

# Personnel Clippings

Concern is growing in Washington, D. C., over a worrisome paradox: Federal employees number two and one-half million, a five-year high; but expanding defense-labor needs are siphoning **trained** government workers off at an alarming rate. Latest estimate is that 1950's half-million turnover figure may be nearly doubled this year. Aside from money needed to train replacements, this means snarl in operation, low morale . . .

. . . One logical proposal offered by Civil Service Commission Chairman Ramspeck: Treat federal employees as well as those engaged in private industry as to salary, leave, training, working conditions, unemployment insurance, overtime pay, career incentives—in short, all the things that have paid off for private business . . .

. . . In Illinois, incidentally, the State Civil Service Commission reports turnover among employees under civil service status was 10 percent last year; among non-civil service workers, 36 percent . . .

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. . . In Oregon, the turnover among state workers for the fiscal year 1950-51 was 41 per cent for all types of civil service employees.

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An interesting training program is under way in Kansas City, Missouri, for employees who come in contact with the public in their daily work . . . City's Personnel Department holds group sessions, and by lectures and discussions advises municipal employees how to get along with the "customer." Included in the lessons: good grooming, good manners, telephone procedures, how to answer inquiries and **how to take criticism**.

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Opinion researcher, Elmo Roper reports that when people talk about graft in government "they usually do not have in mind literally millions of civil servants who perform their duties without a trace of corruption."

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On July 1, Hartford, Connecticut, placed all employees in the police, public works, parks, and hospitals on a 40-hour work week. The pay of the employees was not reduced but they did not receive a \$150 cost-of-living adjustment that had been granted by the Court of Common Council to other employees.

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The Wisconsin Bureau of Personnel now accepts status as a professional engineer or certified public accountant in Wisconsin in lieu of written examinations for positions at the Engineer III level or Accountant III level or higher if there is no question of competition involved. For several years this practice has been followed in the medical services field.

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A survey conducted by the American Management Association reveals that salaries of personnel and industrial relations employees rose nearly 5 per cent between early 1950 and 1951. The average pay of manpower managers is now \$8,581 as against \$8,188 in 1950.

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On August 1, the mayor of Newark, New Jersey, placed 62 over-aged city employees on half-time work at half-time pay, with corresponding reduction in sick and vacation leave. All of the employees involved were over 70 but did not have the necessary 25 years of service with the city to retire.

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During the last session of the Minnesota legislature, the salaries of state department heads were tied to the cost-of-living index. Their salaries will now