

Civil Service Directors Report Two-year Progress

In the July, 1947, issue of the *Public Personnel Review*, William G. Colman, former director, and Robert R. Johnson, present director, have collaborated in the presentation of a report on the Oregon Civil Service Act as administered during its inception and in the following two-year interim.

It is not within the scope of this magazine to reprint in full the text of this report, but parts of it are of special interest to us as initiators and sponsors of the Act. We may gain a clearer insight into the problems which confronted the administrators of the Act, their basic thought concerning goals, ideals and intents, their method of approach, etc. Without further comment, we reprint excerpts from the report.

Political, Legislative and Administrative Background

Politically, Oregon is a conservative state. At the same time, the state's approach to many social and economic problems has been markedly progressive. The state renders unusually intensive

and extensive governmental services to its citizens.

Structurally, Oregon is characterized by a "weak executive" form of government. Under the constitution, there is a definite philosophy of separation and dilution of power, not only among the three branches of government, but within the executive branch itself. For example, the governor, the secretary of state and the state treasurer comprise a 'state board of control'; this board, not the governor alone, exercise supervision over many functions of general state administration. The functions of



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