

BERNARD McMAHON,
President

NICHOLAS A. LIES,
Treasurer

JAMES M. GRIMM,
Secretary

WESTERN STARR,
Counsel

Chicago Civil Service League

INCORPORATED

DIRECTORS

WILLIAM V. FARRELL,
W. D. BARBER,
W. C. LOMBARD,
PHILIP STEELE,
C. E. SOESMAN,
THOS. S. DEEGAN

40 Portland Block
107 DEARBORN STREET

CHICAGO January 20th, 1905.

Dr. Aaron Norden,
Chairman Civil Service Committee, House of Representatives,
Springfield, Illinois.

Dear Sir:--

I desire to call your attention to the Chicago Civil Service League, an organization composed chiefly of civil service employees of the city of Chicago.

This organization would like to communicate with you, either in writing or through a committee appointed for that purpose, to discuss actual civil service conditions as they are today in the city of Chicago. I would be glad to lay before this organization any suggestions that you may have to make in regard to this communication. We will endeavor to present what we have to say to the legislature in any form that you may suggest.

I send this letter to you by Mr. Frank Todd, one of our members.

Hoping to hear from you soon on this subject, I am,
most respectfully,

Your obedient servant,

President, Chicago Civil Service League for 1905.

TELEPHONES (CENTRAL 4869
AUTOMATIC 3430)
HARRIS, VENNEMA & BIRD
ATTORNEYS & COUNSELORS
1315-1318 FIRST NATIONAL BANK BUILDING
DEARBORN AND MONROE STREETS
CHICAGO

GRAHAM H. HARRIS
JOHN VENNEMA
HARRY LEWIS BIRD

January 28, 1905.

Also to Dr. Aaron Norden
House of Representatives
Springfield, Ill.
Wm. B. Moulton, Esq.,
President, Illinois Civil Service Assn.
Chicago. 100 Wash.

Dear Sir:-

In behalf of the Chicago Civil Service League, consisting of more than four hundred members, all civil service employees, we wish to call the attention of your organization to what we regard as a fundamental error in the civil service bill recently presented to the House of Representatives through Representative Norden. This bill, as reported by newspapers, provides for summary discharge of an employe by the head of a department without trial. The experience of this organization, which dates from the enactment of the present Chicago statute, has demonstrated that such a provision, if adopted, would be almost fatal to bona fide civil service principles. Instead of being civil service reform it would amount to civil service destruction.

If the head of a department has the power of unlimited discharge it would simply mean, in a great many cases, a rapid chopping off of heads until a certain particular individual on the list of eligibles was reached for appointment. Indeed it might not even become necessary to chop off heads in order to bring ^{about} the appointment of a favorite. The department chief could intimate, either directly or indirectly, to eligibles ranking higher on the list, that they probably would not be able to "make good" in the prospective position and that it would be useless for them to accept it; whereupon the undesirable candidates would waive their claims to the appointment, for few men care to take a position temporarily, with the expectation of being dismissed under a vague charge of "incompetence".

Under the proposed system, all that a political or personal favorite need do would be to squeeze through an examination and manage to secure a marking of 70%, which is not difficult.

Furthermore, the tenure of office of even the best and most conscientious class of employes would become very unstable if the mere "say-so" of a department head (or, as would actually be the case, the word of one of his deputies), should be accepted without investigation or proof, as at present. It is very easy to make a general charge of incompetence, and under such a cloak we fear political and personal favoritism, petty spite and other injustice would have almost full sway.

Our organization is not made up of theorists but of men who know by practical experience and observation just what have been the actual operation and workings of the Chicago civil service law. We hope to be allowed to co-operate with your association and with every organization and official who desires the advancement of civil service reform. Mr. H. L. Bird, of counsel for the Chicago Civil Service League, is a gentleman with whom you are personally acquainted and we would be glad to have you confer with him at your mutual convenience.

Any information our officers or directors can furnish is at your service, and we should be more than pleased to answer any interrogations. ~~a to confer with you at~~

Respectfully submitted,

By order of the Board of Directors.
Per - President

Secretary

January 28, 1908.

Wm. D. Morrison, Esq.,
President, Illinois Civil Service Assn.
Chicago.

