

CONTINUITY OF MUNICIPAL EMPLOYEES.

It is quite as impossible to develop a corps of experts by resorting to wholesale dismissals every few years as it is to grow a forest of oaks by hewing down the saplings every other spring.

In one of the offices of a city department there is an old employe. He has been in the service for upwards of twenty years. Somehow the periodic upheavals which mark changes in administration have left him undisturbed.

Like the great bulk of the city's work, the duties of this particular veteran do not call for certain views on political questions, nor are they affected by party affiliations. He is required to maintain accurately a system of non-partizan records, and the method of doing this is not defined in the platform of any political party.

During the long period of continuous service he has become an expert in his line. He knows the geography of the city from A to Z. When it is necessary to ascertain in what ward a certain street number is located he does not have to refer to an index or a map, but can answer the question immediately. He knows that No. 713 is in ward X, while No. 715 of the same street is in ward Y. He can tell you off-hand a thousand details that less experienced persons would spend hours in finding out.

Not long ago a spell of sickness forced this veteran to be absent from duty for several weeks. His work had to be done by clerks who were comparatively new in the office. They were intelligent, able, and rapid, but did not possess that expertness, that store of ready information and that familiarity with the minutiae of the absent employe's routine which years of experience alone can give. The result was that three clerks had to give their entire time in order to keep up the current work which the regular man had been doing all alone.

The moral of this little tale is obvious. If we want a city service of experts we must begin by assuring continuous employment. If we want to take care of the increasing amount of business without making greater outlays, we must retain our experts and develop others into experts.

To secure permanency of tenure during efficient service in all non-policy determining offices is one of the cardinal purposes of the civil service law. It follows, therefore, that a strict observance of the spirit as well as of the letter of this law will do much to promote efficiency and economy in our city government. — Bureau of Municipal Research, Philadelphia.

WHAT EASTERN CANADA HAS DONE FOR PATRIOTIC FUND. . .

The Canadian Patriotic Fund has issued a statement showing the measure of support accorded to the fund by different places in eastern Canada. The contributions up to December 31st, 1915, on a per capita basis were as follows:

Place	Amount.	Popu.	Per Cap.
St. Catharines	\$ 96,583.32	17,500	5.51
Galt	44,311.00	12,000	3.70
Ottawa, excluding Hull (xx)	352,288.97	105,000	3.35
Berlin, Ont.	60,000.00	19,500	3.00
Peterborough	46,372.00	21,000	2.20
Belleville	27,000.00	12,600	2.15
Montreal Island (0)	1,484,341.69	700,000	2.12
Hamilton	220,424.67	105,000	2.10
Quebec (city and country) .	182,052.76	90,000	2.00
Kingston	42,058.32	21,000	2.00
Halifax (city and county) .	155,759.29	82,000	1.90
Toronto	830,463.54	500,000	1.65
Brantford	39,864.26	25,000	1.60
Guelph	25,181.91	16,800	1.50
St. John, N.B., and adjoining counties	149,356.27	100,000	1.49
Fredericton	21,769.35	15,000	1.45
Chatham, N.B.	15,381.95	12,700	1.20
S. S. Marie and Steelton . .	20,059.28	18,000	1.10
Sherbrooke	27,758.18	27,000	1.00
Three Rivers	10,853.15	14,000	.77
Port Arthur	9,569.44	14,500	.54
(xx) including \$10,000 from the city of Hull, P.Q.			
(0) including \$100,000 from the Can. Pac. Ry. and \$10,000 from the Dominion Sugar Co.			

A MUNICIPAL STREET RAILWAY.

The sum of \$3,452.50 was earned by the Municipal Street Railway (Phoenix, Sask), during the week ending December 4, as against \$2,704 for the corresponding week last year and \$2,879.60 for the first week in November, the increase over the corresponding week last year being over 28 per cent. Should the same condition continue during 1916 it is anticipated that the railway will show a surplus.



A Residential Street of Georgetown, British Guiana.

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