

bationary period hereinafter provided, shall be deemed to have been appointed under the provisions of this Act, and shall continue to hold their offices or places in accordance therewith."

"Provided: That all other persons occupying offices or places shall hold such offices or places only until such time as regular appointments thereto, under the provisions of this Act, can be made."

Section II.—Civil Service Commissions.

I dissent entirely from the proposition to appoint Civil Service Commissioners as a result of a competitive examination for the following reason:—

(a) It eliminates the bi-partisan feature of Civil Service Commissions. Much of the confidence which the public feels today in the merit system of Civil Service is due to the fact that men of opposite political sentiments are associated on all Commissions. The American people have not and will not for years to come, under any system, get away from the idea that there is politics in the Civil Service, and one of the best arguments we have had against this notion is the bi-partisan Commission.

(b) Its tendency is to substitute expert knowledge for administrative ability and business experience in a position largely concerned with administrative policies. We certainly need Civil Service experts in the positions of chief examiners and efficiency engineers and other employees of the Commission, but, when we are selecting Civil Service Commissioners to outline the policies of the Civil Service work, what we really need is sympathy with the merit principle, together with administrative power and broad business experience. I submit that it is not the function of the Civil Service Commissioner to provide the expert knowledge, and I further submit that no examination will determine whether or not a man is really in sympathy with the purpose of the merit system, and, if he is not, he is a dangerous man as a Commissioner with practically a life tenure. When we come to the selection of a man to administer a great principle in government we do not want expert knowledge so much as we want sympathetic appreciation of the purposes of the principle, in

the absence of which appreciation removal should at least be made easy.

(c) It deprives the administrative officers of any chance whatsoever to insure co-operation between the Department of Civil Service and the other departments in the government. No sane man will question the proposition that if a Civil Service Commission were so disposed it could so render its decision and so conduct its examinations as tremendously to hamper any administration. What assurance have we that a Civil Service Commission will invariably put forth its best effort to provide the best men for the city service and to render its decisions in a fair and square manner? All men are human, and there is just as likely to be an improper motive impelling a Civil Service Commission as an appointing officer. Here we have a plan proposed whereby three men, or one man, as the case may be, would control the entire subject of public employment, and be in no way responsible for their policies to the officials in the service or the people. There is no business concern in the country that would turn over the employment of its servants to an independent body with practically a life tenure, and with whose appointment it had nothing to do, and who could not only employ all its servants, but prevent their dismissal, even if they were incompetent. As said above, the majority report states as its first cardinal principle "that government should be controlled by the people," yet the very first principle of the law submitted places the Civil Service Commissioners beyond the control of anybody and responsible to no one except for malfeasance in office, gross neglect of duty, or palpable incompetence, and then only after a court trial.

To be concluded in our next issue.

A PRAYER FOR CHILDREN.

Almighty God, Father of all mercies, help me to be kind to animals, and incline also, I pray Thee, the hearts of men and children everywhere to be kind to them, and to prevent cruelty to all birds and beasts the world over. Amen.