

Civil Service Commission should be staffed in part by personnel drawn from the agencies.

5. A concrete plan for strengthening each agency's personnel organization and program should be developed under the leadership of the Civil Service Commission.

6. The agency director of personnel should be a member of top management.

7. The primary responsibilities of the director of personnel in each agency should parallel those of the Civil Service Commission.

8. The primary responsibility of operating personnel offices should be to provide service and assistance to operating officials and line supervisors.

9. Field installations should be subject to a minimum of central control by bureau personnel offices.

10. In order to assure full participation of operating supervisors in personnel management, a definition of the responsibility of personnel offices and line supervisors should be established by each agency head.

11. Agency personnel offices should not be burdened with the administration of activities not directly concerned with personnel management and services, but should collaborate in the general management-improvement activities of the agency.

There is food for thought for all of us in the above report. It is quite possible that some of the recommendations therein made would help those of us in Oregon who are interested in personnel matters to work more diligently towards the betterment of State personnel administration.

A survey of 1,044 institutional positions was made to distinguish those which involved tuberculosis hazards from others in the same institutions. (Following this survey the Salary

Standardization Board raised salaries for jobs involving exposure to tuberculosis.)—Excerpt from New York State Civil Service Commission, March 1949.

"So Liz is sore at her husband? I thought he was perfect. He always turned over his paycheck to her on the first of the month."

"Yeah, but she just found out he got paid on the fifteenth, too."

If the New Year's spirit
Makes your head whiz,
Don't overflow with it,
In your car, that is.

Two little Mosack girls were discussing the Sunday school lesson. "Do you really believe there is a devil?"

"Oh, I don't," answered the older one, "I guess it's like Santa Claus—it's really one's father."

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