

ployees and has some 2000 retired members.

Monday afternoon there were six panel discussions. I attended two. The first relative to classification: There was discussion of (1) centralization and decentralization: Uniformity is better obtained by centralization but often at the cost of long delays. (2) Seeking the assistance of employee specialists and of employee groups, recognizing that violation of job prestige results in employee objections. (3) Comparison of old pattern system and new point system of classification; use of each to supplement each other: Navy checks one against the other. (4) Justification for the classification of the employee rather than the position in the case of certain top jobs. (5) Classifications responsibility to call management attention to errors in organization when found.

The second panel Monday afternoon discussed Selling Sound Personnel Administration. This discussion centered around the development of public appreciation of efficient public administration, its achievements and problems. Also the development of the same appreciation among public employees. An employee union representative closed this discussion by telling how in one particular jurisdiction the employees really appreciated their civil service but had some difficulty getting Public Administration and Public officials to comply as wholeheartedly.

Monday evening we listened to an address by James M. Mitchell, Director of the Civil Service Assembly's headquarters office in Chicago on the subject "Post War Trends in Public Personnel Administration." He forecast (1) the rapid extension of Civil Service to uncovered agencies, (2) the payment of more attention to efficient Public Administration, (3) the expansion of in-service training because it pays dividends, and (4) greater ac-

ceptance of the merit principal as standard procedure in civil service systems. He discussed also the point system of job evaluation, employee organizations and their relations with employers, decentralization of public administration functions and predicted successful decentralization in Federal but not local systems.

Tuesday morning at a breakfast round table discussion, Earl Farrar described the official Los Angeles survey of current salary and wage schedules made regularly as a basis for adjusting public service wage structure. All industries and all government jurisdictions are included; samples used are authentic and only comparable jobs are considered. Samples are weighted to reflect correct proportions. Farrar reported roughly 18% difference found between construction wages and maintenance and operation wages.

"The Question Box" was a general conference meeting held Tuesday A.M. Among various topics discussed were:

*Social Security Coverage* for public employees was discussed; Deductions are now 1% but may be increased to 2 or 3% which in public service would endanger sound retirement plans. Distress relief is desirable but public employee coverage should not upset sound local retirement plans.

*Disabled Veterans* are not showing up yet. Seriously disabled are in hospitals, others in schools.

Tuesday noon R. M. Gillis, Construction Engineer, California State Division of Highways, addressed the group on California's post war highway program. Told of Divisions need for 300 engineers. Gillis was located at Vancouver, Washington a few years ago and is well remembered in Oregon.

Tuesday after luncheon I attended a panel discussion. "Post War Problems from the Commissioners Viewpoint."

*In Broadening the Base of Support*

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