

which in turn had to gain the needed experience at a fearful cost; and that we may never again have to blush for the effects of a spasmodic system of drafting, which in the older States too often produced only the worst of soldiers, encouraged the villainy of "bounty jumpers," and left, as its most enduring result, a "bounty debt" so immense that it is to be hoped, for the reputation of our people, that its amount will never be known; and, finally, that if we ever again send large armies into the field, we may not see the whole business of recruiting suddenly and entirely stopped at the very moment when the serious losses, inevitable in campaign, were on the very point of commencing.

SELECTION OF NON-COMMISSIONED OFFICERS.

In the German army much care is taken in the selection and instruction of the non-commissioned officers. Any soldier who has completed his legal term of service with the colors, and who possesses the qualifications necessary to make a good non-commissioned officer, is encouraged to re-enlist. From among this class the majority of the non-commissioned officers are taken.

In classes of marked merit, and where the number of suitable re-enlisted men is insufficient, men may become non-commissioned officers in their third or even in their second year of service. There are also four schools for non-commissioned officers, which are filled by volunteers from seventeen to nineteen years of age, who are fitted for their intended positions in three years. The best pass into the infantry as non-commissioned officers immediately upon completing their course, while the others join their regiments as privates or lance corporals, but are soon promoted. These men are peculiarly fitted for such duties as require special intelligence and skill in the use of the pen, as quartermaster sergeants, company clerks, first sergeants, etc., and finally as paymasters. Each of these four schools consists of 19 officers, 46 non-commissioned officers, 500 privates, etc., etc., and is organized in four companies. The Military Orphan House at Potsdam, the Military Institute for Soldiers' Sons at Annaburg, and the eleven garrison schools for the free education of the children of non-commissioned officers, may all be regarded as to a great extent preparatory schools for non-commissioned officers, since many of the scholars eventually obtain such positions.

SELECTION OF THE LOWER GRADES OF OFFICERS

The necessary supply of second lieutenants is derived partly from the corps of cadets and partly by promotion from the ensigns, or *Porte-épée* *Fähnrichs*.

The Prussian corps of cadets consists of the main institution at Berlin, and six preparatory schools at other places, containing altogether about 1700 cadets. Each preparatory school consists of four classes; the main establishment has the two higher classes, and in addition two special classes. Upon completing the course the members of the first class—about 200 in number—undergo the examination for promotion as ensigns. Those who fail under the test enter the army as privates; those who pass become brevet ensigns, but about fifty of the best of the class remain another year in the select class of the cadet corps, and at the end of that time become second lieutenants immediately, if they pass the requisite examination. Those of the first class who are too young or too weak to enter the army with their class mates remain another year in an upper special class, and then join as full ensigns; these average about thirty annually.

The cadet corps supplies less than fifty per cent. of the vacancies.

The *Porte-épée* *Fähnrichs*, or ensigns, through whom the remaining vacancies are supplied in peace, from a special class of non-commissioned officers, created for the particular purpose of supplying competent officers.

Any non-commissioned officer or soldier, between the ages of seventeen and a half and twenty-three, who has served six months, and possesses the requisite certificate of fitness from his superiors, may apply for examination as an ensign. It is more usual, however, for this application to come from youth before entering the service, and at the age of seventeen. These applicants are assigned to a regiment, and must serve five full months in a company; if they then obtain from their officers the requisite certificate of moral and physical fitness, etc., they are allowed to present themselves for examination. The obligatory branches are the German, Latin, and French languages, mathematics, history, geography, and drawing. Candidates possessing a satisfactory diploma from an institution in which these branches are taught may be excused from this examination.

