

Grades Within Classes

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unsatisfactorily or demonstrates his inability to discharge successfully the responsibilities of the higher grade, the appointing authority may reassign him to a lower grade in the same class after giving him written notice. The employee has no right of appeal to the Personnel Board from such reassignment during the trial period. In connection with reassignment to a lower grade within a class after the trial period, the employee has a right to a statement of reasons as well as notice and has a right of appeal to the Personnel Board, which may revoke the reassignment.

The new concept of the graded class appears to be a useful device for making the structure of the classification plan more descriptive of position relationships. With the new concept, the structure of the plan can be made to reflect relationships of positions for selection purposes and for pay purposes, without necessity of compromise with either of the purposes. It identifies groups of positions so similar that different tests of fitness are not warranted. This is of particular significance, because it permits eliminating competitive examinations in connection with move-

ments between very similar positions within a series. At the same time, the concept permits identification of points in series where, because of the need for substantially different knowledges and abilities, such as supervisory abilities, different selection methods are needed.

Population of what is now the state of Oregon grew from approximately 10,000 in territorial days a century ago to an estimated one million, five hundred thousand today.

Since gold rush days of the early 1850's, Oregon has produced gold valued at more than 100 million dollars.

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