Every suggestion made is capable of support
✓ proof by example of instances
from every dept of the City
Government

If the head of a department has the power of appointment and discharge it would simply mean, in a great many cases, a simple choosing out of heads until a certain particular individual on the list of eligibles was reached for appointment. Indeed it might not even be some necessary to chop off heads in order to bring out the appointment of a favorite. The department chief could intimate, either directly or indirectly, to eligibles ranking higher on the list, that they probably would not be able to "make good" in the prospective position and that it would be useless for them to accept it; whenever the undesirable candidates would waive their claims to the appointment, for few men care to take a position temporarily with the expectation of being dismissed under a vague charge of "incompetence". Under the proposed system all that a political or personal favorite need do would be to secure a marking of 70%, which is not difficult. Furthermore, the tenure of office of even the best and most conscientious class of employees would become very unstable if the "lay-off" of a department head (or, as would naturally be the case, one of the political favorites) were made a matter of routine or frequent action or threat, as at present. It is fairly easy to make a removal charge of incompetence, and under such a class we fear political and personal favoritism, petty spite and other injustice would have almost full sway.

Our organization is not made up of theoreticians but of men who know by practical experience and observation just what have been the actual operation and workings of the Chicago civil service law. We hope to be allowed to co-operate with your association and with every organization and official who desires the advancement of civil service reform. Mr. H. H. Bird, of counsel for the Chicago Civil Service League is a gentleman with whom you are personally acquainted and we would be glad to have you confer with him at your mutual convenience. Any information our officers or directors can furnish is at your service, and we should be more than pleased to answer any inquiries.

Respectfully submitted,

S. R. WHARTON,
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Treasurer

JAMES M. GRIMM,
Secretary

A. R. HONEY,
Sergeant at Arms

WESTERN STARR,
HARRY L. BIRD,
Counsel

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W. D. LONERGAN

40 Portland Block
107 DEARBORN STREET

CHICAGO January 28, 1905.

Wm. B. Moulton, Esq.,
President, Illinois Civil Service Assn.,
#100 Washington Street, Chicago.

Dear Sir:-

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If the head of a department has the power of unlimited discharge it would simply mean, in a great many cases, a rapid chopping off of heads until a certain particular individual on the list of eligibles was reached for appointment. Indeed it might not even become necessary to chop off heads in order to bring about the appointment of a favorite. The department chief could intimate, either directly or indirectly, to eligibles ranking higher on the list, that they probably would not be able to "make good" in the prospective position and that it would be useless for them to accept it; whereupon the undesirable candidates would waive their claims to the appointment,

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W.B.M.--2.

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Under the proposed system, all that a political or personal favorite need do would be to squeeze through an examination and manage to secure a marking of 70%, which is not difficult.

Furthermore, the tenure of office of even the best and most conscientious class of employees would become very unstable if the mere "say-so" of a department head (or, as would naturally be the case, the word of one of his deputies), should be accepted without investigation or proof, as at present. It is very easy to make a general charge of incompetence, and under such a cloak we fear political and personal favoritism, petty spite and other injustice would have almost full sway.

Our organization is not made up of theorists but of men who know by practical experience and observation just what have been the actual operation and workings of the Chicago civil service law. Every suggestion herein made is capable of support and proof by scores of instances from every department of the City government. We hope to be allowed to co-operate with your association and with every organization and official who desires the advancement of civil service reform. Mr. H. L. Bird, of counsel for the Chicago Civil Service League, is a gentlemen with whom you are personally acquainted and we would be glad to have you confer with him at your mutual convenience.

Any information our officers or directors can furnish is at

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By order of the Board of Directors,

Per

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By order of the Board of Directors,

Per

President.

WALTER F. HEINEMANN

ATTORNEY-AT-LAW

SUITE 405 ASSOCIATION BUILDING

158 LA SALLE STREET

TEL. { CENTRAL 3396
{ AUTOMATIC 7304

February 21, 1905.

Mr. Western Starr,
Portland Block, Chicago.

Dear Sir:

I hope you got the brief in the Pritchard case which I sent you and if you wish any more copies just drop me a line. Enclosed I send you a bill for this brief which I trust will be audited by the Civil Service League and the League can either send a check to me or directly to Barnard & Miller whichever suits their convenience.

Yours truly,

Walter F. Heinemann



Charge No. _____

City, _____

190 _____

Charge to _____

Civil Service League

To United Cigar Stores Company, Dr.

Form 21,
596-P-3

Store No. _____

*92**200**Truth again**600**Ad. L. Co
N.C. L. Co
pay still*

TELEPHONES { AUTOMATIC 3430
CENTRAL 4869

CHICAGO, February 10, 1905.

