

will by its inducements and security, attract the best talent of the country to embrace the Civil Service of the United States as a permanent profession.

This can be done only by placing the Civil Service of the Government on the exact basis as the military services thereof. It is not a question of cost, but of expediency, which is and must be carefully investigated, and for which provision must be made to insure accuracy and dispatch in the conduct of the business of the Civil Service of the United States Government, and its importance becomes more apparent day by day. Promotions should be made until every prominent position will be occupied by officers who have served in subordinate positions and have been promoted because of ability and faithful service, and until that condition exists there will never be that model service of which we can be justly proud. There has been a cry that the Government civil officials should have saved sufficient out of their meagre compensation to enable them to provide for old age or misfortune. To live in penurious privation and poverty. To save how much? A pitance! To deprive self and family of all but the barest necessities of life, and those of an inferior quality. Is this the kind of service that the people desire? We think not! The compensation of the executive officers has been increased to a point of seeming prodigality, whilst that of those who bear the heat and burden of the day remains quiescent, and the cost of living has been doubled even in the last few years and is still rapidly soaring.

In my personal contact with the men of the business community who are engaged in commercial enterprises, I find they are all favourable to having an effective Civil Service permanently placed on the same plane as the military services of the country.

The so-called Gillet Bill presupposes that persons will enter the ser-

vice at 20 years of age and after serving 50 years will be retired at 70 years of age, on an annuity, which is inadequate from every point of view. The Statistics of the Departments in Washington show that 50 per cent of the entire force resign in about every eight years, which would create the idea that the entire force would change every 16 years. Such is not the case. The 50 per cent who resign is composed of the young, the active, the intelligent, who have graduated in some profession or who have obtained a more desirable situation in the service of the Government to financially maintain themselves until their professional course has been completed.

The old, the feeble and those below mediocre ability are those who remain and grow feeble in the Government Service. If an act was passed to pension all Government officials over 70 years of age, in the clerical services, in the districts of New York, Boston, Philadelphia, Baltimore, New Orleans and San Francisco, I think that 150 would be the maximum number subject to pension. After providing for those at present in the Service, it would be some years before any appreciable amount of retirement would be required. The Civil Service at this time is said to be suffering from superannuation, which, if once relieved, would never occur again, for the conditions which caused persons of every phase of character and profession to seek employment, to provide for themselves and families at the close of the Civil War will never exist again. It has been argued by some persons favouring the contributory plan that after serving 10 years, the official would have accumulated a sum sufficient to enable him to leave the service of the Government and enter into a mercantile business or upon a professional career. That is what is to be avoided, as the Government does not desire to be deprived of the experience of its officers at a time when they have acquired information that