...ERVICE BODY

City Employes Organize and Engage Western Starr as Counsel.

City civil-service employes have incorporated an association "for the promotion and enforcement of the civil-service laws of the city of Chicago." The officers are employes of the city and they will be represented by Western Starr as counsel. Two of the incorporators are engineers who came into public notice in the recent trial of Engineer Thomas F. Downs and P. H. McDonnell, charged with attempting to influence markers. They are Philip Steele and N. A. Lies.

The officers of the league are: President, Philip Steele, engineer at 22d street pumping station; treasurer, Julius Mayr, special assessment clerk; secretary, Lionel A. Bell; counsel, Western Starr, attorney for the Civic federation.

MERIT MEN FORM A UNION.

Organize a League to See That Civil Service Is Divorced from Politics.

The merit men have formed a union. As individuals they have experienced difficulty in reaching the ears of the Civil Service commission with their grievances, and now they propose to see what they can do as a body. Their purpose, as stated, is to prevent political manipulation from encroaching on the merit field, and to see that the law is enforced fairly.

The union was incorporated in Springfield yesterday under the name of the Chicago Civil Service league. There were six incorporators and it is said that the league will start with a membershp of 150 men. Most of these men now are on the city's pay roll.

"The men could never make a fight individually," said William V. Farrell, one of the directors. "The politicians at engineering departments, for instance, had a way of getting around the commission. When they wanted a new rod man they would ask for a 'chain man,' because they knew that there were no men of that sort available on the civil service list. When there was no man available in the civil service ranks for their 'chain man' a political favorite would be put in until a civil service man could take the examination. When one of our ranks qualified for 'chain man' it was some other fictitious position that was built for the occasion. We are going to fight this thing systematically from the start."

The business of the league will be conducted by a board of six directors, who will work with the officers of the association to enforce the demands of the civil service employés. The office of the league has been located in the Portland Block and Western Starr has been engaged as attorney.

The officers are: Philip Steele, President; Julius Mayr, treasurer; Lionel A. Bell, secretary. The President and treasurer are both city employés.

The directors are Bernard McMahon of the City Collector's force; S. R. Wharton, Controller's clerk; William V. Farwell, special assessment clerk; William J. Hartney, special assessment clerk; Nick Lies, engineer at Harrison street pumping station; and C. E. Soesman, milk tester.

One of the principal complaints that have been made by civil service men is against the "hold over" men who have been retained in office since their appointment before the civil service law went into effect. League members object to the practice of a city employé who has never passed an examination being transfered from one office to another without submitting to the examination that a newcomer is supposed to take.

Choice of Civil-Service Commissioner.

As the leader of the local democracy, Mayor Harrison will soon have an excellent chance to give the public an earnest of his party's adherence to the principles of civil-service reform. Robert Lindblom, the present president of the civil-service commission, has determined to retire, it is understood, at the expiration of his present term of office. The mayor will be expected to name as his successor within the next few weeks a man who will continue to aid in making the commission an effective corrective and cleansing agency in the administration of city affairs.

What the civil-service commission has already accomplished is well known. The gain in efficiency because of its labors has been large. The number of aldermen and other politicians who resist the operation of the civil-service law is steadily becoming smaller and their influence is diminishing. The democrats of this county and state have lately condemned the shameful disregard of civil-service principles manifested by the state administration of the other party. Mayor Harrison can find no better way of making his party's attitude effective than by selecting as Mr. Lindblom's successor ...ome man whose high personal record and ...own ability will be a guaranty that the ...l service commission will continue to be

ENFORCING THE MERIT LAW.

Chicago has been fortunate in the decision of the courts on the questions that have arisen under the civil service system she voted for herself and is determined to preserve. Spoilsmen have worked hard to undermine, emasculate and nullify the act, and at times they have had the assistance of treacherous commissioners. But the courts have thwarted the little conspiracies of the irreconcilables, and every test has left the law clearer and stronger and more secure.

Judge TULEY's decision in the cases of PTACEK, HARTNETT, HEIDELMEIER and KALAS was as signal a vindication of the merit law as it ever received, and no one is surprised at the affirmation of the judgment of ouster by the Appellate Court. A question of fact of some importance is now raised by counsel for PTACEK, and the Supreme Court will be asked to pass upon it. Apart from this alleged discovery that the Appellate Court based its ruling upon a material misconception of a fundamental fact, the opinion rendered by Judge SEARS is manifestly in accordance with the law and the rules of the commission.

The act provides that the commission shall fill vacancies by promotion in all cases where that is practicable. It must be granted that the commissioners are the judges of this "practicability." But the act further provides that all examinations for promotion shall be competitive among such members of the next lower rank as desire to submit themselves to such tests of merit and fitness. Pursuant to this clause the commission adopted a rule requiring that the examination for appointment to the office of assistant chief of police shall be limited to the employes of the grade of inspector. This rule was disregarded, and apparently without good reason. There were employes of the grade of inspector, but instead of ordering a promotional examination limited to the inspectors the commission made the examination "original" and open to all. PTACEK, then an acting lieutenant, was permitted to compete, and as a result was certified and appointed to the position of assistant superintendent.

The Appellate Court finds that the proceeding was arbitrary, irregular and contrary to the binding rules of the commission, hence PTACEK is not entitled to hold his present office. We are now told that the inspectors were at the time ineligible for a promotional examination because they held their positions under a temporary appointment, and there is a rule providing that "no person shall be examined for promotion from any grade in the official service until he has served at least one year in such grade." This, if true, puts a new face on the question. It is significant, however, that the point was not urged on the attention of the courts.

Merit Law Sustained Again.

Judge TULEY's admirable decision in the PTACEK case has been confirmed by the Appellate Court, and it will be doubly confirmed if the case is carried to the Supreme Court. PTACEK's attorney, who seems inclined to venture upon the unpromising expedient of a further appeal, says Judge SEARS has dodged his point, but he himself has tried to dodge the only real point in the discussion, namely, section 9 of the civil service law.

