

TRANSFERS				Board of Control	Higher Educa- tion	High- way	Others	
Unit (within department) ..	33	114	180	<i>New Appointments</i>				
Class	26	14	9	February ..	92	53	134	234
Department	12	8	6	March	118	56	166	280
SEPARATIONS				April	105	60	282	219
Resignation	321	343	322	<i>Resignations</i>				
Retirement	4	8	9	February ..	58	43	81	139
Death	1	3	3	March	75	51	91	126
Dismissal	39	23	32	April	67	37	88	130
Termination (service ended)	107	86	92	<i>Dismissals</i>				
Others	12	26	33	February ..	21	3	4	11
SALARY CHANGES				March	14	1	5	3
Promotional				April	12	6	8	6
increase	90	162	252	<i>Ingrade Increases</i>				
Ingrade increase ..	157	310	278	February ..	40	26	1	90
Salary				March	47	12	36	215
Adjustments ..	18	444	98	April	47	27	21	183
RECLASSIFICATION ..	81	71	27	<i>Reclassifications</i>				
COMPLETION OF				February ..	6	55	3	17
TRIAL SERVICE	31	95	43	March	37	21	3	11
				April	3	1	0	23
TOTAL PERSONNEL				<i>Salary Adjustments</i>				
ACTIONS	1652	2623	2372	February ..	1	8	0	9
				March	0	8	420	16
				April	0	0	4	94

*Not all personnel actions tabulated in this reprint.

C. S. C. Starts Salary Study for Legislators

The Civil Service Commission has initiated its salary study in preparation for the legislative session in January 1949. The survey will take into consideration the salary schedules in private industry in Oregon. Cost of living changes will be examined and suggestions from department heads and employee organizations have been requested. The findings of this survey will provide the basis for a report to the legislature and for any recommended revisions of the present pay plan.

Trait Ratings Considered

A study is also underway to provide detailed trait ratings of individual employees in addition to the present rating form. Other detailed rating plans have been carefully studied. The use of

trait ratings will probably be optional with department heads, some of whom have already expressed a desire for this type of rating sheet.

Examinations Scheduled

Engineering examinations were completed and scheduled for May 22. Clerical and office machine operators examinations will be scheduled for mid-summer. These will be given for promotion and open competition. Other examinations for special classes will be announced as the schedules are arranged.

Salary Adjustments

Salary ranges have been recently revised for foresters, game and aquatic biologists, engineers, chemists and related scientific classifications.