

Colman Speaks on Civil Service

The Civil Service Commission and the Public Administration Service are through with a major proportion of the work on the classification plan. Tentative class specifications are now being submitted to department heads for review. This information was announced by William G. Colman, Director of Civil Service, when he appeared as guest speaker at the Capitol Chapter meeting on May 16. He explained further that more descriptive job titles may be retained within a given department for internal operating purposes. For exem-

ple, if one has been called the "Supervisor of the Control Unit," he may continue to sign that title on correspondence and to be so referred to in the department. On all personnel, payroll and budgetary records, however, his position may be listed merely as Clerk III. His clerk classification shows the relation of his duties by those of employees in other departments. It is planned that these classifications will be in effect by July 1946. There will be approximately 400-500 tentative classifications into which will be fitted the 8,000 positions of state employment.

The President's Message

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try, to Federal service, to other states and to cities and counties within our own state. The reason is obvious, these other agencies pay better wages. The danger to the state lies not only in the loss of trained employees but in its growing inability to replace them with people of similar high caliber.

State employees, by the fact that they have accepted work in the public service, cannot be classified as a greedy or selfish group. Men and women in state service certainly do not expect to become wealthy. A great many of them, however, do have the desire to render a real service to the public, but expect in return an honest, equitable living wage. They now have the opportunity to make state service a career, the civil service law makes that possible, but the wage structure which goes with that career is not attractive.

The Oregon State Employees Association is not asking for anything unreasonable for state employees, it asks for a remuneration comparable with the wages paid for similar work by other employers. This is a decent and fair request and one which should be supported by the public as well as the state employees.

A survey is at present being made to gather information about salary levels in public and private employment in Idaho, Nevada, Washington and California, and federal government offices and private industry. Following a study of this information, it is expected that recommended salary ranges will be ready by August 1. All employees when first hired to work in a given classification will start at the minimum of the salary range. Periodic increases may be received up to the maximum established for each position. Increases will not be automatic at given calendar periods because all employees would too soon reach the maximum salary. Increases will instead be based upon the quality and efficiency of the work performed by the employee and upon length of service. Service ratings will be submitted to the Civil Service Commission by the head of each department at given intervals, rating employees in the performance of their work. Employees will be allowed to see these ratings upon request and may appeal if they feel unfairly graded. Salary ranges from base rate to maximum will cover a probable differential of 20%.

One question which has puzzled many employees is the matter of pro-