PTACEK was a sergeant acting as lieutenant of police. He and several other low-grade officers were the proteges of politicians, and it was decided to make him assistant superintendent and the others inspectors. But the section of the law to which we have referred reads:

> The (civil service) commission shall, by its rules, provide for promotions in such classified service, on the basis of ascertained merit and seniority in service and examination, and shall provide, in all cases, where it is practicable, that vacancies shall be filled by promotion. All examinations for promotion shall be competitive among such members of the next lower rank as desire to submit themselves to such examination; and it shall be the duty of the commission to submit to the appointing power the names of not more than three applicants for each promotion having the highest rating.

In the Appellate Court decision Judge SEARS calls attention to the fact that the rules of the commission which were in force at the time of PTACEK's examination followed the law in prescribing that applicants must belong to the next lower grade, but the statute itself is supreme and so beautifully clear that even a lawyer cannot cloud it. Its only possible meaning is that the procession must be from rank to rank and that the competition must be between men of the same rank.

But the commission, which has been happily reconstituted since, was then the agent of the politicians and openly violated the law. It held an original examination free for all instead of a promotional examination, thus letting in the favorites. What, then, can be said on the other side, and what is that crushing argument of PTACEK's attorney which has kept the judges ducking?

He declares that the commissioners "had authority to judge whether the promotional examination was or was not practicable," and that as they had determined that it was not practicable this should settle the matter. But there were inspectors to be examined for assistant superintendent and captains to be examined for inspector, and it was never intended to leave anything to the commission's discretion in such a case. The statute is mandatory and relaxes only so as not to order the impossible. If there are absolutely no men in the next lower grade it is permissible to go to the next lower still.

Such is the plain interpretation of the law, but naturally the appellants are weak in argument because their scheme was a conscious effort at law-breaking, the flagrant conspiracy of politicians.

The Ogden Gas Amendment.

In the long reign of the city council gangs "gas" was ever associated with boodle and scandal. During the twenty years that the council was a stench in the people's nostrils every successive crew of aldermanic freebooters had its turn at a deal in "gas." The word became almost a synonym for rascality.

There has been a comparatively brief period of relief from this sort of thing. Long, strenuous endeavor on the part of the people brought the reward of a council which commanded respect and confidence.

But once more the air at the city hall is full of talk of bribery. This is not mere rumor. Ald. Herrmann declares that he knows of one member who was corruptly approached to vote for the Ogden gas amendment—for now, as of old, the scandal is about "gas." It looks ominously like the tentative return of the old gang ways and airs.

Every honest alderman and every public official within whose line of duty or responsibility the matter comes must feel the importance of vigorous, uncompromising action. Let the line be drawn now and it will be many a day before the gang crawls back to daylight. Ald. Herrmann's declaration alone is sufficient basis for an investigation at the Criminal court. It devolves upon every other member of the council who has evidence to bring it forth.

As to the amendment itself, apart from the method of its passage, it is simply a piece of impudence. The sole reason and consideration for passing the original franchise was that the company should not sell out. Now it comes back and asks leave to sell out. It is impossible to doubt that the mayor would veto the amendment even if its passage was above suspicion. It amounts to a new grant to the corporation and it should not be made except for a consideration to the public.

News

Politics and the Trusts.

It was an odd coincidence that on the day

DOWNS ESCAPES WITH A FINE.

MAY 6 1902 Daily News.

Self-Confessed Violator of Civil-Service Law Gets Off Easily.

Precedent and the presence of a suspicious character in Judge Brentano's courtroom were responsible for the escape with a fine of Thomas Downs to-day after he had pleaded guilty to a charge of conspiring to violate the civil-service law. The jury is said to have been exceptionally good and no suspicion was entertained against any of the jurors. But hanging about the courtroom and lounging around the corridors of the Criminal court was a man who is suspected of complicity in attempts to tamper with juries in the past. Moreover the action of Judge Smith last year in letting former county civil-service commissioners escape imprisonment by the payment of a fine is said to have fixed a precedent.

Downs was formerly supervising engineer in charge of the city pumping stations. An examination for oilers was held on Jan. 25, 1901, at which Philip Steele, Nicholas Lies and Hugh Martin were detailed to mark the papers. These papers were identified solely by numbers and the markers were not supposed to know the name of the applicant holding any number. After the examination it was charged that certain applicants handed their numbers to Martin, so that he would know which papers were theirs.

Downs and Martin were indicted and Downs resigned his city job. He pleaded guilty and was fined $250 and costs. The law provides a penalty of from $50 to $500 or a jail sentence not to exceed six months. Downs exonerated Martin in his confession.

REVENGE, SAYS HEIDELMEIER.

Inspector Tells What He Will Do if Civil Service Ousts Him.

Inspector Heidelmeier said to-day that if the Supreme court of the state decided against him in the civil-service case involving the alleged irregularity of the examination for his present position he would proceed against other police officials not yet affected by the Appellate court decision. He said there was just as good a case against the men he had in mind as against himself.

Secretary F. W. Bull of the Civil-Service Reform association will contest the right of John E. Ptacek, John J. Hartnett, Luke Kalas and Max Heidelmeier to draw the salary of the positions they now hold on the police force. Since the decision in the Appellate court upholding that of Judge Tuley that the examinations for their places were not regular, the association believes the men should surrender their positions. They rank as lieutenants [illegible] decision, and Mr. Bull will ask [illegible] sion to grant lieut[illegible] at all.

The Alderman Lays Evidence of Attempted Bribery Before the State's Attorney.

GRAND JURY INQUIRY DEFERRED

Conclusion Reached That the Testimony Offered Is Not Sufficient to Convict—More Talk of Gas Ordinance.

Efforts to bring charges of corruption before the grand jury, growing out of the passage of the Ogden gas ordinance, assumed definite form to-day. Early in the forenoon Ald. Blake, who charged that methods suggestive of bribery were resorted to by friends of the measure, appeared before Acting State's Attorney McEwen. To that official he outlined the story of his experience with the alleged agent of the company.

Ald. Blake's recital left little doubt that there was "something wrong" in the situation. It did not convince Mr. McEwen, however, that the time was ripe for an investigation of the charges.

