will convene in January 1945. If the appropriate legislation were passed then, several months would elapse before the merit system organization could be set up, the classification plan completed, and the examination program carried out. It is unlikely that a merit system could be put into effect in Oregon before January 1946. It is hoped that that date will see a happier and more normal situation.

It is a truism to say that government is assuming more and greater responsibilities. These result in an expanded personnel and increased costs. No one need assume the role of a seer to anticipate the increasing emphasis upon efficiency and economy in governmental administration. This will inevitably result in an insistence upon the establishment and maintenance of the merit principle in governmental personnel administration. The Oregon state government will be no exception to this trend.

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## Pre General Council Meeting of the Board of Directors

A Pre General Council Meeting of the Board of Directors was held in the Chamber of Commerce Rooms, Salem, Oregon, February 12, 1944. The meet-

ing was called to order by President W. W. Stiffler at 10 a. m. with the following directors present:

W. W. Stiffler, President  
 Forrest Cooper, Vice President  
 I. A. DeFrance, Secretary-Treasurer  
 A. J. Ford, District Director  
 Tom Edwards, District Director  
 E. F. Chidsey, District Director.  
 R. M. Smith, District Director for Dist No. 2, was absent.

### Ocean Dock Terminal & Supply Co.

Building Material  
 Marshfield, Ore.