

ten moved to New York and are obtaining very large salaries. One young man refused a \$1,200 Government position, studied mining engineering, he is now about 33 years of age and is said to be earning \$20,000 per annum.

These are positive facts; we who have remained in Government Service have been scantily recompensed for the responsibility, accurate performance of duty, and the experience of years of active service.

I was Chief of Redemption and teller in the office of the Designated Depository of the United States at Baltimore, Md., for over four years, was Cashier of Customs for over twelve years, and Auditor for over twenty-three years, at Baltimore, Md., and although during that time the duties of the positions increased enormously, yet I received the same compensation during the entire time, with no additional assistance, and with no recognition for either efficient service or experience. It is surprising to me that it is possible for the Government to obtain competent and desirable officials under the existing circumstances, whilst young men of only average ability are doing splendidly in the professional and business community.

The question involved is not present exigency, but how shall the stupendous and increasing business of our Government be best conducted.

How shall the Government make its Civil Service efficient, dignified, and respected?

How shall the Service be made more attractive to the most honest, intelligent and industrious of our citizens, so that a confidence may be inspired in the public mind that the affairs of the Government are being administered with the greatest economy, intelligence and security?

Anyone embarking upon his or her life's work should consider four things, namely:

1st. For what am I best adopted?

2nd. Does my prospectively chosen occupation offer opportunities for positive permanency, promotion and success?

3rd. Is it such an occupation that the pursuit thereof would be a pleasure as well as a vocation, and be of such interest and pecuniary consideration as to cause one to bind his or her entire energies in the prosecution thereof?

4th. Will my chosen occupation, if in the Civil Service of the United States Government, assure me a permanent tenure, an increase of compensation by length of service and a compensation as a retirement or pension sufficient to provide for disability or old age, after having served for a reasonable length of time?

To young men of military or naval aspirations, the Government offers the most flattering inducements. It educates the cadet of the Army, Navy and Coast Guard (Revenue Cutter Service) in the highest branches of a general, as well as a technical education, assures to them a permanent tenure, a continual increase of compensation and a retirement at an age when they may enjoy themselves for many years on a competency sufficient to enable them to live creditably and assures them that at their death their families will be likewise provided for, with the epigram: Well done, thou good and faithful servant! Enjoy the reward of your faithful service! What an encouragement for ambitious, intelligent, sober and industrious young men! The Civil Service of the United States, in contrast: "Who enters here leaves all hope behind!" No permanent tenure, no advancement of class or of compensation graded for limit of faithful, intelligent service; no future security during disability or old age; no provision for family after death. The candidate for appointment must be examined as to the qualifications for the position sought and must have acquired the education necessary to