

CIVIL SERVICE FOR OREGON

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of the state wide system. Mr. Griffith has expressed a desire to begin by establishing a register of eligible candidates for the permanent directorship. According to information made available by the Civil Service Commission the salary of the permanent director will be approximately \$5000.00 per annum.

In the meantime the Commission itself, with the support and encouragement of the Oregon State Employees Association's Civil Service Committee will go about the task of setting up the machinery necessary to establish a classification plan. So far two possible methods have been advanced concerning the manner in which the plan may be developed. The first method under consideration necessitates calling upon an outside agency with specially trained operatives, for the purpose of formulating a complete Classification Plan. If this method is adopted, a group of these people will spend a number of weeks in Oregon, questioning, examining and carefully judging a number of representative positions in each classification so that sufficient data may be gathered to briefly but comprehensively classify every state position. Naturally the Civil Service Commission will retain the authority to modify the proposed plan to adequately meet Oregon's needs. It is at this point that our committee hopes to be able to offer some worthwhile assistance by anticipating operational difficulties and suggesting adjustments that may work toward a more flexible and equitable system under which all feel proud to work.

The second method that has been advanced is that of establishing a Classification Plan through existing state facilities. This method of procedure is very difficult to comment upon at length as to its possibilities. It is entirely possible that an excellent plan may be developed in this manner. In the be-

ginning a certain amount of trial and error must be expected before any plan is brought to completion. Due to the fact that the four quasi-federal agencies now operating within the state governmental framework will be incorporated into the statewide Civil Service System, a certain amount of guidance and assistance may be expected from the Social Security Board.

The Civil Service Committee of the Oregon State Employees Association is making a thorough study of Civil Service. This is the first in a series of articles which they propose to issue on that subject. In addition to further information on the progress of the Civil Service Commission, bulletins discussing various aspects of Civil Service will be made available to chapters from time to time.

LESTER A. LYONS

Lester A. Lyons, 51, of 109 Oakleigh Lane, Eugene, died Monday, July 9th, at a local hospital following but four days' illness. He was born November 24, 1893, at Armour, S.D., and was married April 21, 1921, to Ruth C. Paul at Des Moines, Iowa.

Mr. and Mrs. Lyons came to Oregon 23 years ago, settling in Eugene, which since has been their home.

He is survived by his wife; his mother, Mrs. Inez Lyons of Eugene; three brothers, Guy Lyons of Coos Bay; Earl R. and Cecil W. Lyons, both of Eugene; two nephews and three nieces.

Funeral services were held at the Poole-Larsen mortuary, with interment in the IOOF No. 2 cemetery. Odd Fellows conducted the graveside service.

Mr. Lyons was a carpenter on Vern Sherritt's bridge crew. He was a charter member of the Eugene chapter of the Oregon State Employees Association. He was very active in OSEA affairs and was our delegate to the last general council meeting at Salem.