

## City and County Employees

By I. A. DEFRANCE

State employees are not the only ones interested in public employees legislation. City and county employees are also concerned and effected. The retirement system directly effects city and county employees. The civil service act effects will be felt indirectly. The matter of working hours, vacations and sick leave, holidays, classification plan, wage rates, automatic pay increases as adopted by the State Civil Service will automatically effect city and county employment by pointing out the way paid, setting the pattern for public employment in Oregon.

We have seen how these employee groups, brought together by the League of Oregon Cities were able to integrate their objectives into one state-wide plan, and although each group had sacrificed something to arrive at the single plan, each group was loyal in its support. This support was not organized however, and where three large groups bore the brunt of the cost, there were several smaller groups who expressed willingness to contribute to-

wards the cost, but due to the lack of a central agency were unable to do so. When we are told that neither the retirement or civil service system will be completely effective or irrevocively adopted before the next legislature convenes, and that there are interests and groups that would wipe both acts from the statutes, we recognize the desirability of further cooperation.

The League of Oregon Cities may again exercise the leadership necessary to coordinate the public employee groups of Oregon, still any other plan that will serve to unite these groups in behalf of public employee interests should receive careful consideration. A plan which would achieve some effect in this direction has been discussed more or less informally.

Some local groups have asked to affiliate with the O.S.E.A., a procedure which would require revision of the O.S.E.A. constitution. This affiliation should prove mutually advantageous, however, providing all joint activities were limited to objectives of common interest.

## Franklin Roosevelt and the Public Service

By LEONARD D. WHITE

Leonard D. White in the Public Personnel Review for July, 1945 discusses "Franklin Roosevelt and the Public Service." Mr. White describes Mr. Roosevelt's views on the career service concept as follows:

As a young man Roosevelt had traveled and studied abroad. He retained a fluent command of spoken French throughout this life. In his early years he bicycled through Germany and had an unpleasant encounter with the German army, then on maneuvers. He came to know Great Britain intimately

and during World War I saw a good deal of British and French naval officers. He was thus thrown into working contact with navy and diplomatic career men, and the civil service of these countries also fell under his inspection. He was impressed with the integrity of the British service and its capacity to maintain a high level of public business. He also was acutely conscious of its historic class structure and what he called its inflexibility.

In this country he knew intimately the navy career system and the diplo-