

gram's acceptance has been its first legislative test. The Civil Service Commission sponsored and, with assistance from department heads and other interested groups, obtained legislative approval of amendments aimed at improving administration of the act. These amendments meant a substantial savings to the state both in tangible and intangible costs. A few amendments aimed at weakening the program were introduced or tentatively advanced. Except for a single minor amendment, all were defeated before reaching any advanced stage. It would thus appear that to date public reaction has at least not been unfavorable to the personnel program.

Despite the possibly pessimistic tone of many of our remarks, it is believed that by continued application of the philosophy outlined in this discussion, the Oregon Civil Service Commission can continue to occupy its modest place in the state government, confident of its worth and justifying its existence by a reasonable but not a complacent margin.

#### RETIREMENT PLAN FOR WASHINGTON

The Association of Washington Cities reporting in the *Western City*, April, 1947, says, "One of the outstanding accomplishments of the session was the passage of the retirement bill for miscellaneous employees of all cities now having a plan and for policemen of second, third and fourth class cities.

"Chapter 71, laws of '47, will provide an actuarially sound pension plan aimed at retiring municipal employees at specified ages at half salary, available to any city desiring to participate.

"Costs will probably range between

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Redmond, Oregon      Prineville, Oregon

five and ten per cent of the payroll depending on the extent of prior service costs a member city may wish to undertake and the age of employees involved. Participation is on a purely voluntary basis. This bill is considered one of the most progressive steps yet taken in the state regarding personnel legislation."

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