

## Report of Interim Committee

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"The outstanding advantages of a merit system are:

1. *State employees should be chosen objectively, not personally.*

Elimination of the vicious concept that political groups either within a party or in opposing parties, win state jobs when their "man" is in office. Trafficking in government employment is not conducive to the maintenance of a productive and stable state.

2. *Present personal selection is waste of State's time and energy and an unjust handicap to retention of honest holders of elective offices.*

Following election, the Governor and heads of state departments lose a great amount of our State's time and energy listening to, and trying to find positions for the numerous political companions, their relatives and friends. The time consuming and nerve racking necessity of listening to thousands of applicants for jobs causes untold waste of State time and energy. One of the major contributions to the defeat of good Governors in the State of Oregon, is the fact that they have not yielded to the demands of incompetents who desire to be in the State payroll, displacing trained employees. This wasting of time and energy of our officials and handicapping them when they are seeking re-election should not be tolerated and can only be eliminated by the objective non-personal selection of able employees through a merit system.

3. *A Merit System conserves government skills:*

After the State has spent considerable money training, developing and acquainting one of its employees to do a particular function, it is a waste of efficiency and money to

needlessly remove him from this position.

4. *The State in a labor market competes against private industry:*

State employees receive very moderate salaries and can never look forward to the same inducements as offered in private industry, such as bonuses, large salaries, eventual partnership in or ownership of the business. Neither Social Security nor Unemployment Insurance benefits are available to State employees. Some counter-balancing inducement must be given if competent young men or women are to choose the laudable career of serving their state. They should be assured of their position as long as they are competent to serve; otherwise, the State will receive only those employees whom private industry does not want. After the State has invested money training an employee to be proficient in his work, he can readily change from precarious employment with the state to private industry with improved salary and working conditions.

5. *Merit System reduces cost of state government:*

The reports from established merit systems, reveal that the sums of money saved by efficient employees exceed cost of merit selection. The fact that private industry has seen fit to establish personnel systems for the selection, maintenance, and discharge of its employees, testifies that a merit system is a financial advantage. Without a merit system, each State department spends much time in a varying and unstandardized fashion, selecting its employees and conducting personnel matters. The time spent is not charged as such in the departments' operating

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