According to the statement of Ald. Blake, he encountered the lobbyist in the council chamber and was given to understand what the passage of the ordinance would be "worth" to those who pushed it through. So vague and indefinite was the language of the lobbyist that, while the implied information was clearly apparent, it was open to too many constructions to be regarded as direct evidence.

Mr. Blake revealed by inference the identity of the tempter, but refrained from any direct reference to him by name. After his secret conference with the alderman Mr. McEwen refused to discuss the affair for publication.

"It would not be good policy to do so," he said. "The reasons are obvious. Primarily it has been officially declared that the evidence is not satisfactory for a grand jury inquiry. Now, to give out the full details of the transaction would be equivalent to the establishment of a rule of printed instructions telling corruptionists how far they can go in the work of bribery without fear of apprehension and punishment. I cannot say at this time whether the subject will be made one for investigation by the grand jury. Accepting Mr. Blake's statement as absolutely correct in every detail the necessity of evidence of a corroborative character from other sources is imperative.

No Full Council Inquiry.

"The suggestion has been made that the entire membership of the council be called in and made to answer questions touching on the subject. This is not likely to be done. We have had that method thoroughly tested in the past. Nothing comes of it beyond a tendency to make a hippodrome of the gathering. The first bit of humor converts the investigation into a farce. It is absolutely devoid of productiveness.

Blake Takes It Lightly.

"Mr. Blake did not seem to take the serious view of the situation to-day that he has been represented as entertaining. It is not in the province of this office to go out and perform the detective work essential to forcing such an issue, nor are we equipped with the necessary facilities. We shall have to await developments on the part of those who are clamoring for this inquiry. The moment they demonstrate the existence of tangible evidence that will warrant an inquiry we will go forward along lines that will bring out the minutest details underlying the case."

Stories of Midnight Hilarity.

Stories of a hilarious time indulged in by several members of the city council immediately after the famous "midnight session," at which the Ogden measure was passed, are now being circulated around the city hall. It is stated that after the council meeting was adjourned at 1 o'clock Tuesday morning several aldermen repaired to a Dearborn street saloon, where they spent money freely and enjoyed themselves to the limit. Each of the aldermen in the saloon, it is said, displayed large rolls of bills and there is said to have been much bantering as to where the money came from. It is rumored that the much-talked-of $100,000, which is said to have aided the passage of the ordinance, was distributed in this saloon.

Raymer Doubts Bribery Talk.

Ald. Walter J. Raymer, one of those who voted against the Ogden gas bill, does not believe that bribery was resorted to in order to secure the passage of the measure. He is also of the opinion that Ald. Blake has misconstrued the so-called attempt at bribery.

"I believe that politics cut a large figure in the passage of that ordinance," said Ald. Raymer, "but I do not think that a single dollar was given away. There is one republican alderman that I know who voted for the measure merely as a favor to a personal friend. There were others who were promised advancement politically if they would

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the Cook co[illegible] not drafted by the mayor, reflected accurately his sentiments. In that platform the republican state and county governments are denounced for their "neglect, evasion, and prostitution of the merit system." A demand is made for a sound state civil service system and for reform in the administration of the civil service laws of this county.

At the end of this month Robert Lindblom will cease to be a member of the city civil service commission. The mayor will have to appoint a successor. The spirit of affection for the merit systems which is found in the democratic platform justifies the hope that the mayor will appoint a man even more resolute in resisting encroachments upon the law than Mr. Lindblom has been.

The law has been sustained by the supreme court. Wholesale, flagrant disregard of it is unsafe. There is a constant temptation, however, to evade the law in little matters. The men who administer it are continually being pressed to acquiesce in petty violations of its requirements, which are excused on the plea that they are mere temporary expedients. Hence the need of a stiff-necked, unyielding, uncompromising man on the commission—a man who enjoys being disliked by politicians in the municipal departments or out of them, and who always refuses to shut his eyes for a minute while they are taking trifling liberties with the civil service law.

The mayor can find the right kind of a man by looking for him. The selection of such a man will show the mayor's hearty approval of the merit system plank of the platform of the democrats of this county.

HICAGO AMERICAN, DECE[illegible]

Democrat

OUSTED MEN WIN FROM CITY

Timekeepers Dismissed by Comptroller McGann Ordered Reinstated by Judge Dunne.

Dec 23-02 Amer.

RESTITUTION WAS PROMISED

Economy at the expense of the public service and the civil service law was condemned in a lengthy opinion handed down to-day by Judge Edward F. Dunne, in the case of nine timekeepers of the city waterpipe extension department, who sued for restoration of their positions.

The opinion is considered of the utmost importance, as through it the system of economy set in motion a year ago by City Comptroller L. E. McGann is nullified, and scores of city employes who were ousted from their positions on the recommendation of the expert accounting firm of Haskins & Sells see a way to recover the berths they lost some time ago.

Attorneys Howard E. Leach and Tod Lunsford represent the discharged city employes in the litigation. The attorneys brought the suit for a writ of mandamus to compel the city to reinstate the nine timekeepers discharged last August, after the Civil Service Commission had refused to take up the matter. The question brought up by Attorneys Leach and Lunsford was whether the dismissal of the men really resulted in a saving for the city and whether their services had really been dispensed with, or if some other persons were doing the work.

It developed that the work in some instances was being done by others, while in the others it lagged and the city suffered because it had no one to do the work. The attorneys also brought out the fact that an appropriation had been made for the men discharged, and that there was enough money to pay them for the work out of which they had been ousted.

On these grounds Judge Dunne issued the writ of mandamus, which is in effect an order to the city officials in charge of the department of public works to reinstate the men discharged.

Attorney Leach says that the decision in the case just closed opens the way to a legal remedy for those discharged, providing they have been working under the civil service rules.

GET BACK OLD JOBS

Dismissed City Employes Win in Suit Brought for Reinstatement.

REMOVAL WAS ILLEGAL

Judge Dunne Gives Blow to Haskins & Sells' System of Municipal Economy.

