

tercups, as well as others, which I am sure would confuse cattle or sheep you may have in the back yard.

Iris for Every Garden, by Sidney B. Mitchell (Borrows, 1949) must be approached with great respect as Mr. Mitchell has had the foster Memorial Plaque awarded him, which is "reserved for special personal awards to those contributing to the advance of the genus iris." His book is divided into a learned discussion on beardless and bearded irises! Perhaps no one will inquire, but he does tell you how to store pollen and how to send it to friends in other parts of the country. The book is well-illustrated and Mr. Mitchell convinced me that he knew what he was talking about, and well deserved the memorial plaque.

To summarize this list of suggestions on growing flowers, should you restrict your reading to one book, **Floriculture**, by Alex Laurie (McGraw Hill, 1950) is most complete and helpful. There is information on soils, fertilizers, garden design, annuals and perennials, as well as useful information on rock gardens.

Should you find the problem of gardening too complex, reading about it may not be as rewarding, but it is much more amusing.

Oregon maintains 177 state park areas ranging from small waysides to areas up to 8000 acres, protecting all types of Oregon scenic areas from the seacoast to high mountains. No entry fees are charged visitors, who are provided with picnic facilities in the larger parks.

The Columbia river, forming the boundary between Washington and Oregon, is credited with carrying more water than all the nations other Pacific coast streams combined.

Although Oregon as a state has yet to observe its first centennial, scientists say its earliest residents, pre-historic aborigines, came as long ago as 20,000 years or before ice-age mammals became extinct.

Grades Within Classes

An important change in the concept and administration of the classification plan went into effect in California with the recent adoption of State Personnel Board rules which implement legislation authorizing "grades within classes." Under the rules, the state Personnel Board may establish "graded classes" containing two or three grades. Each grade is assigned a different salary range to reflect a difference in degree of difficulty and responsibility between positions. The plan thus departs from the traditional definition of a class in that, although the same title and minimum qualifications and the same tests are applicable to all positions in the class, a single salary range is not applicable.

Before appointment is made to a position in a graded class, the position must be allocated to an appropriate grade in the class. To fill a vacant position in a graded class, the appointing authority may, according to the rules, appoint from an employment list, reassign an employee from a position in another grade in the same class, or fill the position by reinstatement, transfer, or demotion. Reassignments from grade to grade within a class are not termed promotions and demotions.

Appointments from lists for graded classes may be made to any grade within the class, and eligibles are certified as in the case of appointment to an ungraded class. The name of an eligible who accepts appointment to a position in a grade with a salary range less than that of the highest grade in the class is kept on the list for certification to positions in the higher grades within the class.

Although the California rules continue to require competitive examinations for promotion from class to class, competitive examinations will not be held for reassignments to higher grades within a class. Instead, the appointing authority must certify that the employee who is being reassigned to a higher grade within the

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