

THE MERIT SYSTEM

From *Good Government*

The shooting of President Garfield in 1881 brought to a head, as no amount of oratory would, the futility, wastefulness and public misfeasance of the spoils system—already a fifty-year blight on the body politic. A disappointed seeker for office shot the Chief Executive because he did not get preferment. From that day on the merit system for civil service employees has continued to grow under fostering Federal laws, State laws and municipal laws.

The basic principles of the merit system are that civil servants shall be appointed to office after proving their competence by examination. They are promised continuity of service if their performance is standard, their conduct is good, and if they refrain from active participation in partisan politics. Likewise they may expect promotion on merit, equal pay with others who do equal service, and most systems provide retirement income at the end of their active careers. The essence of the civil service is a mutual contract with the hiring authority—reciprocal and with a right to appeal differences to a civil service commission.

NEW ORLEANS ISSUES BOOKLET TO ANSWER QUERIES

As means of educating city employees in the details of the municipal civil service system, the New Orleans Civil Service Commission has recently published a booklet entitled, "Know Your Civil Service." The booklet, prepared in question-and-answer form, provides detailed information on a wide variety of topics, including classification, pay, examinations and appointments, political activity, and veterans' preference. Readers are invited to contact the Civil Service Commission office for information on any points not covered in the booklet.

In addition to distributing the booklet among present personnel in the city service, the Commission plans to use it as a means of acquainting new employees with the civil service program.



Eugene Hotel

Eugene, Oregon

Headquarters
For All Occasions

C. E. McLean, Mgr.

Quisenberry's

Central Pharmacy

Guardian Bldg.

Salem, Oregon

D
R
DRUGS
G
S
410 State

Krauger's Lunch

Frank Krauger

In the State Office Building

Salem, Oregon