

go up and down in the same manner as civil service employees' salaries. This action eliminates present situations wherein a number of classified assistants receive more than department heads.

* * *

In Milwaukee, Wisconsin, when a job falls vacant (except one created by state law) the department head may not refill it until he has convinced the Board of Estimates that it is necessary.

* * *

A study of a sample of the competitors in the last federal examination for clerk held in Washington, D. C., showed that about 51% had taken it at least once previously. On the second try, 71% of the competitors who had previously failed it failed it again; on the third try, 91%; fourth try, 84%; and fifth try, 100%. The number repeating for the sixth and seventh time was very small.

In stenographic and typing tests, it was found that those who failed because they could not pass the clerical part of the exam tended to fail on repeated tries. But if they failed the typing or dictation test, they could with sufficient practice bring up their skills to a passing point.

* * *

The California State Employees Association is trying out a group automobile insurance program. It is not a payroll deduction plan, but a low cost program with a special benefit to members based upon the experience of the group. The company offering the plan is made up of a group of public employees known as the Civil Service Employees Insurance Union.

(OSEA is negotiating with a private company for group auto insurance. Private companies have shied away from this type of insurance and still may not be able to offer an acceptable plan.)

THE CHADWICK HOTELS

HOTEL SENATOR Salem, Oregon

Salem's New and Most Modern
Hotel
Coffee Shop and Dining Room
Banquet and Meeting Rooms
Garage in Building

HOTEL JACKSON Medford, Oregon

One of Southern Oregon's
Finest Hotels
Coffee Shop, Dining Room
and Banquet Rooms
Free Parking Lot

W. W. CHADWICK, President