

Civil Service Active in Pay Raises and New Appointments

Employees of the Civil Service office are now preparing entrance examinations for state positions. Examinations have not been prepared for all classifications and conditional employees are still being appointed pending the completion of examinations. Robert R. Johnson, Director of Civil Service, in an August letter to department and institution heads explained that "eligible lists will be set up class by class in the order of greatest need. As lists are established they must be used in all future appointments to positions in such classes . . . Before holding an examination for any class, discussions will be held with appointing authorities concerned, looking toward the development of sound and effective testing and certification methods."

During the month of July 707 new appointments were made, of which 606 were conditional employees. Of the 545 new employees hired in August, 460 were conditional appointments.

Other interesting statistics are tabulated from personnel actions handled by the Civil Service office. During July and August, 261 employees received promotions, 86 retired, and 828 resigned.

Employees Upgraded

In July approximately 900 state employees received pay increases. Of these, 155 were given to employees who were promoted to highr classifications. The other 750 were increases within the newly established salary ranges of the present classifications for these employees.

During August approximately 180 more employees received raises. Promotions were earned by 106. Thus, during these two months 15 per cent of the total 8,000 state employees received increases. It is a special satisfaction to those who worked for the state in the non-uniform days before Civil Service to see this evidence of a definite pay plan in operation.

All of the employees who were raised to their minimum salaries on March 1 will be eligible for a six-month merit increase on September 1. It is general practice in the various departments to give this consideration at six-month periods. Not all eligibles will receive increases, however, because they will be accorded to employees on the basis of merit. Employees who have been with a department the longest and whose work merits recognition will in all fairness receive raises before newer employees.

Pay Schedules Difficult

This is one of the most difficult salary problems in adjusting a new pay schedule. In some situations, employees long in the service of a department receive no more than newer workers whom they are instructing on the job. When the minimum and first-step salaries of the men and women who have been many years in state service are advanced in relation to those of newer workers, a long step will have been taken toward smoother relations between employees and between administrators and employees.

Another consideration also enters the picture. The number of salary increases in any one department is in part influenced by the funds available in the department's biennial budget. This financial consideration is not under the jurisdiction of the Civil Service Commission.

A man went to work for a large corporation. With his first pay check he observed a deduction with the notation, "FIT." Returning to the paymaster he sought an explanation. "I don't recall," said the man with a somewhat heavy attempt at humour, "having had a fit."

"Oh, yes," replied the paymaster earnestly, "everybody has fits every pay day, because all of them have federal income tax!"