

# Civil Service Notations

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## CSC Adds to Staff

Four personnel technicians have been appointed by the civil service commission. Two of the technicians are additions to the staff and two are replacements. Tom Faught, graduate of Oregon State college, was appointed to fill a newly created position heading up the commission's recruiting activities. The commission plans to expand its recruiting efforts to not only attract candidates for examinations but to give the departments assistance in filling positions for which examinations have not yet been administered. Charles Bocci, graduate of University of Portland, has been added to the examination staff. His duties will include preparing and administering examinations. Florence Goodridge, Willamette university graduate, has been appointed to replace Mrs. Margaret White, who has accepted a position with the tax commission. Miss Goodridge will be assigned to the clerical tests. Roger Wagner, University of Oregon graduate, has been appointed manager of the commission's Portland office replacing Mrs. Roy Webster (Arlene Williams) who resigned following her marriage to move to Seattle.

## Salary Increase Plan Adopted

The civil service commission has adopted the anniversary date salary increase plan. Heretofore employes could receive annual salary increases only on January 1 or July 1. Under the new plan employes will become eligible one year after their last salary increase. The present six months' increase following the first six months of service or six months at the minimum of the salary range is continued but employes will have to wait until the first of the month following completion of six months service for the

increase. Salary increases continue to be based on merit of performance and are not automatic. It is anticipated that because of the reduced budgets of many departments that salary increases will be harder to earn during this biennium and the competition will be keen to win the money available for this purpose. Employes are reminded that the departments were allowed to ask for funds to permit only one raise for each employe for the two year period. In other words, if more than one raise in two years is to be given to any one employe the money must be saved through efficient operation.

## Pay Plan Now Effective

The pay plan approved by the recent legislature became effective on July 1. The state will employ new personnel at a lower rate in five classifications under this plan. Persons on the payroll before July 1 in these classes will not be reduced. The \$10 cost of living adjustment is now a part of the regular pay plan. Employes in salary ranges beginning above \$400 will now get the \$10 additional given to all other employes last November 1.

## Status of Exam Program

1. As of June 1, 1951, initial registers have been established for 175 of the 606 classifications (28.88%).
2. Of the remaining 421 unexamined classes.
  - (a) there are 15 with 50 or more employes.
  - (b) there are 15 with 25 to 50 employes.
  - (c) there are 51 with 10 to 25 employes.
  - (d) there are 340 with 0 to 10 employes.
3. Approximately 76.3% of the total classified employes (12,128) are in