Haskins & Sells received the first check in their policy of discharging city employes to reduce expenses when Judge Dunne today granted a mandamus compelling the city to put back on the pay roll nine timekeepers in the water-pipe extension department who were dismissed on Aug. 19 last upon the request of the accounting firm. The men were civil-service employes and Judge Dunne decided that the merit law was violated by their dismissal.

The timekeepers will not only go back to work for the city, under this decision, but each will also receive a Christmas present in the shape of nearly $450 back pay. The city employes who scored this victory over Haskins & Sells are W. J. Phalen, Dennis E. Byrne, J. R. Lockwood, A. W. Nelson, John D. Anglim, James J. Cunningham, D. J. Short, Joseph F. Ryan and Anton Pfohl.

Points Raised by Timekeepers.

Three points were depended upon by the counsel for the timekeepers, Attorneys Todd Lunsford and Howard E. Leach, to show that the civil-service law had been infringed by the discharge of their clients; that the appropriation for the payment of the timekeepers was not exhausted; that there was no lack of work, lack of funds or other necessary cause for their discharge; and that their dismissal was a detriment to the service. On all three of these points Judge Dunne decided in favor of the timekeepers.

Commissioner of Public Works Blocki testified that the timekeepers were needed and that there was enough money left out of the appropriation to pay them their salaries of $100 a month each for the balance of the fiscal year. The foremen under whom the timekeepers worked also swore that they could not get along without the timekeepers. A letter was introduced which was written by City Engineer Ericson to Commissioner Blocki protesting that he was being forced to violate the civil-service law when he was ordered by Haskins & Sells to discharge the timekeepers.

Work Done by Others.

Judge Dunne's decision was oral and he kept the stenographers busy for half an hour taking it down in shorthand. He declared that the testimony showed that while the men were dispensed with their work was not abolished but was performed by others who took their places under a different title. While praising in general the attempts of Haskins & Sells to introduce economy in the conduct of the various departments of the city government he insisted that the discharge of the timekeepers was clearly wrong and that the saving of the salaries of public employes who were necessary by the simple process of discharging those employes was false economy. He also read from the contract between the city and Haskins & Sells to show that the accountants were financially interested in saving the city at least $25,000 in its annual expenses, because otherwise the accountants would forfeit twice as much as they failed to save the city under that sum.

Assistant Corporation Counsel Fyffe represented the city and prayed an appeal from Judge Dunne's decision. Commissioner Blocki and City Engineer Ericson say that the timekeepers are needed and they will probably be placed at work on Jan. 1.

MERIT PLAN IN FAVOR

Record Herald 12/26/07

Copies of Civil Service Bill Being Sent to Members of Legislature.

IS A BLANKET MEASURE

Strong Feeling of Need for Such a Law Is Said to Exist Throughout State.

The Illinois Civil Service Association, of which Wallace Heckman is president and F. W. Bull is secretary, is sending to members of the legislature copies of the civil service bill prepared under the direction of the association. This bill, the tenor of which has been published before, follows closely the lines of the Chicago city civil service act. The solicitation or payment of political assessments or contributions and attempts to exert political "pull" are prohibited.

IS A BLANKET MEASURE.

The bill is a blanket measure, covering all state institutions and departments of the state government. Only these positions are made exempt from civil service regulation as part of the classified service: "All officers (including members of boards, trustees and commissioners, as well as other officers) who are elected by the people, or who are chosen by the general assembly or either house thereof, or whose appointment is subject to confirmation by the senate, judges and officers appointed by judges of the courts, clerks of courts, notaries public, assistant attorneys appointed by the attorney general, all employes and servants in or connected with the governor's mansion or the governor's office, one private secretary and one stenographer for each of the other officers excepted from civil service appointment by this section, officers and positions in the militia and military departments, the faculties of the state university and state normal schools and persons serving the state without pay."

MEMBERSHIP OF BOARD.

Three civil service commissioners with a six-year term and $3,000 a year salary are provided for, not more than two of the commissioners to be members of the same political party. This bill has been prepared without reference to the report to be made by the commission appointed by Governor Yates back in September to study the civil service question with a view to making recommendations for the legislature.

Friends of civil service legislation think they notice, in recent allusions to the subject in connection with meetings of Republican members of the legislature, a disposition to get away from a bill that will cover all state institutions and departments of state government. President Foreman of the county board threw out the suggestion a couple of days ago in addressing Cook County members of the legislature that the people of the country districts might not be educated up to complete civil service law as yet, and that it might be necessary to inaugurate civil service legislation with a bill covering only the charitable institutions. This would leave out of the classified service the employes of the penal institutions, the West and Lincoln Park boards in Chicago, the state grain office, the canal board and the army of employes in the state capitol at Springfield.

SAYS THAT ALL FAVOR IT.

"There is no occasion for fearing that the country may not understand civil service," said L. Y. Sherman, in speaking of this phase of the situation. "I am sure that a well-defined and strong sentiment for civil service will be found throughout the state before the legislature gets far with this question—a sentiment that will be nothing short of a reasonably thorough civil service bill. I favor the early introduction of such a bill, and I believe it ought to have right of way. Good working models for such a bill are in existence, and it ought not to require lengthy consideration in committee or on the floor. Since the platforms of both political parties in Illinois have declared for civil service I can see no reason why a thorough bill should not be passed in a few weeks after the general assembly convenes."

of lawbreakers.

Mr. Foreman on the Merit System.

In his address delivered at the republican legislators' luncheon last Tuesday President Foreman of the county board showed a meek and humble spirit while dealing with the merit system as applied to state institutions that proves him not unmindful of the superhuman wisdom of the state political machine. He said:

"Extension of the civil service is a need not only in Cook county but in the state. I certainly favor getting all the civil service we can. But if we find the temper of the general assembly is such that we can get only a good beginning let us be practical and work hard for civil service in the state charitable institutions as a first step."

