

A State Wide Merit System of Civil Service for Employees of the State of Oregon

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It is the conviction of many of the state employees that a state wide civil service system operated on the basis of merit would achieve great benefit to the State as an employer, to the State as a taxpayer, and to the State employees themselves.

This conclusion is based on certain fundamental principals that apply to civil service in any state.

First. Civil Service will secure for the State greater efficiency in its service by attracting a more competent staff of employees. Private industry now attracts the abler men by offering higher pay, more rapid advancement, and greater opportunity for success. Many college graduates see little opportunity for a career in state service without a merit system and turn to private or federal employment, where they know honest ability and effort will receive recognition with little danger of interference from political influence. The

State as an employer will benefit from a good merit system of civil service by securing a more efficient, competent, courteous, and loyal personnel.

Second. Civil Service will actually save money, for a smaller number of more efficient employees accomplish more work at less cost. (A) Under civil service, there is less turnover of personnel. Each employee is an investment in training so that each lost employee means an investment lost. Improved recruitment methods help to reduce turnover by preventing the employment of the incompetent and the misfits. (B) Under civil service, systematic classification of positions with corresponding examinations assures that equal work will receive equal pay. Nothing can justify employees in one department receiving more pay or privilege than employees doing the same work in other departments, yet such is often found to be the case unless there is a central coordinating personnel agency. This condition does much to destroy the morale of the employees, reduce their incentive and destroy their confidence. The decreased morale reduces the efficiency of the state service as a whole, as a consequence a greater number of employees are required with a corresponding greater cost of operation. (C) With civil service, the prospect of promotion spurs the employee to self improvement and greater effort. Regular performance reports and merit ratings prepared by an immediate superior permits the personnel director to properly evaluate the ability of the employee so that one with merit rises to the top of the promotion

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