

the state are distributed among sixty-odd departments and commissions.

Although restricted by an organizational and administrative structure which may not be technically sound, Oregon, for the past several years, has enjoyed among its elective and administrative officials a degree of competency above that found in many states. A spoils system, in its usual sense, has not existed for many years in the state government. This point is noted because the civil service law enacted at the 1945 session came into being in a political environment not usually typical of many original civil service laws. The civil service law and a retirement law passed concurrently resulted largely through concerted efforts of state employees. The employees were motivated principally by a belief that civil service would bring higher pay scales and by the belief that although political dismissals were rare, future qualities or attitudes of administrators could not be foreseen, so that laws affording security of tenure and an actuarially sound retirement plan were desirable steps toward bettering employment conditions in the state service as well as hedging against an uncertain future.

The Oregon act was patterned closely after the model law of the National Civil Service League, deviating only in minor respects. A point deserving mention is the "open back door" provision in the act. This provision was one of principal selling points in the passage of

the law, particularly in overcoming initial adverse reactions of departmental administrators and business and taxpayer interests to civil service legislation. Recent attempts to change this provision have not met with any significant support from employees.

In summary, the Civil Service Commission, upon assuming its duties, found itself with a completely workable statute and an administrative environment relatively free from political entanglements. On the other hand, unlike most new installations there was a

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