

pass the examination for appointment at his or her expense. At any time his position may be abolished, consolidated with another, or changed in designation, so as to dispense with his or her services.

The technical knowledge acquired in the Civil Service of the Government is limited in value in professional or mercantile pursuits, whilst a young man entering mercantile life acquires knowledge of the business that enabled him at any time to obtain employment in similar channels. A large majority of the successful merchants transacting business with the Customs, Internal Revenue, Postal and other Departments of the Government commenced their careers as youths in commercial and mercantile business houses. Many of the most progressive young men who enter the Civil Service of the Government do so only to obtain a compensation sufficient to enable them to pursue professional courses in the evenings, such as law, medicine, chemistry, dentistry, etc. They take only interest sufficient in their clerical duties to enable them to retain their positions until they will have completed their course of studies, and when the opportunity offers they resign their positions to seek a livelihood in civil life.

In over 57 years of my service in the Civil Service of the Government, there seems to have always been some officials preparing themselves for other employments and professions.

We have many prominent and prosperous citizens who studied their professions whilst serving in the Civil Service of the Government. All of the enlightened nations of the world have deemed it advisable to establish permanent services in the Civil, as well as in the military branches of the Government. Their long experiences have demonstrated that to obtain competent, sober and reliable officials, it is necessary to appoint its civil officials permanently, to increase their compensation on a longevity basis,

commensurable with their knowledge and experience and guarantee to them a retirement on a compensation sufficient to support their families during the life of the incumbent and after his death to extend the compensations to his family during their lives.

The Civil Service, in its jurisdictions certainly is as essential to the welfare of the country as are the other branches, and as our Government is primarily a civil one, and the military branches merely ancillary ones, necessary to enforce the mandates of the law, as enacted and provided by our Congressional bodies, it is evident that the executive and administrative officers of the law should possess the highest standard of intelligence and zeal. The wonderful growth and expansion of the United States in population, manufactures and commerce make it necessary that there should be a vast number of officials of the highest intellectual and moral character to facilitate the numerous laws adopted to govern these vast interests.

Every person in the Civil Service of the country must be alert, reliable and zealous in performing the duties to which he may be assigned. The same or similar executive, administrative and clerical services performed for railroads, trust-companies, and other corporations are compensated immeasurably beyond any payments made by the United States Government to its officials and employees of its Civil Service.

It is becoming daily more difficult to obtain such executive, administrative and clerical ability as is essential to the proper conduct of the business of the Civil Departments of the Government. It is not a question of the retirement of a few superannuated officials, but the establishment by statute of a thorough system that will completely govern the proper conduct of the vast transactions of the Civil Service of the Government and which