Chicago Civil Service League,

Chicago.

IN ACCOUNT WITH HARRIS, VENNEMA & BIRD

ATTORNEYS & COUNSELORS

1315-1318 FIRST NATIONAL BANK BUILDING

GRAHAM H. HARRIS
JOHN VENNEMA
HARRY LEWIS BIRD

(H. L. Bird)

Feb.	7	Credit, By cash			\$50.00
Feb.	7	Dr.			
	8	R.R.fare, round trip to Springfield	\$8.55		
	&	Sleeping car	2.00		
	9	Leland Hotel	4.50		
		Tips	.35		
		Bus fare	.25		
		Telegrams a/c postponement	.50		
		Dinner on Dining Car	.80		
		Two days time	25.00		
		Balance			\$41.95
		Check herewith			\$ 8.05
					\$ 8.05

Draft of Communication to Legislative
Committee on Civil Service, to be signed
by Officers or Directors of the League *W.L. Bird*

Chicago, February 6, 1905.

To the Honorable,

The Committee on State and Municipal Civil Service of
the House of Representatives,

Springfield, Illinois.

In behalf of the Chicago Civil Service League, made up of
over ⁴⁰⁰ ~~Four Hundred~~ employes of the City of Chicago, who are thoroughly
familiar with the operation of the civil service law since its adop-
tion in Chicago ten years ago, we respectfully represent unto
your honorable body that the proposed provision in the civil service
bills now before you permitting of the summary discharge of a ~~public~~
employe by the head of a department without opportunity for a hearing
or a trial, is highly inadvisable, pernicious and dangerous to civil
service principles as developed in Chicago since 1895.

Several reasons can be given to show the truth of this state-
ment, among which are, briefly, the following:

1. The head of a department, who is so inclined, can, by means
of peremptory discharges, soon reach any particular favored individual
on the Civil Service ~~eligible~~ list, ^{and appoint him to a vacancy,} no matter how low that person
stood on the list provided he had managed to pass an examination.

no P 2. It is not difficult to squeeze through ^{some} ~~many~~ of the
civil service examinations and secure a passing mark of 70% - qual-
ified applicants will usually win a mark of at least 85% in any fair
examination.

3. The head of a department could intimate, either directly
or indirectly, that eligibles outside of a favored few would better
waive appointment in order to avoid (later dismissal), and in this
manner he could open the way for political or personal proteges.
Few men would care to take a position with the fear of arbitrary
or unjust dismissal hanging over their heads.

3. If the practice indicated in the foregoing paragraph was at all prevalent it would deter men of ability in commercial and professional life from taking civil service examinations, owing to their fear that "pull" or "influence" would prove more powerful than merit. Such an impression prevails to a considerable extent in Chicago even today, and deters many competent persons from attempting to enter the municipal service who might otherwise compete in the civil service examinations.

4. The tenure of office of even the best and most conscientious class of employes ^{now in the service} would become very unstable if the mere "say-so" of a department head (or, as would ^{often} actually be the case, the word of one of his deputies) should be accepted without investigation or proof ~~as at present~~. It is very easy to make a general charge of incompetence, and under such a cloak we fear political and personal favoritism, petty spite and other injustice would have almost full sway.

5. It is the testimony of department heads, who are sincere in their efforts to enforce the present civil service law in the City of Chicago, that, under its provisions, they are able to maintain discipline by the provision in the law allowing suspension for misconduct, (Sec. 12 of Civil Service Act), and they are also able to get rid of incompetents by preferring ^{specific} charges which they are ready to back up ^{before the Civil Service Commissioners if called upon to do so.} It is the opinion of the Chicago Civil Service League that a department head should not have the power to dismiss on the mere allegation of charges which he is unwilling or unable to substantiate.

6. We believe it would be setting an unwise and unsafe precedent to enact any law which did not properly safeguard the power of discharge by giving an accused employe a chance to be heard in his own defense should he so desire. *In no other way can the opportunity for favoritism be prevented*

However, we wish it distinctly understood that the League is in favor of the extension of civil service rules and regulations throughout the public offices and institutions of the State and Counties of Illinois, and our only purpose in the foregoing communication is to ^{call attention to the objections} ~~take exception~~ to the summary discharge provisions of the proposed bills.

Respectfully submitted,

Chicago Civil Service League
per. James M. Grimm
Secy.