These remarks, addressed to such legislators as Humphrey and Nohe, Farnum and Haas, and through them to the ear of their boss, Lorimer, are bound to have an injurious effect which Mr. Foreman should have been the last person to assist in giving. Illinois stands disgraced before the enlightened commonwealths of the nation because of the hateful system of spoils-grabbing which prevails from one end of the state service to the other. This is no time to beg the bosses and their hired men to oblige the public with a modest slice of civil-service reform. Who are these pitiful hucksters of jobs that they should be plaintively requested to show just a little decency? The spoils system is bad; its champions have not a leg to stand on. The time has come to demand a complete and thorough reform and to back up the demand with a united and invincible public sentiment. Yet Mr. Foreman whittles down his request and tells the magnificent Nohe and the other satellites of Lorimer that it would be very nice of them to hand over a little something out of the boss spoilsman's big budget.

The merit system is not to be wheedled out of Lorimer and his crowd. It must be obtained by insistence that no compromise will be accepted. The scandals of the state institutions must cease now—not piecemeal, but under a general merit system. Lorimer's crowd will never grant any reform so long as they dare refuse to grant it. Mr. Foreman's talk will serve merely to help them pluck up their courage and get ready to resist the demand for a proper merit law. It was unworthy of him.

The Failure of the Improvement Board.

The board of local improvements was instituted to do away with the very evils which it is now accused of encouraging. It has failed just as the council failed before it because of inattention to the public needs and public rights. Tolerant aldermen used to let any special assessment scheme go through on the mere say so of the member who was chiefly interested in it, and it appears that the board always allows the pushers on the spot to determine its course. It does not attempt to be suggestive, or corrective, or to make anything like an original investigation. It is simply an extra piece of machinery, whose component parts are only occasionally and temporarily fitted together.

These additions to the office-holding class spend about two hours a day at the public hearings and attend to their private business as though they were not in the public employ. What should be an arduous undertaking is to them a sinecure or robbery of the public to the tune of $4,000 a year. Not one of them has any special qualifications for his position. One is an ex-produce merchant, another a poet and lawyer, the third a brewer, and the fourth PETER KIOLBASSA. What should be a board of experts is a board of lucky placemen, brought together in a most incongruous combination, entirely lacking in special training or experience for the work.

The mayor, who has often complained of the inelasticity of the merit system on the ground that it prevents the executive from using his very best judgment in the selection of employes, shows in this instance how imperfect his judgment is when he has a freedom of choice. He also indicates that if there were no civil service law the service would consist exclusively of similar pensioners.

For the fiasco that is reported he is to blame. The institution is well enough and would have fulfilled the mission for which it was created if the mayor had seen to it that it was properly administered by the right sort of men.

WOMEN FOR REFORM

Spread of Move to Aid Civil Service League Reported at Annual Meeting.

JOHN W. ELA IS HEARD

Philadelphia Convention Listens to Addresses on Growth of Work in Chicago.

PHILADELPHIA, Dec. 12.—The annual meeting of the National Civil Service Reform League came to an end to-day. To-night the delegates were entertained at a banquet by the Civil Reform Association of Pennsylvania.

During the business sessions to-day reports were read from many states and from widely scattered civil service reform associations showing a well-developed movement among women to aid the cause.

Among the papers read to-day was one by John W. Ela, who said:

The Chicago Civil Service Commission has held this year fifty-five original entrance examinations and eighteen promotion examinations.

The commission has held forty trials of officers and employes upon written charges, hearing testimony on both sides and resulting, up to Dec. 1, in the discharge of nineteen from the service, the discipline of fourteen and the acquittal of seven.

The police trial board, which is composed of two of the commissioners and one inspector of police, and which sits weekly for trials, has since Jan. 1 discharged thirteen policemen from the service, fined 124 and found 100 not guilty.

The fire trial board, which is composed of the fire marshal and a representative of the commission, and which also holds weekly trials, has discharged two firemen, disciplined fifty-three and acquitted two. These two boards were established by the commission, and their decisions must be affirmed by the commission.

The commission is taking advantage of every opportunity to increase the number of promotion examinations, realizing the benefit to the service of establishing in the mind of every employe the assurance that efficient work in the lower positions will advance him to higher rank and pay. We have therefore introduced, gradually, a system by which each man's efficiency in the position he has been occupying is being recorded daily and valued and marked as the chief factor in the promotion examinations. This system is now in operation in all the departments except the fire department, and the commission is preparing the forms of efficiency records applicable to that department.

MARKS FOR PRMOTION.

The commission has issued recently instructions reminding the markers that 90 means "good" and that the margin between 90 and 100 provides a place for marking extra meritorious work or conduct, and directing that in every case when a man is marked more than 90 the act or conduct which entitles him to such extra mark shall be described in his daily sheet, and the sheet attached to the monthly report sent to the commission.

The fact that the men have opportunity to examine their records every day and to object and appeal to the superior officer and to the commission if the marking is claimed to be wrong, seems to safeguard the reliability and good faith of the marking. Few complaints are now made, and in the examinations held since these sheets were introduced the results are satisfactory.

When the Supreme Court decided that the board of education was covered by the civil service act that board found itself in the condition of having a large corps of employes who had been appointed after the passage of the act, but without examination, and had been at work about three years in different grades. In order to permit the employes to take the examination for their places and because it was not practicable to fill the positions gradually by promotion examinations from grade to grade, the commission—as then constituted—held general examinations for a large number of engineers, janitors, etc., without distinction as to grade.

MERIT SYSTEM RULES.

Those who passed were certified to the board and assigned by the board as it saw fit, although the salaries differed widely. As a result there has been no promotion examinations in those positions. The board made the promotions in its discretion, which—however sound the discretion may have been—was unfortunately not quite along the lines of the merit system.

In the last few months, after some controversy, the commission has made and enforced orders providing that no promotions shall be made in that service except under the promotion examinations of the commission and no transfers except by the consent of the commission. These orders are now being complied with and without friction, and the efficiency system is also being operated by that board.

The courts still seem to be favorable to the decisions of the commission, for which much credit is due the corporation counsel and his assistants. The Appellate Court a few days ago decided, as the commission has often ruled, that only those who have taken the civil service examinations are protected from summary discharge.

The movement for a state civil service law, to which I alluded last year, has crystallized into a nonpartisan organization, with membership throughout the state, which probably will procure the passage of such a law by the legislature this winter. Both political parties this fall declared for a state civil service law, the Democrats including a county law.