The results of these examinations and the certificates of the officers are now sent to Berlin, where the appointment of ensign is made, if the circumstances of the case are satisfactory. As already stated, the cadet corps furnishes about 110 brevet ensigns annually. These young men are assigned to regiments, and become full ensigns if on the expiration of five full months' service they procure the requisite certificates from their officers. Although these young men are now in the line of promotion, they are required to do the duty of non-commissioned officers, and are completely under the orders of the first sergeants of their respective companies. Every care is taken to make them fully acquainted with all the details of the service, the duties of all the non-commissioned officers, the duties, habits, and wants of the men, etc. On the other hand, the officers are desired to associate with them as much as possible off duty, and to give them every aid and encouragement in their power. Those of the ensigns who have not passed through the cadet corps, or in some other manner acquired the requisite theoretical instruction, are sent to one of the seven military schools established especially for them to fit them for promotion; the course lasts nine months. To be allowed to apply for examination as second lieutenant the candidate must be less than twenty-five years old, and have served at least six months with his regiment as full ensign. The examination comprises only the strictly military subjects, e.g., tactics, fortification, service in the garrison and the field, surveying, drawing, etc. This examination successfully passed, it is still necessary that the candidate should have the written consent of the officers of his regiment to his promotion. Any officer desiring to transfer from the reserve or *Landwehr* into the standing army must give proof of their thorough acquaintance with the branches of knowledge alluded to above. In the German army promotion is as a rule according to seniority; the exceptions to this rule are usually under the grade of field officers, and apply to, 1. officers of the general staff corps; 2. aids-de-camp on some of the highest staffs; 3. officers of the cadet corps; 4. officers specially and very highly recommended by their comrades and inferiors; 5. cases of distinguished actions in war. If an officer is not recognized as possessing the qualifica-

tions required in the next higher grade, he is passed over, and usually goes on the retired list. In addition to the means of instruction for officers already mentioned, it will be sufficient to allude to the united artillery and engineer school at Berlin, which provides for the complete education of the lieutenants of these two arms of service.

There are certain schools of practice that should also be briefly mentioned, e.g., the school of target practice, to which are sent annually 60 lieutenants, 135 non-commissioned officers, and 360 men to be qualified as instructors (the course last from April 1 to September 30); the model infantry battalion in Potsdam, to which are sent annually 20 officers, 56 non-commissioned officers, and 650 men, in order to insure uniformity in drill throughout the army; the riding school at Hanover, the object of which is to furnish riding masters for the cavalry and artillery, and to which each regiment sends one lieutenant and two lance corporals; finally, the artillery school for target practice at Berlin, and the central gymnastic school in the same place. Our present purpose is answered by merely indicating the existence of these among other similar institutions, as showing the extreme care taken in the German service to perfect the instruction of the army in all details, and to secure uniformity.

We stated in a preceding paper that the company, and the corresponding unit in the other arms *i. e.*, the battery or the squadron—is the true foundation of the whole military fabric, that within it are performed the most important portions of the interior service, and that the soldier receives therein all the most essential elements of instruction. While the company is the smallest independent unit, it is at the same time the largest fraction whose commander knows all his men by name and is acquainted with all their personal characteristics, while it is also the largest fraction in which every man knows all his comrades personally: it is the true military family, the head of which is the captain. Subject to the general regulations of the service, and the general orders regulating the drills, discipline, etc., he has the direct and almost independent control of his command. In well regulated armies no one interferes between the captain and his command, all orders from above passing through him, and all communications from below also going through his hands. His superior officers should confine themselves to such a general supervision as will enable them to ascertain that he does his duty properly; and whenever they have reason to be dissatisfied, or to require any change in his conduct of affairs, their observations should be made directly to him, and never to any of his subordinates. He is in every respect responsible for the condition of his company, and can not throw the responsibility upon his subordinates, as it is his duty to see that they perform their duties properly and in exact accordance with his views. This being the case, it is just that he should as far as possible have the selection of his non-commissioned officers; in other words, his recommendations in regard to their appointment and the reverse should be affirmed by the regimental commander, except in special cases where there is some grave reason to the contrary. In the German service the grade of captain is the lowest conferring the right to inflict punishment, the lieutenants and non-commissioned officers being limited to placing men in arrest when necessary, and reporting the facts immediately to the captain for his action. It is the captain's duty not only to