

Report of Interim Committee

To the Honorable Earl Snell
Governor of the State of Oregon.

MEETINGS:

The Interim Committee appointed by the 42nd Legislative Assembly of the State of Oregon, to study and report for you their recommendations concerning a merit system of Civil Service for State employees, respectfully submit the following:

How the Committee Went About Its Work:

The Interim Committee members are: Representatives, Leo Smith, Chairman, Earl Hill, and W. W. Chadwick; and Senators, J. N. Jones and Lew Wallace. It met three times—August 30, 1943, November 8, 1943, and October 16, 1944. All meetings were held in the Multnomah County Court House, Portland, Oregon, and each member, together with Mr. George Aiken, Budget Director, attended each meeting.

The Budget Director submitted a complete outline of the total number, classification, and salaries of all employees in each State department, and this, together with voluminous literature on merit service, was sent to each committee member for study.

Invitations, general and specific, were directed to all known parties interested in promoting or opposing a merit system. Appearing on November 8, 1943 and advocating the adoption of a merit system were:

1. Dr. William C. Jones, Professor at University of Oregon, State Public Welfare Commission.
2. I. A. De France, Secretary of Oregon State Employees Association.
3. Chester W. Pecore, member of Board of Examiners for State Unemployment Compensation Commission.
4. James M. Brost, Committee of Industrial Organization.

5. Paul S. Wright, Committeeman, City Club of Portland.

6. Mrs. W. H. Copeland, National League of Women Voters.

7. Dr. Wm. Griffith, Professor at Reed College and Supervisor for the Board of Examiners of the Unemployment Compensation Commission.

8. Dr. Sears, State Board of Health Merit System Administrator.

9. Mrs. Doris Hopkins, the Oregon Chapter of the American Association of Social Workers.

10. Allan Bynon, Legislative Counselor.

The Executive Committee of the American Legion, Department of Oregon, objected to the adoption of a law which would prevent members in the armed services from having the same opportunity as others in securing employment.

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Although it does not directly concern our recommendation, it is very well to note what this Committee found and recommended regarding four agencies of the State of Oregon: State Unemployment Compensation Commission, Public Welfare Commission, State Board of Health, and the Crippled Children Division of the University of Oregon Medical School.

The Federal Government has required, as a condition precedent to the receiving of Federal aid, that these agencies select their employees by a merit system. Oregon was the only state in the Union which had four separate merit systems—one for each State agency. On November 8, 1943, we un-animously requested the Governor to use his influence to effect a consolidation so that all four agencies would be under one merit system. Thus, a work applicant could qualify for a vacancy