

The Canadian Municipal Journal

SUBSCRIPTION RATES

City of Montreal and
United States \$2.25

Canada, Great Britain
and Countries in
Postal Union \$2.00

Published Monthly by

The Canadian Municipal Journal Co., Limited,
Coristine Building, Montreal

FREDERICK WRIGHT, Editor

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Journal.

VOL. XVIII.

MONTREAL, JANUARY, 1922

NO. 1

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OUR JOURNAL

In wishing our subscribers the best of success for this year of grace 1922 we feel that we owe them an apology for the irregularity of the Journal during last year. Like a number of publishers in the east, we were affected by the printers' strike to the extent that during the last few months the Journal was late in the mails, though, fortunately, we did not miss a single issue. With the lateness of issue came some confusion in the mailing, and we would ask these subscribers who have not received a copy of every issue for 1921 to write us and we will immediately mail to them copies of missing issues.

Though the strike is not yet over we have received assurances that our two journals—The Canadian Municipal Journal and Le Quebec Municipal—will be printed regularly and early enough to enable us to have a copy mailed on time to each one of our subscribers.

We would at this time thank our advertisers for their loyal support during this trying time. A number of them have used the pages of the "Canadian Municipal Journal" for years, and while we hope, in fact, have every confidence, that they have secured good results from their progressive policy in using our pages, we fully recognize that it is their support that makes it possible for the Journal to spread its municipal propaganda throughout the length and breadth of the Dominion, and we would ask our readers to remember this fact when in the market for municipal supplies.

This may sound like cheap advertising. It is not, as a moment's reflection will show. Our journals, while owned by a private company, are in reality a public institution, for the reason they are essentially of an educational character, and every dollar of income from subscriptions and advertisements is used for the purpose of promoting civic interests in Canada, consequently the more advertising the journals carry, the better the returns and the larger the propaganda. And the best way to secure more advertising is to encourage those firms already advertising in the journals.

REDUCING THE SALARIES OF MUNICIPAL EMPLOYEES

In one large city in Canada the new council, in order to meet the budget for 1922, which, under the present expenditures, would show at the end of the year a deficit, have decided to cut down the expenses by reducing the salaries of all the officials. To our mind, this is hardly a wise step, because if anything the present salaries for the work expected are far too small—they are certainly not conducive to efficiency. And what is true of this particular city is also true of the administration of many other municipalities in Canada—the officials are underpaid. We have recently had the opportunity of examining the financial statements of a number of Canadian cities and towns, and after admiring the ability of the men who had prepared the statements, and appreciated the amount of work such statements represented in the financial administration of the community, we were somewhat shocked to see the ridiculously small salaries these treasurers and secretary-treasurers were receiving—\$1,500, \$1,800 and \$2,000. And the other officials, particularly the engineers, were receiving proportionately low stipends. Had these men been working for private firms their compensation would have been at least twice what they were receiving as public servants. All that we can say is that the municipal officials of Canada have a deep sense of loyalty to serve the public as efficiently and as faithfully as they do for such small remuneration. But this is no excuse for the councils to grind them down to the last dollar. In the Old Country the salaries of municipal officials have almost doubled these last few years, which accounts for their holding on to their posts in spite of the attempts made to wean them away to even more lucrative posts, and even in American cities the officials are receiving today much better salaries.

The great danger of reducing salaries, as the first step to reduce civic expenses, is that it creates uncertainty and consequently dissatisfaction. And a dissatisfied servant cannot do good work. The thing is impossible.