



Kahn Tours...

In his tours around the state, Allan Kahn - Staff Analyst, will make some observations on personnel administration matters and report them in each issue of The SENTINEL.

Despite the publicity which accompanies the Suggestion Award System in our state service, surprisingly few employees have taken advantage of the opportunity which is theirs . . . to improve the work situation.

During the last fiscal year, about one employee out of every twenty submitted a suggestion. This bit of statistics doesn't seem to match up with the many conversations I have had with OSEA members—people who seem to have both an inquiring and appreciative attitude towards their jobs.

Most of us who have devoted a reasonable amount of time to a job have said: "There must be a better way to this." This feeling should be the tip-off to take a closer look at the operation or problem. Such a "closer look" might bring to mind questions like: "WHY is it necessary to do it this way?" "When is the BEST time to do it?" "Who BEST should do it?" "What is the BEST way to do it?"

If the answers do not match up with the present method, you probably are on your way to turning in a suggestion . . . a suggestion which may help you, your fellow employee, your supervisor and your employers—the tax-payers of Oregon. Did you ever stop to think a GOOD suggestion provides benefits other than just in cash and savings? Your documented idea is often the means of demonstrating latent talents—skills—knowledge and abilities. These are the things that are often revealed to your supervision—over and above the usefulness of your creativeness—and often pave the way for promotion and other long-range benefits. Keep alert. Find the answer. Think it over—then ACT!

The Suggestion Award System was established in Oregon by the 1955 Session of the Legislature. The Awards Board is composed of three employees or officers of the State and a Secretary appointed by the Governor. The Board has a clear-cut assignment of duty: ". . . to encourage and reward meritorious suggestions by state employees that will promote efficiency and economy in the performance of any function of state government." During the last fiscal year, the Board made cash awards to employees on the basis of about 1 out of every 6 suggestions on which action had been completed.

Your suggestion may win an award. If it does, then you will know that your alertness and inquiring interest has improved state service, has given you some extra well-earned money and provided other substantial benefits. Your Association encourages good-thinking on the part of its members and recommends the use of the Suggestion Award System to demonstrate unrevealed abilities.

OREGON STATE CIVIL SERVICE COMMISSION Examinations Open For Application

Detailed announcements for any of the following examinations may be obtained from the State Civil Service Commission. Application blanks may be obtained from either office of the State Civil Service Commission — 102 Public Service Building, Salem; or 304 State Office Building, Portland — or from any office of the Oregon State Employment Service.

PROMOTIONAL EXAMINATIONS

The examinations below are open for promotion within a department or institution. Those designated by (SW) are also open for inter-departmental promotion.

CLERICAL - FISCAL - ADMINISTRATIVE

Class Title	Salary Range
Bookkeeping Machine Operator II	\$280-342
Clerk III (SW)	\$280-342
Clerk IV*	\$326-420
Clerk V*	\$400-500
Clerk Stenographer III (SW)	\$280-360
Clerk Typist III (SW)	\$280-342
Tabulating Machine Op. II (SW)	\$310-400
Tabulating Machine Supv. I (SW)	\$400-500
Tabulating Machine Supv. II (SW)	\$480-600

TRADES AND MAINTENANCE

Maintenance Repairman I	\$310-360
Maintenance Repairman II	\$360-420

MEDICAL AND HEALTH

Attendant II	\$250-326
Attendant Supervisor I*	\$295-380
Attendant Supervisor II*	\$342-440
Practical Nurse I†	\$222-280

Practical Nurse II	\$250-326
Psychiatric Aide II	\$250-326
Psychiatric Aide Supervisor I*	\$295-380
Psychiatric Aide Supervisor II*	\$342-440

WELFARE

County Welfare Admin. I*	\$380-480
County Welfare Admin. II*	\$420-525
County Welfare Admin. III*	\$460-575

* Open to non citizens.
* The examination is unassembled, i.e., does not include a written test.

Additions made during May to the current lists circulated by the Commission on OPEN COMPETITIVE EXAMINATIONS are shown below:

Class Title	Salary Range
Racing Supervisor	Prevailing Rate
Liquor Enforcement Insp.	\$326-420
Weights & Measure. Insp.	\$326-400
Bakery Specialist	\$326-420
Institution Food Admin.	\$500-625
Asst. Admin. Bus. Services (Welfare)	\$655-810
Livestock Officer	\$360-460

Civil Service Announces Additional Adjustments

As a result of action taken by the State Civil Service Commission at a meeting held June 11, several changes in Classification and Compensation were adopted and approved by Gov. Robert D. Holmes. These changes are effective July 1, 1958:

Class No.	Classification	Range No.	Salary Range
3020	Radio-Television Technician 1	15	\$360-440
8056	Grain Weigher-Sampler Foreman	14	\$326-420
9164	Aquatic Biologist 4	22	\$480-600
3021	Radio Technician 2	18	\$400-500
6513	Health Education Consultant	19	\$460-575
6514	Health Education Supervisor	24	\$525-655
6520	Hearing Conservation Supervisor	24	\$525-655
	(Hearing and Vision Consultant)		
9117	Assistant Game Director	31	\$715-810
9123	Game Biologist 3	22	\$480-600
9125	Game Conservation Supervisor	27	\$600-745
9137	Aquatic Biologist 3	20	\$440-550
9138	Aquatic Research Supervisor 1	24	\$525-655
9139	Aquatic Research Supervisor 2	27	\$600-745
9140	Fish Culture Supervisor 1	21	\$460-575
9141	Fish Culture Supervisor 2	23	\$500-625
9146	Fish Conservation Supervisor	27	\$600-745
9147	Assistant State Fisheries Director	29	\$655-775
9150	Wildlife District Supervisor	24	\$525-655
9155	Water Resources Analyst	24	\$525-655
The following is abolished:			
30-0	Radio-Technician 1	13	\$326-400
The following for Eugene only:			
4612	*Pressman 1		\$3.00 hr.
4613	*Pressman 2		\$3.05 hr.
4619	*Compositor 1		\$3.00 hr.
4620	*Compositor 2		\$3.05 hr.
4626	*Linotype Operator		\$3.00 hr.
4629	*Linotype Mechanic		\$3.10 hr.
*Receive 10 cents per hour more for night work.			
The following classifications are revised:			
Class No.	Classification		
3023	Television Broadcast Technician to Television Broadcast Technician 2.		
6520	Hearing & Vision Consultant to Hearing Conservation Supervisor.		
8055	Grain Sampler to Grain Weigher-Sampler.		
9135	Aquatic Biologist 1 to 9161.		
9136	Aquatic Biologist 2 to 9162.		
9137	Aquatic Biologist 3 to 9163.		

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The Correct Answer . . .



The location: 1525 State Street, Salem (next door to OSEA Headquarters); the contractors: Jones and Boggs shown above l to r, Theresa Jones, age 3½; David Jones, age 12; Walter Boggs, age 3 (cousin of Jones children) and Buster Jones, age 7 with the Jones' dog, Blackie; the highway: Oregon State Highway 22. (See story this page.)

Highway Scene Baffles Contestants

No brickbats, ple-e-e-ze! 'twas all in fun, we assure you.

In the June issue of The SENTINEL we published a photo of a scene on one of Oregon's highways (see Page 1 of this issue) with a \$25 Savings Bond offered as the prize for the first contestant to name the location, contractors and highway designation.

We received numerous answers, one of which was real close—so close, in fact, that we felt the contestant was entitled to a consolation prize. He was Gerald Sherman Gregory of Box 1049, Shelley Road, Coquille and a member of Coquille Chapter 10 who submitted the following answer:

"I would say the contractor is probably the Oregon Highway Design Engineers, located in the Highway Building in Salem. These, I believe, are model construction machines on a model project."

SENTINEL Is Read In Thailand

One of the most complimentary letters to ever reach the desk of the editor of The SENTINEL was received via air mail from three members of OSEA Chapter No. 72 stationed in Bangkok, Thailand.

The contents of the letter are reprinted for the interest of our many readers, especially in far away places:

KASETSART UNIVERSITY
Bangkok, Thailand
OREGON STATE COLLEGE
ADVISORY STAFF

Mr. Whitney Halteman
Editor, "The SENTINEL"
Salem, Oregon

Dear Mr. Halteman:
I thought you might be interested in knowing that your publication is being received, belatedly, but read with interest by three members of Chapter No. 72: Dr. C. V. Plath, Ray A. Yoder and the undersigned.

All of us are Visiting Professors from Oregon State College serving Kasetart University as members of an OSC Advisory Staff.

Dr. Plath is sponsored by the Council on Economic and Cultural Affairs, Inc. of New York in the field of Farm Management.

Professor Yoder and I are members of the Kasetart University—Oregon State College ICA-sponsored contract team which at the moment comprises the following additional members of the OSC Staff: Edison E. Easton, Miss Agnes M. Kolshorn and Dr. Darwin Reese who are serving in the fields of Economics and Business Administration, Home Economics and Chemistry, respectively. Professor Yoder is serving in the field of Forest Management.

Yours sincerely, /s/

C. R. Hoerner, Chief Advisor
(Ed. note:) Naturally, we are most grateful to these members to express their interest in their Association's publication. We are continually striving to make it more readable and interesting . . . to hear from our friends in such far off places helps us to accomplish this purpose by being permitted to reprint their comments.

This issue contains some up-to-date news received from the OSC News Bureau and will serve as a tribute of some kind to our very nice people, who think of us, down there in Thailand.

That was a pretty good guess, Gerald, because as you can now see these are model toys the Jones and Boggs children are playing with in their miniature road-building endeavors. As for your prize, we are sending you an OSEA pin.

Other contestants, some of which we hope are not chagrined when we mention they are Highway Department Employees, described the scene as one of several highway construction projects throughout the state. We are truly grateful for the replies of these people, though incorrect: James E. Bunnell and C. G. Lammers of Salem Chapter 1; Ruth M. Prince, Evergreen Chapter 28; and Jim Moisan (related to our member, Carolyn Moisan of Oregon Chapter 22). Luther H. Steward, Jr., The Dalles Chapter 7 missed the deadline by 4 days, but informed us this was a scene of toy equipment

and his son has some just like it.

Actually, the notion that prompted the idea of a photo contest was created while watching the children busy at work in the upturned earth in the State Street widening project in front of the Headquarter's office. Two exposures remained on a roll of film in the editor's camera and the authenticity of the children's 'highway' work called for quickly "shooting" the scene for a contest idea.

All in all, we had a lot of fun with the contest and we hope, now that the "cat is out of the bag," that many of you found it perplexing, but pleasurable. And too, we are really appreciative of the response to our efforts to arouse a bit of novel interest in the publication.

The father of the Jones' children is Larren Jones, a Deputy Sheriff for Marion County.

O.S.E.A. Members . . .

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