

**TENDER.**

|  |                                   |
|--|-----------------------------------|
| Weight of Tender, Loaded .....         | 138,800 lbs.                      |
| Capacity of Tank in Imp. Gallons ..... | 6,000                             |
| Style of Tank .....                    | Water Bottom                      |
| Coal Capacity .....                    | 10 Tons                           |
| Style of Truck .....                   | Arch Bar Type, Cast Steel Bolster |
| Diameter of Wheel .....                | 34"                               |
| Kind of Wheel .....                    | Cast Steel Centre, Steel Tired    |
| Diameter and Length of Journal .....   | 5½" x 10"                         |
| Brake Beam .....                       | Ry. Co. Standard                  |

**AGE OF MUNICIPAL EMPLOYEES.**

The labor force in the average city is overloaded with superannuated men, many of whom had already passed their years of active service or usefulness at the time of their appointment to the city's service. As a result the city virtually pensions these men at full pay, a rate at least double that contemplated by the ordinary pension system. This naturally makes a rank injustice to the men who have grown old in the service of the city and exerts an influence demoralizing in its effect upon the efficiency of the force. While age alone is less potent as a cause of inefficiency than others which must be considered in connection with municipal work, nevertheless it demands careful consideration.

This has been given in the searching analysis made by Metcalf & Eddy, of Boston, consulting engineers to the Finance Commission, in their investigation of the Boston Water and Sewer Departments. In the case of the former it was found that with a force of 538 men the average age was forty-nine years and the average length of service about thirteen years; and, what is not apparent from this simple statement of fact, the average age at time of appointment is much greater now than it was some years ago, so that if the present policy of appointing men upwards of forty or even fifty years of age to do the work properly belonging to young and vigorous men is persisted in, the efficiency of the labor force is bound to be more and more seriously affected. This becomes clearly evident when we consider that most of the employees to-day are drawn from the ranks of city-bred men, whereas twenty years ago the labor was drawn mostly from the country, and moreover from a class accustomed to hard manual labor.

The average ages at time of appointment of the men in the labor force are shown in the following tabulation:

**Ages at Time of Appointment of Men Now in Labor Force.**

| Age when Appointed. | Distribution Division. |             | Income Division.    |             |
|---------------------|------------------------|-------------|---------------------|-------------|
|                     | Per Cent. of Force.    | No. of Men. | Per Cent. of Force. | No. of Men. |
| Under 20 .....      | 4.0                    | 19          | 4.6                 | 3           |
| 20-25 .....         | 9.1                    | 43          | 7.6                 | 5           |
| 25-30 .....         | 18.4                   | 87          | 12.2                | 8           |
| 30-35 .....         | 16.5                   | 78          | 16.7                | 11          |
| 35-40 .....         | 16.3                   | 77          | 19.8                | 13          |
| 40-45 .....         | 12.8                   | 60          | 16.7                | 11          |
| 45-50 .....         | 14.4                   | 68          | 12.1                | 8           |
| Over 50 .....       | 8.5                    | 40          | 10.3                | 7           |
| Total .....         | 100.0                  | 472         | 100.0               | 66          |

A study of the relation of length of service to ages of employees indicates clearly that the average term of service does not keep pace with the increased age of the employees.

Substantially the same conditions prevail in the Sewer Department. It further appears that whereas in the Sewer Division 13 per cent. of the labor force is composed of men over sixty years of age, in the Water Department, as shown in the following table, nearly 18 per cent. of the labor force in the Distribution Division, and 16½ per cent. in the Income Division, are over sixty years of age; and whereas in the Sewer Division about 31 per cent. of the present labor force were appointed when they were more than forty years of age, nearly 36 per cent. of the force in the Distribution Division and over 39 per cent. of that in the Income Division

were over forty at the time of their appointment. Doubtless this condition would be even more marked in both departments if it were feasible to tabulate the ages of all the men who were appointed to the force in former years, since it is a safe conclusion that there were men appointed when over forty years of age who are now by reason of death or resignation no longer connected with the force:—

