

The *Civil Service News*, the organ of the civil service of the city of Chicago, publishes half a newspaper page of news, headed, "Digest of Proceedings of the Chicago C. S. Commission." Some of the subjects reported are:—"Reports Received," "Trials and Investigations," etc.

The *Chief*, of New York, the influential organ of various civil services in the United States, reports at great length the minutes of a meeting of the Municipal Commission of New York city. The following excerpt will illustrate the nature of the publicity afforded.

Dated February 7, relative to the notice from the President of the Borough of Queens, that he has appointed Clifford B. Moore, an Assistant Engineer in the Topographical Bureau, at \$4,000 per annum, to the position of Engineer in Charge, at \$6,000 per annum, to take effect February 1. Mr. Murray reports that the latter position should be filled by promotion examination, open to all Assistant Engineers, Grade E, in the Topographical Bureau, who have served for six months in the grade and who are otherwise eligible; and if it be shown that there are no persons eligible to compete to Mr. Moore, that he be required to qualify for the desired promotion. Report Approved.

The same paper publishes the report of the New York state C. S. Commission. The classified service under this commission numbers 17,000, while the Canadian service under the commission's immediate government numbers about 3,500. This report deals in the most intimate manner with the problems of the commission, as the following quotation will indicate:—

Before the general promotion rules can be made to operate satisfactorily, there must be a reclassification of positions and a readjustment of salaries on the basis of character of work performed.

In this connection we would like to know to whom is chargeable the blame for negligence in regard to clause 8 of the act of 1908. Did the commissioners press the matter before the government and thereby endeavour to relieve the sorrows of many in the Third Division, by having a reorganization "as soon as practicable." Or did they rest con-

tent with a casual reference in their annual report? Information of this kind would have saved the commissioners much, perhaps undeserved, censure.

A second quotation from this report will be illuminating as dealing with the problem involved in Sec. 21 of the act. 149 persons entered the Ottawa service under this exemption clause since the commission took the reins. Dealing with a service said to be overmanned, did the commissioners endeavour to ensure themselves whether there existed in one department or another, some officers competent to fulfil the duties required, and for which 149 outsiders were taken into the service? The following from the report of the commission of the state of New York is submitted to the commissioners and to the service as relevant to our conditions:—

It seems to me that when a higher position becomes vacant, if there is someone in the same department or institution who is qualified for the higher position he should, under rules and regulations prescribed by the State Civil Service Commission, be promoted to the higher position. But the lines of promotion in a department or institution should not be absolute; if men better qualified are to be found in other departments or institutions, then the civil service rules should provide for a competitive promotion examination or some other method for obtaining the best qualified man for the place. Executives are born, not made, and the line of promotion should not be ironclad; appointing officers should not be absolutely restricted in the selection of men to fill important positions, yet competent men in the service should be afforded an opportunity to rise not only in their own departments, which often present a very restricted field, but by being allowed to compete for promotion to higher positions in other departments. The State Civil Service Commission should be a clearing house of information regarding the personnel of the service in all departments.

The commission has suffered in prestige and reputation by submitting to the tyrannical system of bringing in outsiders under clause 21, in cases where equally as good men of long and faithful terms of service were ready to hand, waiting for the reward of merit.