The commission is claiming no credit in this connection, but when the citizens of a city make a practically unanimous demand that the provisions of a reform law under which they have been [illegible] seven years be extended [illegible] permitting ourselves [illegible] withstanding the [illegible]

[illegible] Charles Francis Adams, Boston; [illegible] New York; Grover Cleveland, Princeton; Charles W. Eliot, Cambridge; Arthur T. Hadley, New Haven; Henry C. Lea, Philadelphia; Seth Low, New York; Franklin MacVeagh, Chicago; Henry C. Potter, D. D., New York; P. J. Ryan, D. D., Philadelphia; Harry A. Garfield, Cleveland.

Secretary—Elliot H. Gowdin, re-elected.

Members of the executive council—Silas W. Burt, Edward Cary, Charles W. Collins, R. W. Gilder, W. G. Low, George McAneny, Samuel H. Ordway, William Potts, Carl Schurz, Edward M. Shepard, E. P. Wheeler, all of New York; R. H. Dana, Moorfield Storey, W. W. Vaughan, Boston; John J. Edson, F. L. Siddons, Washington; John W. Ela, Chicago; Henry W. Farnham, New Haven; H. P. Jacobs, George A. Pope, Charles J. Bonaparte, H. O. Reik, Baltimore; Charles Richardson, Herbert Welsh, R. Francis Wood, Clinton Rogers Woodruff, Philadelphia; Henry A. Richmond, Buffalo; L. B. Swift, Indianapolis; Henry Van Kleeck, Denver; C. B. Wilby, Cincinnati; Morrill Wyman, Jr., Cambridge.

LAUD WORK DONE.

The committee on resolutions presented the following, which was adopted:

The National Civil Service Reform League congratulates the country on the high character and ability of the national civil service commission;

On the regulation of labor service of the federal departments in Washington by the adoption of registration system;

On the closing of the many back door entrances to the classified service by wise amendments to the civil service rules.

On the successful extension of classification in the rural free delivery system, now including 11,300 officials.

On the adoption and successful operation of the merit system in the federal service of Porto Rico and in all the service excepting schools in the Philippines.

On the promotions in the diplomatic and consular service which it is hoped will lead to the general adoption of the merit system in that branch of the service.

FOR BETTER CONSULS.

It urges the extension of the application of the merit system to the consular service and Indian agencies by legislation if possible; otherwise by executive action.

It regrets the defects in the administration of the civil service system in New York City. It calls public attention to the success of the federal, Massachusetts and Chicago boards in the very classes of the service in which the New York board seems to be deficient as illustrating that the shortcomings in New York are due to faulty administration and not to any inherent weakness of the system.

It urges veterans of the civil and Spanish wars and their friends to oppose the bills called "veterans' preference" bills. Such bills will work, as they have worked in some states, great harm to the merit system. That system is the only efficient barrier to the spoils and boss system, both public enemies to the country which the veterans risked their live to save.

CIVIL SERVICE VIOLATIONS

Heads of Municipal Departments Said to Be Evading Law.

The Chicago Civil Service league at its last meeting passed a series of resolutions brought out by the fact that several of the department heads of the municipal government have adjusted the pay of civil service employes so that those standing lower on the eligible list have been put in a higher grade than others on the same list. It is pointed out that this practice works an injustice in that those higher on the list, because of this lower grading, are denied the opportunity of taking a promotional examination.

The league requests the finance committee and the mayor, in making the annual appropriation bill, to use their power to prevent this violation of the civil service law.

Asks Change in Rules—The Civil Service League, which is composed of city employes under civil service, asked the Civil Service Commission yesterday to change its rule regarding a choice of one in every three on a promotional eligible list. The league thinks the first man ought to be appointed, as in original entrance examinations. The league also wants seniority to be given credit when an official is changed from grade to grade. The commission will discuss the matter when the new member, Julian W. Mack, takes his seat.

Jarred the Macaroni—Sacks filled with

May Change Merit Board Rules.

Change in the civil service rules by which in cases of promotion only one name instead of three shall be certified by the civil service commission to the department head for appointment was suggested yesterday by the Civil Service league of Chicago. The league argues that the change would tend to remove political influence. It was also suggested that where a candidate for promotion is appointed to a higher place by virtue of examination and certification he retain his seniority. The commission took both suggestions under consideration. Assistants to the superintendent, as two board of education officials in Superintendent Cooley's office are called, do not come under civil service rules, according to the merit board's decision yesterday.

Than Examinations Warrant.

At the last meeting of the Chicago Civil-Service league a resolution was adopted protesting against the placing of favored applicants for city jobs in higher-paid positions than applicants with less "pull" but better success in passing the examinations have secured. Secretary Corcoran of the civil-service board said to-day he had not received any copy of the resolution but that the complaint would be looked into when received. The resolution reads:

"Whereas, several of the department heads of the municipal government have adjusted the pay of civil-service employes so that those standing lower on the eligible list have been put in a higher grade than those standing on same list; and

"Whereas, this practice works a particular injustice in the case of a promotional examination so that those higher on the list, because of this lower grading, are denied the opportunity of taking the examination, while those lower on the list by reason of their higher grading are permitted to take the examination; therefore, be it

"Resolved, That the secretary of the league be directed to send a copy of this resolution to each member of the finance committee and to the mayor with a request that in making the annual appropriation bill they use their power to prevent this violation of civil-service law and for illustration of the point a copy of the pay roll of the city collector's department, so far as it pertains to this matter, is set forth as follows:

Pay roll as now made (alphabetically):

	Salary.	Gde.		Salary.	Gde.
1. Bailey	$1,200	4	10. Maringer	$1,080	3
2. Cichocki	1,080	3	11. May	1,200	4
3. Crawford	1,080	3	12. Miller	1,260	4
4. Derry	1,200	4	13. McCullough	1,199	3
5. Destefano	1,260	4	14. Nilan	1,080	3
6. Hayes	1,080	3	15. Sexton	1,080	3
7. Houlihan	1,080	3	16. Smith	1,400	5
8. Lombard	1,080	3	17. Sternheim	1,080	3
9. Lynch	1,080	3	18. Wight	1,080	3

Pay roll as it ought lawfully to be made according to standing in examination:

	Salary.	Gde.		Salary.	Gde.
1. Lombard	$1,400	5	10. Crawford	1,080	3
2. Wight	1,260	4	11. Derry	1,080	3
3. Miller	1,260	4	12. Sternheim	1,080	3
4. Hayes	1,200	4	13. Smith	1,080	3
5. May	1,200	4	14. Lynch	1,080	3
6. Bailey	1,200	4	15. Sexton	1,080	3
7. Destefano	1,199	3	16. Houlihan	1,080	3
8. McCullough	1,080	3	17. Nilan	1,080	3
9. Cichocki	1,080	3	18. Maringer	1,080	3

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TRICKERY WINS JOBS?

