

THE CIVILIAN

VOL. V.

MARCH 21, 1913.

No. 24

RE-ORGANIZATION.

Apropos of the re-organization required under clause 8 of the Act of 1908, which through somebody's fault was never consummated but which we may continue to talk about, The Civilian presents herewith an account of a real reclassification which the C. S. Commissioners of the city of Chicago carried through. This great service includes 23,000 employees with a salary roll of \$29,000,000. The re-organization recounted in the following article dealt with a portion of their service only embracing 4,000 employees. This is practically the size of the service governed by the Shortt-La Rochelle Commission and the results obtained are suggestive of what might have been had our commission done likewise.

The statement of Robert Catherwood, of the Civil Service Commission, that useless positions will be abolished, every employee will be put in his proper grade, and more than half a million dollars a year will be cut from the salary roll, has created some unrest.

SINECURES ARE CUT OUT.

"Our report to the Finance Committee, which will make its recommendations to the County Board, calls for the elimination of many sinecures," said Mr. Catherwood. "The work of reclassification has been thoroughly and impartially done. If the salary appropriations are made in accordance with our report, more than half a million dollars in salaries paid for work which is never done will be saved to the tax payers.

"When the civil service law went into effect, the payroll was overloaded with many positions created to take care of many persons whose sole claim to their places was political pull. The civil service law places on our commission the obligation of determining the duties of each position, and the title or grade by which it shall be known.

JUDGES PLEDGE THEIR AID.

"The very first thing I did, on as-

suming office, was to call upon two of the judges of the Circuit and Superior courts to ask them for their cooperation in working out such a system to apply to the employees of their courts. They welcomed the idea cordially. I then called upon the president of the county board with a similar proposition, and later went before the finance committee and asked for a sufficient appropriation to take up the work in an accurate and systematic way.

"A firm of accountants, which has done this same sort of work for some of the largest public service corporations and some of the biggest mercantile establishments in Chicago and other cities, was engaged. They detailed fourteen employees to make the investigation. Every employee on the county payroll was listed. An investigator called on his department chief, or someone delegated by him, to determine what the duties of the position were.

EMPLOYEES' OPINION SOUGHT

"Then another investigator called on the employee himself, at a given hour, to have him explain just what he considered his duties. Another investigation, in which the employee