Chicago, February 11, 1905.

To the Directors of the Chicago Civil Service League:

Gentlemen:-

I have to report that, pursuant to your instructions, I went to Springfield on the evening of Tuesday, the 7th inst. to appear before a joint meeting of the civil service committees of the House and Senate, set for Wednesday afternoon, the 8th, but owing to the fact that the House was occupied all of Wednesday afternoon with the Comerford hearing, the committee meeting went over until after the next morning's session. The next morning's session was unexpectedly prolonged, and the time of the committee was further curtailed by a trip of the legislators to the State University in the afternoon. However, the committee held a session lasting an hour and I am pleased to report that I was given a hearing, and managed, in the course of a fifteen minutes' talk to outline the position of the League. The committee was also addressed by representatives of the Illinois Grain Dealers' Association, the Illinois Civil Service Association, the Chicago Civil Service Reform Association, and the Municipal Voters' League. As your representative, I got into touch with the representatives of the organizations named, and asked for, and promised co-operation with them in behalf of civil service legislation.

I interviewed a large number of members of the Legislature and accompanied a delegation in calling upon the Speaker of the House and the Governor. We were cordially received and were virtually promised that a civil service bill would pass immediately after the primary bill. On the whole, I was very much pleased with the result of my trip, and think the League has reason to congratulate itself on the work which is being done for better civil service laws. Of course, it is impossible to accomplish very much by a single visit to Springfield, especially when the minds and time of the legislators are so fully occupied with other matters.

It is my duty to inform the League that I discovered a strong sentiment against any civil service legislation whatever, and were it not for the fact that the last Republican platform contained a civil service plank, it seems improbable that anything would be done in that direction at this session. As it is, there is a disposition to enact just enough civil service legislation to constitute an ostensible compliance with the platform pledge. But I am in doubt as to whether any strong or sweeping civil service law or laws will be passed. There is unanimous opposition to civil service on the part of all the State employes, who exert considerable influence. The same spirit prevails among the Cook County employes, though not quite as strong as exists down the State. I obtained promises from one or two members of the committee that they would endeavor to see that whatever bill or bills were presented from the committee should contain a provision providing for a hearing or trial of an accused employe as desired by our organization. But the Governor and other prominent persons interested say that they want an open back door to the proposed laws.

I recommend that every member of the League be urged to write to his Senator or Representative, or both, and bring all the pressure possible to bear upon members of the Legislature; First: to secure broad and comprehensive civil service acts to apply to the State Charitable institutions, the penal institutions, the various State offices, the counties, Drainage Board, and Election Commissioners office; Second: That these bills do not permit of the summary discharge of employes by department heads without a hearing. These letters or verbal messages should be presented with the least possible delay, otherwise it is doubtful whether any civil service legislation which would be acceptable to our organization or beneficial to civil service principles in general will be passed.

Respectfully submitted,

H. A. Bird
of Council

S. R. WHARTON,
President

NICHOLAS A. LIES,
Treasurer

JAMES M. GRIMM,
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A. R. HONEY,
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40 Portland Block
107 DEARBORN STREET

CHICAGO 3-8-1905

Mr. S. R. Wharton, President,
Chicago Civil Service League,
Chicago.

Dear Sir:--

Enclosed herewith please find my check for \$16.45, payable to the order of Nicholas A. Lies, Treasurer. This represents the balance in my hands of the allowance of \$50.00 made to defray the expenses to be incurred on account of trip to Springfield, as appears by my reports of same heretofore filed with the Secretary of the League.

It is quite apparent from recent developments that the influence of the League was not entirely a negligible quantity in the civil service agitation at the State Capitol, and I am still in hopes that some valuable results will arise.

Very truly yours,

Western Starr

S. R. WHARTON,
President

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40 Portland Block
107 DEARBORN STREET

CHICAGO, February 14, 1905

To the Members of the Chicago Civil Service League:-

Enclosed you will find a brief statement of the legislative situation with reference to civil service.

The Legislative committee of the League, consisting of the president, two ~~vex~~-presidents and the two attorneys, earnestly urge that you write to or interview your ^{State} Representative and Senator and any members of the Legislature with whom you are personally acquainted, whether they are from your district or not, calling their attention to the points covered by the enclosed statement, but using your own language.

Please do this at once, as the bills are now in the hands of the committees of the Legislature and will probably be presented for passage as soon as the pending primary bills are out of the way.