Civil Service Law Said to Be Juggled to Aid Political Favorites.

SIXTY-DAY MEN BENEFITED

Commission Alleged to Be an Attachment to Partisan Administration.

CHICAGO, Jan. 24.—To the Editor: Most people who have watched the workings of the merit system as applied to the civil service of Chicago have wondered why it is that the political characteristics of the average city hall employe show so few indications of change after six years' experience with the law. They have wondered why the sixty-day employes have universally such marvelous success in the examinations and why so few of the outsiders, who lack acquaintance and influence at the city hall, are able to pass successfully the examinations that make them eligible for places on the pay rolls.

I make the direct charge that this condition of affairs, which I know to exist, is the result of a system of tricks in the rules and regulations made by the commission to govern the examinations, and I make the further charge that fundamentally these tricky rules amount to a violation not only of the spirit but also of the letter of the law.

DEFECT IN LAW.

Before I explain in detail the way in which the examinations are manipulated it is desirable to call attention to a serious defect in the civil service law in this state which makes the commissioners not only appointees of the mayor, but subject to removal by him. As a matter of fact, it is understood that his appointees are required to give him written resignations when they take office, for use whenever he desires. In this way the commission with its examiners and other employes is from the start rather an attachment to a political administration than a checking and controlling body, such as all true lovers of the merit system desire to have it.

Now the records of the office will show that it has been an almost invariable rule that the sixty-day political appointee, already in the possession of an office, has won a place at the head of the eligible list for that office, when the examination was held. Further than that, in many, if not in most cases, the sixty-day employe has been the only candidate who has been declared successful in the examination and given a place on the eligible list.

FAVORS THE FEW.

I make the charge that it has been the direct purpose of the rules of the Civil Service Commission—first, to give the sixty-day appointee the job; and, second, to have wherever possible no other eligibles, so that in the event of the death or resignation of the successful man another sixty-day appointee may be given the place and by a new application of the rules of the commission kept in it permanently.

I make the charge that this purpose has been accomplished by methods that partake of the character of swindles.

Now, how are these results accomplished?

Section 6 of the civil service law requires that the subjects of examinations shall "relate to those matters which will fairly test the relative capacity of the persons examined to discharge the duties of the position to which they seek to be appointed," and section 8, in mandatory language, provides that every contestant in any such examination "whose general average standing is not less than the [one] minimum fixed by the rules of such commission" shall be placed on the register of eligibles.

...under section ...rules, but such ...says, must be "in accordance ...w. They have made rules, ... to wit, section 3 of rule 4, ...

Sec. 3—... per cent. The name of no person shall be placed on a register of eligibles whose standing, ... grading in the examination, shall average less than 70 per centum of complete proficiency in the subjects of the examination, taken as a whole, and of such minimum mark as may be fixed by the commission for any part thereof.

Now I do not know just what the object of the last clause of this rule was when it was first enacted, but I do know that it is a flagrant violation of section 8 of the law above cited. The law says plainly, in substance, that the name of every contestant who gets a rating of the one general average mark fixed by the commisioners shall be placed on the register of eligibles; but this rule says that in addition to getting this general average contestants must also have achieved some high rating in some particular part of the examination; and, strange to say, the practice has been to require as high a per cent of complete proficiency in this one part as is required for the general average; making, as is evident, this one part practically the sole test of eligibility.

PROVE EASY WINNERS.

As has been said, in nearly all of the more important examinations that have been held the sixty-day political appointee has been not only a competitor but the winner of the job. Having held the office, he would of course have learned its then particular routine methods, and these methods, under the name of "duties," have been the one part in which, under the above rule, a high mark has been required. The practice has been to require a mark of 70 per cent of complete proficiency in this one subject of "duties." If a contestant failed to get such mark (some friend of the sixty-day contestant in many cases being the judge) he was ruled out of the contest, regardless of his standing in all other branches or parts of the examination. His standing in all other subjects might be 100 and his general average well up toward the perfection mark, but if he was marked below 70 in "duties" (and he usually was, if it was really necessary, as in the case of old soldiers, who are by the law given preference in appointment) he was recorded as having "failed." Section 6 of the law provides that the subjects of examinations shall be such as to test the relative capacity of the applicants to fill the office, and section 8 very plainly says that every contestant getting one certain general average mark shall be put on the eligible register, but under the practice of this so-called merit board a contestant might get a rating of 100 in every other branch of the examination, and yet if he was marked only 69 in this one subject of duties he must fail.

JOBS FOR FAVORITES.

And not only this, but in computing what they called the general average standing, the practice has been to again give extra (quadruple) weight to this same subject; the scheme being, first, to keep all but favorites off the list by this exaction of 70 in "duties," but if by chance some outsider got this 70 then his general average mark was cut down and that of the sixty-day man raised, so as to put the latter at the top of the list and give him the appointment.

How was this done, do you ask? I will show you just how—the exact modus operandi of the fraud.

Mark these facts; in order to get on the list at all you must get 70 in duties, and also a so-called general average of 70; and then, in order to gain the head of the list and get the appointment, you must have the highest so-called (not the actual) general average mark. Now if by hook or crook some candidate not in the ring got 70 in duties, the sixty-day favorite would be certain to get a higher mark, say 100, and by making the value of duties four times that of other subjects in figuring out the so-called general average mark he would rank away above his outside competitor and be certified for appointment, notwithstanding the fact that the actual general average of the outsider was much the higher of the two.

