

Sacramento Conference

(Continued from page 21)

necessary to retain good employees, (5) that public employees gravitate to higher brackets; 75% of stenographers are in higher half of pay bracket in public employment while only 25% are in higher half of pay bracket in industry, (6) that public employees now pay income tax, (7) that salary grades usually consist of 5 steps with 5% between steps. The 5% is sufficient to provide an incentive for self-improvement and advancement. \$10 at \$500 level is not enough—\$25 at \$100 level is too large. After further general discussion of effect of public salary rates on employee morals, etc., the meeting adjourned.

After lunch we checked out of our hotels, got our car and started for home. The trip north was through a heavy rain storm but when we reached sunny Oregon, the rain and clouds ended.

The meeting was most interesting and instructive. It was attended by a diversified group consisting of non-professionals such as commissioners, public officials, employee organization representatives and professionals such as directors, technicians, consultants and educators. All sizes, types and age of Civil Service Systems were repre-

sented. As a result the questions asked often centered discussions on theory and principles for the benefit of the non professionals. Many of the Systems appeared to find their greatest difficulty in the procedures incidental to the closed back door method of eliminating inefficiency from the service. Much of the discussion relative to employee groups appeared to cover the same ground that current publications of the National Civil Service League of New York thoroughly analyzed and examined. I would recommend that all interested parties take advantage of the publications and reports of both the Civil Service Assembly and the National Civil Service League of New York.

A total of 213 registered for the Conference, breaking all previous attendance records.

There were in attendance 11 from Washington (Olympia 3, Seattle 7, Bremerton 1), 11 from Oregon (Portland 7, Salem 4). A majority of the delegates were from California, but there were 3 from Arizona, 1 from New Mexico, 1 from Pittsburg and 1 from New York City.

Washington agencies sending representatives were the State Personnel Board, Seattle Civil Service Commission, the State Department of Social
(Continued on page 23)

McMILLAN'S FOUNTAIN LUNCH

Sandwiches & Cold Drinks
1949 State Street
Salem, Oregon

Kimball Brothers Lumber Co.

Douglas Fir and Red Cedar
Lumber
DEXTER OREGON

WILSON & SHOFF TIRE CO.

Recapping - Vulcanizing

McKenzie Highway

Springfield, Oregon