

leaving 5,600 state employees affected by a state-wide civil service system.

Estimating the cost of civil service at the average figure of \$5.00 per employee per year, the annual cost to the State of Oregon would amount to \$28,000. The actual amount would vary according to the requirements of the particular system adopted. This amount probably should be no less and could be considerably more. It is, in addition, only reasonable to anticipate that to reorganize the present three state systems into one state-wide system would entail a certain temporary reorganization expense. From the above, however, it appears that the State of

Oregon is now spending for various separate systems of personnel management an amount which should provide a good coordinated state-wide merit system of civil service.

It is our belief that the benefits of the state-wide system are so great that the State should lose no time in adopting it, especially when it appears that it could be done without greatly increasing the present expenditures for this purpose.

P.S. Should the cost for Oregon equal that of California or \$10.39 per employee, the annual cost for 5600 state employees would be \$56,429.00.

### THE PERSONNEL AGENCY

Expenditure, Staff, etc., of Various Commissions, 1939

Jurisdiction	Total Employees	Number in Classified Service	Total Expenditure	Amount per Classified Employee	Size of Staff
Buffalo _____	16,351	16,255	\$ 38,170	\$ 2.35	12
Cincinnati _____	5,351	3,590	33,512	9.34	12
Cleveland (1938) _____	14,132	9,923	33,124	3.34	17
Dallas _____	1,950	1,171	6,556	5.59	2
Federal _____	920,310	622,832	3,215,000	5.16	1765
Jefferson County, Ala. _____	2,387	1,620	18,280	11.28	
Los Angeles, County _____	15,818	15,818	124,621	7.88	
Maine (1938) _____	3,439	3,337	5,000	1.49	
Maryland _____	9,452	5,133	33,667	6.56	46
Minneapolis _____	5,625	2,650	24,492	9.24	
New York City _____	120,882	120,518	438,078	3.64	202
New York State _____	64,302	61,376	313,720	5.11	
Oakland _____	2,309	2,249	23,106	10.27	9
Philadelphia (1938) _____	15,768	15,689	87,967	5.61	
San Diego County _____	1,791	1,342	12,450	9.28	7
San Francisco City _____	12,877	9,021	70,369	7.79	23
Schenectady _____	1,258	1,225	2,713	4.01	2
St. Paul _____	3,582	2,051	20,806	10.14	9
<b>TOTAL</b> _____	<b>1,217,584</b>	<b>895,800</b>	<b>\$4,501,631</b>	<b>\$ 5.03</b>	

73.57 Per cent of total employees under classified service.

From: Public Personnel Administration by Mosher and Kingsley; Published 1941.