

ful corrective measures. Appeals carried to the Commission for hearing have been decided in favor of the employee in at least 50% of the cases. In the case of dismissals, although the Civil Service Commission has only the power of recommendation if it decides in favor of the employee, to date no agency has acted counter to Commission recommendation. Some of the appeals which could not be solved by informal investigation and discussion prior to referral to the Commission have been found by the agency concerned to have a solution before the Commission hearing was held. As an example, an agency demoted one of its employees. Members of the Civil Service staff investigated the case and found that there was reasonable question as to the justice of the demotion. In view of this fact the case was referred to the Civil Service Commission for hearing. When the department received the notice of hearing it appeared before the Civil Service Commission prior to the proposed hearing date and requested that since the employee was a "conditional" rather than "regular" employee the hearing should not be held. The Commission can at its own discretion hear an appeal of a "conditional" employee while it is required by law to hear an appeal of a "regular" employee. As has been their practice with "conditional" employees, since there was definite question on the demotion, the Civil Service Commission denied the request of the agency and informed them that the hearing would be conducted on specific date in the near future. Upon receipt of this notice the agency reinstated the employee to his higher position and the employee withdrew his appeal. The fact that an employee has an unbiased body before which he can appear in order to insure his fair treatment has practically entirely eliminated actions by appointing authorities for capricious reasons and personal whims.

Civil Service has been of personal benefit to countless employees on a day to day basis. The following incidents

which have occurred in recent weeks are cited as typical examples of these services:

1. Hundreds have been referred to and placed on state jobs.
2. Transfers have been arranged between departments and between cities in the state of Oregon.
3. An employee informed the Civil Service Commission that she did not receive pay for accrued vacation upon termination and has since received it through action of the Commission.
4. In some departments terminal vacation pay was being computed on the basis of a 31 day month. Through Commission action this pay is now computed on the basis of a 25 business day month.
5. An employee who was dismissed from her department while on sick leave has been reinstated as a result of Commission recommendation after public hearing.
6. An employee dismissed for reasons of personal conflict with superiors has been given another opportunity in another department after public hearing.

These are chosen as a sampling of the many instances which occur daily. Although many or even most of the benefits received by individuals in specific cases may not come to the attention of the majority of state employees, they are a daily routine in the Civil Service offices.

Cooperation Necessary

While confidently believing that a broad step forward has been made and much has been accomplished since the establishment of the program, the Civil Service Commission knows that much remains to be done. A consistent effort will be made to make employment with the state of Oregon a sound career service through constant improvement of personnel practices and administration. Through the continuing cooperation of appointing authorities and employees, this can be accomplished.