

vice to recover his former income. An equal or even greater hardship is involved in passing from Grade A of the Third Division to Grade B of the Second Division, by means of the competitive, as distinguished from the qualifying examination. In Grade A of the Third Division, the clerk at a salary of from \$900 to \$1,200, after preparing himself for the full competitive examination for the Second Division and proving to be a successful candidate, must enter the higher division at \$800. Thus, in consequence of his industry and ambition in establishing his superior qualifications, he is required to sacrifice from \$100 to \$400, according to his length of service. In other words, it will require him to spend from two to eight years in a higher branch of the service before he recovers the salary which he formerly received.

Assuredly there could have been no intention, in passing the present Act, that such injustices should result from its normal operation. These anomalies should certainly be remedied, and this could be accomplished by the same alteration in the Act as that recommended in connection with the previous suggestion regarding section 33 of the Civil Service Amendment Act.

**The Appointment of Sorters, Packers and Porters.**—The Commission is of the opinion that the appointment of sorters, packers and porters, in the lower grades, should be made by competitive examinations. The Commissioners are well aware that this method of appointment might not be practicable as regards the positions of messengers, inasmuch as the heads of departments may sometimes require from such employees special qualifications, but they believe that such is not the case with the other positions and that competitive examinations would be more satisfactory to the public and the candidates.

**Special Assistance From Civil Servants.**—The Commissioners desire to submit that some provision should be included in the Act which enable them to remunerate such of the civil servants whose services they may from time to time deem essential to the proper discharge of their duties in the general or special examinations. They fully recognize the wisdom of the government in curbing and prohibiting any distraction from official duties; but, at the same time, the Commission is frequently under the necessity, in the public interest, of using the official knowledge of a number of civil servants in the higher divisions. For this reason, the Commission is of the opinion that a reasonable compensation should be allowed for such service; otherwise these officials might very properly decline their good offices, as there is no statute to oblige them to give such assistance to the Commission.

**Appendices** to the report contain the text of the C. S. Acts and Regulations, Lists of Appointments and Promotions, Text of Examination Papers, &c.

"I dunno as we do have so much to do in the winter as in the summer," said Abimalech Clovertop to the commercial traveller with whom he had fallen into conversation at the country store. "An' yit, although the winter is our restin' spell, we manage to keep considable busy. You get up at from three-thutty to four in the mornin' an' scun out to your barn an' milk fo-teen to fifteen cows, and' strain that there milk into cans an' git it to the railroad station three miles away before breakfast, an' then mebbe you cut cord-

wood all fo-noon an' 'put up ice all arte-noon, an' feed an' water thutty or forty head o' stock, an' turn to at night an' milk ag'in an' feed an' bed down all the critters by lantern light, an' git ready for a good start in the mornin' an' chore around until bedtime.....You do all that, an' it keeps you considable busy, even in the wintertime when there ain't much doin' on a farm. Still, it's in the summer time that you have to reely hustle to make farmin' pay. Then you air busy."

—Puck.