

## CIVIL SERVICE ACT

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8. Officers and employes of the legislative assembly.

9. The chancellor, all presidents, deans, professors, principals, instructors, research assistants, graduate assistants and teachers in the state system of higher education, in the Oregon state school for deaf and in the Oregon state school for the blind.

10. Apprentice trainees only during the prescribed length of their course of training.

11. Student employes on part-time basis in the state system of higher education.

12. Licensed physicians and dentists employed part time, student nurses, internes, and patient or inmate help in state institutions.

13. Persons employed in a professional or scientific capacity to make or conduct a temporary and special inquiry, investigation or examination on behalf of the legislative assembly or a committee thereof, or by authority of the governor.

14. Lawyers employed in their professional capacities.

15. The deputy superintendent, all captains, lieutenants, sergeants, privates, recruits, and the director and assistant director of the bureau of criminal identification and investigation, and crime detection laboratory, of Oregon state police.

The classified service shall comprise all other positions now existing or hereafter created in the state service.

Section 11. 1. The director shall ascertain the duties, authority and responsibilities of all positions in the classified service. After his appointment and after consultation with the appointing authorities, he shall prepare and recommend to the commission for adoption a classification plan which shall group all positions in the classified service in classes, based on their duties, authority and responsibilities which shall set forth, for each class of positions, a class title and a statement of the duties, authority and responsibilities of each. Each class of positions may be subdivided, and classes may be grouped and ranked in such manner as may be deemed appropriate.

2. A statement of the minimum qualifications for each class of positions in the classified service shall be prepared for adoption in like manner.

3. As promptly as practicable after the adoption of the classification plan and after consultation with appointing authorities, the director shall allocate each position in the classified service to the appropriate class therein on the basis of its duties, authority and responsibilities. Any employe affected by allocation of a position to a class shall, after filing with the director a written request for reconsideration thereof, be given a reasonable opportunity to be heard by the commission.

4. The director or an appointing authority desiring to establish a new position in the classified service or to make any permanent and substantial change in the duties, authority or responsibilities of a position in such service, shall notify the commission in writing of the proposed change. Any employe affected by such contemplated changes may appeal from such change in duties, authority or responsibilities and resulting classification.

5. A classification plan and the minimum qualifications, or the modification of either, shall be effective only when adopted by procedure specified in this act for the adoption of a rule and in addition thereto approved by the governor.

6. Following the adoption of the classification plan and the allocation to classes therein of positions in the classified service, the class titles set forth therein shall be used to designate such positions in all official records, vouchers, and communications. No persons shall be appointed to or employed in a position in the classified service under a class title which has not been approved by the director as appropriate to the duties to be performed.

Section 12. After consultation with appointing authorities and the state budget director the director shall prepare and recommend to the commission a compensation plan for all employes in the classified service. Such compensation plan shall include, for each class or position, a minimum and a maximum rate, and such intermediate rates as is considered necessary or equitable. In establishing such rates, consideration shall be given the prevailing rates of pay for the services performed, and for comparable services in public and private employment, living costs, maintenance or other benefits received by employes, and the state's financial condition and policies. Amendments thereto may from time to time be recommended by the director or appointing authority. Provided, however, that the compensation plan or modification thereof shall only be effective when adopted by procedure specified in this section and in addition thereto approved by the governor.

Each employe in the classified service shall be paid at one of the rates set forth in the compensation plan for the class of positions in which he is employed.

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