**Boston Water Department.**

**Percentage of the Total Labor Forces who are Older or Younger than Designated Age.**

| Present Age. | Distribution Division.            |          | Income Division.                  |          |
|--------------|-----------------------------------|----------|-----------------------------------|----------|
|              | Percentage of Labor Force who are |          | Percentage of Labor Force who are |          |
|              | Older.                            | Younger. | Older.                            | Younger. |
| 20 .....     | 99.8                              | 0.2      | 100.0                             | —        |
| 25 .....     | 99.2                              | 0.8      | 98.5                              | 1.5      |
| 30 .....     | 96.9                              | 3.1      | 97.0                              | 3.0      |
| 35 .....     | 92.9                              | 7.1      | 94.0                              | 6.0      |
| 40 .....     | 83.8                              | 16.2     | 82.0                              | 18.0     |
| 45 .....     | 70.5                              | 29.5     | 65.5                              | 34.5     |
| 50 .....     | 57.0                              | 49.0     | 45.5                              | 54.5     |
| 55 .....     | 33.6                              | 66.4     | 36.5                              | 63.5     |
| 60 .....     | 17.7                              | 82.3     | 16.5                              | 83.5     |
| 65 .....     | 7.7                               | 92.3     | 6.0                               | 94.0     |
| 70 .....     | 2.6                               | 97.4     | 1.5                               | 98.5     |
| 75 .....     | 1.3                               | 98.7     | —                                 | 100.0    |

**RAILWAY ORDERS.**

7865—August 20—Approving location of C.P.R. station at McTaggart, Sask.

7866—August 20—Authorizing the C.P.R. to construct an extra track across road allowance between Sections 21 and 16, Township 10, Range 20, west Principal Meridian, Manitoba.

7867—Aug. 20—Authorizing the C.P.R. to reconstruct bridge No. 113.9, over the Illecillewaet River, B.C.

7866—August 24—Authorizing the town of Barrie, Ont., to lay sewer under tracks of G.T.R. at Essa Street.

7869 and 7870—August 24—Authorizing the Bell Telephone Company to erect an underground conduit across tracks of G.T.R. and Michigan Central Railways at Waterloo Street, London, Ont.

7871—August 20—Rescinding Order No. 7749, dated August 7th, 1909, in re G.T.R. station at Guelph, Ont., and staying proceedings under Order No. 7394, June 28th, 1909, in same matter, until the question of subway at Neeve Street is disposed of.

7872—August 20—Authorizing the Pembroke Southern Railway Company to construct spur to the Lee Manufacturing Co., Pembroke, Ont.

7873—August 20—Directing the C.P.R. to provide and construct two level highway crossings over public highway known as the Gravel Pit and Andrews Road Crossing, in the district of Matsqui, B.C.

7874—August 20—Approving location of C.P.R. Station at Gull Lake, Sask.

7875—August 20—Authorizing the C.P.R. to construct branch to the Rogers-Cunningham Lumber Company, Ltd., Lethbridge, Alta.

7876—August 20—Authorizing the C.P.R. to construct spur to the premises of the Citizens Lumber Company, Lethbridge, Alta.

7877—August 20—Authorizing the C.P.R. to construct spur to the premises of J. Wilson, Parish of Vaudreuil, Que.

7878—August 24—Authorizing the C.P.R. to construct spur to the Alberta Lumber Company, Vancouver, B.C.

7879—August 24—Authorizing the C.P.R. to construct spur through blocks 21, 12, and 5, and across the lanes and streets in the town of Saskatoon, Sask.

7880—August 19—Dismissing the application of the C.P.R. for Order No. 6856, dated April 17, 1909, by providing that the wires at the crossings of the Seymour Power & Electric Company, Ltd., shall be supported by a four-pole structure on each side of the track.