Very truly yours,

C. J. League

Chicago Civil Service League

40 North La Salle

Chicago, February 14, 1905

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Enclosed you will find a brief statement of the legislative situation with reference to civil service.

The legislative committee of the League, consisting of the president, two ex-presidents and the two attorneys, earnestly urge that you write to or interview your Representative and Senator and any members of the Legislature with whom you are personally acquainted, whether they are from your district or not, calling their attention to the points covered by the enclosed statement, but using your own language.

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40 Portland Block
107 DEARBORN STREET

CHICAGO 3-9-1905

Mr. S. R. Wharton, President,
Chicago Civil Service League,
Chicago.

Dear Sir:--

I enclose herewith voucher No. 219 for the sum of \$25.00,
payable to my order, on account of "fee for time spent at Springfield".

I return the same with my sincere thanks for the generous
expression of appreciation and good will manifested, with the request that
the same be cancelled and the amount put into the Treasury of the League.

It has never been my practice to accept compensation for
services of any kind which it has been my privilege to render to the
League and its members in the interest of the civil service principle.

I am quite sure that you will not attribute my return of
this voucher to any failure, on my part, to appreciate its full signif-
icance.

I regard it as a privilege and an opportunity to be of such
service to the League as afforded by the trip to Springfield and trust
that hereafter I may be enabled to be of the fullest service within
my power.

Very truly yours,

Western Starr

Chicago Mar. 31 05

The Board of Directors of the
Chicago Civil Service League:

I understand that two
men, Amburster & Fauslow
are trying to get into the
League. They are no good.

Fauslow has been running
one of Mort Tenues joints
and neither one of them has
any use for Civil Service.

If the League is that hard up
for members it better go after
Hinky Dink & The Bathhouse.
I would sign but I am not
looking for trouble.

A member.

2493 MAGNOLIA AVE.,
EDGEWATER,
CHICAGO.

Chicago June 27/05

Mr. J. M. Grimm

Sir.

Dear Sir.

I hereby resign my membership in the Chicago Civil Service League to ^{take} effect June 30/05.

Faithfully yours.

L. M. Mace

S. R. WHARTON,
President

NICHOLAS A. LIES,
Treasurer

JAMES M. GRIMM,
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A. R. HONEY,
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40 Portland Block
107 DEARBORN STREET

CHICAGO July 7, 1905.

To the Directors of the Civil Service League;

Chicago, Illinois.

Gentlemen:-

I have your request through Mr. Grimm and Mr. Barber for an opinion as to the legality of the payment to employes of salaries larger than the maximum compensation called for by the employe's grade or rank on the register of the Civil Service Commission. Several examples are given; one where an employe of 3d grade standing is receiving a 5th grade salary, another where an employe of 5th grade standing is receiving an 8th grade salary, and other instances.

There is no specific provision in the civil service law, nor in the rules made thereunder, with reference to increases in salary, or the effect of an increase in salary upon the tenure of an incumbent of an office who entered upon the duties of the office at a time when that office was paid a lower grade salary. However, Section 9 of the Act provides that the Commission shall, in its rules provide for promotions in the classified service on the basis of ascertained merit and seniority in the service. Furthermore, all examinations for promotion must be competitive among such members of the next lower rank as desire to submit themselves to such examination, etc. And under the classification, as made by Rule II, rank or grade is determined by the amount of compensation. In other words, compensation determines rank, and an increase in salary is an increase in rank; consequently, a salary increase is a promotion in fact. But promotions must be made only upon the basis of ascertained merit; and per contra, any other method of promotion is, in my opinion, entirely illegal.

S. R. WHARTON,
President

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CHICAGO

Rule VII is an expansion and detailed application of Section 9 of the Act, and, in my opinion, simply makes the foregoing statements even more emphatic.

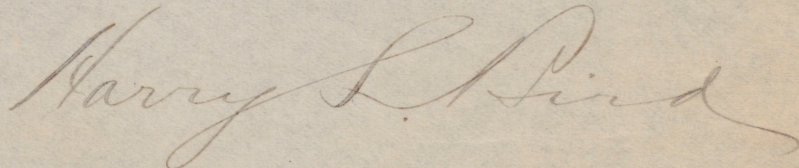
A competitive examination is the only method, under the law, of ascertaining the merit of an employe, and he cannot properly be promoted unless his merit has thus been ascertained. His so-called "efficiency record" in the department can only be considered under Section 7 of Rule VII in connection with an examination:

"EFFICIENCY AND SENIORITY IN SERVICE. In arriving at the efficiency of an applicant, his record, as shown in the department, as to meritorious or unmeritorious conduct, shall be considered".

