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## A Model Civil Service Law.

*(Fourth Instalment.)*

*(Continuing the Minority Report Prepared by Mr. L. H. Van Dusen.)*

I also dissent from the method offered in the majority report for the removal of Civil Service Commissioners from office for the following reason:—

In the last analysis responsibility for the failure or success of an administration rests upon the executive head thereof. No system of argument will shift that responsibility from his shoulders to those of others. My intention is that if an executive head of a government finds a Civil Service Commission, or any other appointees wilfully hampering his administration he should have the final power of removal, otherwise he is put in the position of having to take the blame, with no recourse. His action should be subject to maximum publicity, but his power should not be withdrawn. Under the majority report it is perfectly possible that we might find ourselves with executive officers far more in sympathy with a genuine system of Civil Service than the Civil Service Commission itself. There are scores of ways in which a Civil Service Commission impelled by political hostilities or personal motives can hamper the administration's progress without violating the law, and without giving any citizen warrant to institute suit for removal. I need not go into details here, but I repeat that in the last analysis the executive head of the government should have the power to remove a Civil Service Commissioner or any other appointive officer.

While objecting to the adoption of any report without further opportunity for study and consideration, yet if it be the will of the Assembly to adopt a report at this time, I offer the following substitute

method of appointment and removal of Commissioners:—

Section 2,—Civil Service Commissions:  
“There is hereby created a State Civil Service Commission, consisting of three Commissioners, who shall be appointed by the Governor; in each of the municipalities of the State having a population of more than 500,000 inhabitants, as shown by the last census taken by the United States, there is hereby created a Municipal Civil Service Commission, consisting of three Commissioners, who shall be appointed by the Mayor or other chief appointing authority; in each of the several municipalities of the State having a population of less than 500,000 inhabitants, and in each county and sub-division of the State, other than municipalities, there is hereby created a Civil Service Commission, consisting of a single Commissioner, who shall be appointed by the chief appointing authority in such municipality, county, or sub-division. Not more than two members of any Civil Service Commission shall be adherents of the same political party, and no Commissioner shall hold any other salaried public office or place. All Civil Service Commissioners shall be appointed within ninety days after this Act becomes effective, and shall serve until removed under the provisions of this Act, or by resignation. The appointing authority may remove a Civil Service Commissioner from office only in the following manner: The appointing authority shall notify the Commissioner in writing of intention to remove said Commissioner, setting forth specifically the reasons therefor. The Commissioner shall reply within fifteen