

the other personnel administrators, might well take stock of ourselves to find out whether some of our established fetishes cannot be discarded, and more thought given to some very real problems that budgetary and administrative officials face.

Another observation concerns the very human reaction against certain of the types of federal supervision with which the state personnel administrator must deal in developing and administering an acceptable personnel program. Our observations are made with full awareness of the very cooperative relationships which most federal agencies have shown our staff, and without overlooking the very substantial merit system gains which the various federal agencies, particularly the Social Security Administration, have fostered. It is unpleasant, none the less, in any state which is relatively free from political domination in its personnel program and has competent administrative leadership, to have what are in our opinion unreasonable "musts" in the way of purely technical and administrative detail forced upon the personnel agency, with the withholding of federal funds as the alternative. The Oregon Civil

Service Commission, while recognizing that such mandates necessarily stem from the administration of nation-wide policies, has resisted unreasonable technical requirements which impose hardships on sound administration of the state services. We feel that much of mutual benefit would be derived from a reconsideration of the whole problem of state-federal merit system relationships.

The foregoing discussion reflects the writers' view that now is perhaps the appropriate time for a serious and objective re-evaluation of the role of the

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