The word "applicant" of course could have reference only to an applicant for an examination and not to an incumbent of an office whose salary is boosted because of favoritism or any other cause whatever.

So much for the law. As to the policy or wisdom of raising this issue at this time I do not here express an opinion.

Respectfully submitted,



Cohen

July 13, 1905.

To the Honorable,

The Civil Service Commission.

Gentlemen:-

The Chicago Civil Service League desires herewith respectfully to call attention to the fact that city employees have been promoted out of their grade, their salaries raised and the character of their duties changed without promotional examinations as provided for by the Civil Service Law and the rules of this commission.

While there is no specific provision in the Civil Service Act, nor in the Rules made thereunder, with reference to salary increases, yet under the classification made by Rule II, rank or grade is determined by the amount of compensation. Consequently, an increase in salary is an increase in rank and is in effect a promotion, and when made without a competitive promotional examination, is contrary to law. Under the present rules, the so-called "efficiency record" of an employe can be considered only in connection with a promotional examination.

Furthermore, there are numerous individual instances where not only has the salary of an employe been increased, but the duties of his position have been enlarged and changed, or he has been transferred from his former position to a new or better or more responsible position. We are prepared to furnish a list of cases coming under this head.

By reason of these ~~practices~~ practices the civil service law is violated both in letter and in spirit, and an injustice is done to those civil service employees who are overlooked, either accidentally or otherwise, in the distribution of salary raises. We believe where the duties of a position are increased or changed to such an extent that a substantial increase in pay is justified, then a promotional examination for that position should be ordered, open to the incumbent of the position and to other employes in his same grade or class. We do not believe an employe of 6th grade standing, for example, should be given 10th grade duties and pay at a time when there are employes of his own and higher standing ready and anxious to take a promotional examination for the higher position. The fact that the increase in salary is made or authorized by the City Council need have no bearing, as in our opinion salary changes should be impersonal and should be commensurate with the duties of a position. The words "ascertained merit" as used in the law, (Sec.9), can have reference only to merit as ascertained by means of a competitive examination.

This communication is not intended as a criticism of the Civil Service Commission but is designed simply to call attention to what we

consider an abuse of departmental discretion.

We propose as a remedy for this state of affairs that the Civil Service Commission suggest to department heads that places of employment should be more carefully differentiated according to the character of duties performed; that where there is a difference of work, then the employees doing the most important work be given the higher salaries, and where there is a change of duties involving substantial increases of pay, then a promotional examination should be called. We further suggest that a large number of useless titles be abolished, because these titles are merely confusing and serve no good purpose. In a word, it is possible to further simplify the administration of the civil service laws and eliminate certain opportunities for favoritism.

Respectfully submitted,

CHICAGO CIVIL SERVICE LEAGUE

(Signed) By James M. Grimm
Decy

Harry L. Dink
COUNSEL.

LIST OF EMPLOYES WHO HAVE BEEN PROMOTED OUT
OF THEIR GRADE OR TRANSFERRED AND SALARIES RAISED WITHOUT EX-
AMINATIONS.

	C.S. Grade	Grade limit of Salary per month	Salary now act- ually received.
Thos. Pihlfeldt (Acting Bridge Engineer)	6th	\$149.00	\$250.00
Hermann, (City Architect)	5th	\$134.00	\$200.00
J.H. Spengler, (Asst. City Engr)	7th (holdover, never took exam)	\$174.00	\$333.33
Jno. A. Lenartson, (Repairs on Bridges)	3rd	\$99.00	\$125.00
Von Boba, (Bridge Draughtsman)	6th	\$149.00	\$208.33
Wm. Dessow) J.P. McGaffney) McCauley) Breen) (Board of Local Improvements)	3rd " " "	Raised from \$90.00 to \$105.00 over the heads of \$90.00 men of longer experience in the department.	
Alex E. Kastl (Asst. Engineer)	60 day man	Now receiving \$174.00 a month when there are a half dozen or more good assistant engineers in the city's employ who are regular 7th grade civil service men, but who are re- ceiving only \$150.00 a month, and could easily do the work that Mr. Kastl, the 60 day man, is re- ceiving \$174.00 a month for.	