HOW IT IS DONE.

To illustrate: Suppose that in a certain examination the subjects were arithmetic, orthography and duties.

A, an outsider, gets in arithmetic	97
A, an outsider, gets in orthography	100
A, an outsider, gets in duties	70
Giving him total credits of	267
Two hundred and sixty-seven divided by three gives him a general average of	89
B, the sixty-day man, gets in arithmetic	68
B, the sixty-day man, gets in orthography	69
B, the sixty-day man, gets in duties	100
Giving total credits of	237
Two hundred and thirty-seven divided by three gives him a general average of	79

But under the practice referred to the duties mark was made to count four times in fixing the so-called general average, and the result was that A instead of being given his true average mark of 89 was cut down to 79, and the political favorite had his average raised from 79 to 89.

This is the way they did it:

A, in arithmetic	97
A, in orthography	100
So-called "average scholarship"	98
Duties, 70, multiplied by two	140
Ninety-eight added to 140 equals	238
Two hundred and thirty-eight divided by three makes his so-called average	79
B, in arithmetic	68
B, in orthography	69
"Average scholarship"	68
Duties, 100, multiplied by two	200
Sixty-eight added to 200 equals	
Two hundred and sixty-eight divided by three make his so-called average	

OF RANK.

...seen that by this hocus pocus A is ... down from his actual general average of 89 to 79 and B is raised from 79 to 89, with the result that A, while placed on the eligible list, is robbed of his just rank, and, as if to add insult to injury, A's high general average mark of 89 is not only taken away from him but is given to B, and B's low mark of 79 is recorded as A's general average.

The excuse for these clearly illegal exactions is that so-called "duties" is said to be the most important part of the examination, and that hence extra weight should be given to it. But when an outsider chances to get this high mark in duties and wins a place on the list he is not ranked according to his real general average standing (as the law says he should be), but the favorite is given still another chance to get the prize by again giving extra weight to this same subject in figuring out what they have called the general average standing of contestants. If the outsider fails to get 70 in "duties" he is "dead," but not so with the sixty-day man who fails to get a real general average of 70. Oh, no; he may get nearly nothing in all other subjects than "duties" and a general average far below 70, and still win under the cunning ways for which the Chicago Civil Service Commission is "peculiar," as will presently be shown.

PRACTICE IS ILLEGAL.

The reason and spirit of the general average provided by the law is that every degree of proficiency in any subject of the examination should count something toward eligibility and add to the rank of the contestant, but under the practice described this is not the case. A contestant might stand 100 in arithmetic and 100 in orthography, and yet if he was marked only 69 in "duties" he would be held to be ineligible, although his general average would be 89 plus; while another contestant, getting only 70 in duties, 70 in arithmetic and 70 in orthography, giving him a general average of 70, would pass—one point gained in this so-called subject of duties overbalancing sixty points in the other subjects of the examination.

This, however, is a feeble illustration, for greater outrages are possible under these methods than have so far been told, as will be made plain. Some pet of the city administration is given the following marks:

In arithmetic	9
In orthography	11
In duties	100
Total credits	120
Actual general average	40

An outsider gets:

In arithmetic	98
In orthography	100
In duties	69
Total credits	267
Actual general average	89

HOW IT IS RAISED.

Under the methods which have actually been practiced until all the important places were filled, the general average of this sixty-day man, or other favorite, is raised from forty to a so-called general average of seventy, as follows:

Average scholarship	10
Duties mark 100 multiplied by 2	200
Total	210
Two hundred and ten divided by three gives	70

And having 70 in "Duties" and also a make-believe general average of 70, he passes; while the outsider is solemnly recorded in the books of the Civil Service office as having "failed."

The law says that the general average standing shall be the test of eligibility, but the above is a case where a candidate getting a general average of 89 fails and another candidate getting a general average of 40 passes.

The law says that excellence in the subjects of the examination, taken as a whole, shall be the test of eligibility and fix the rank of contestants, but this supposed case shows that under the methods described a candidate having an average of credits amounting to 267 fails to get on the list of eligibles, while another with a total of only 120 succeeds.

FAILURE OF FITNESS.

The law says that the capacity of candidates, as shown by their examination in the various subjects, shall decide their fitness for a place on the register of eligibles. Yet the above case shows that under the practice herein exposed an average in all subjects other than duties of only 10 wins, while an average of 99 fails.

Think of it! A total of 267 credits loses, while a total of 120 credits wins. A general average standing in all subjects of the examination of 89 loses, while a general average of 40 wins. An average standing, in all subjects except one, of 99 loses, while an average, in all subjects except one, of 10 wins. Think of it! And yet, I repeat, it was under just this kind of a method that nearly all the more important positions in the city service have been filled.

It has been a "heads I win, tails you lose" sort of a game all the way through. In some cases, if the favorite could not be counted in, or crowded in, even under such tremendous advantages as he has had, the examination has been called off, in order to give him another chance. The law's weaknesses have been utilized; ambiguous, illegal and senseless rules have been enacted; loose and adjustible methods have been employed.

...you a...

Examina...ons ... of law, been adver... ing no general circula... have been postponed fro... no general notice given of the ... Personal friends of some of the ... have assisted in rating candidate... questions have helped to make up... called "technical" parts of exam... The time given in which to comple... tain examination has been length... enable the favorite competitor ... through with his work. In some c... questions have been so dimly typ... as not to be legible. Public recor... been guarded as secrets not to be... except by those friendly to the su... the game being played. The law in on... important provisions—that of giving old... diers preference in appointments—has ... denounced by at least one of the per... sworn to its faithful execution as bei... "humbug and iniquity." Gross parti... has been shown. Public confidence has ... betrayed; and bluffed and bunkoed vic... of these illegal practices when asking ... justice have been answered by insults.

And these are some of the things ... are wrong with the Chicago Civil Servi...

W. H. M...

BACK AT MAPLE

Civil Service Board Contradicts the Grave Charges Made Against It.

AVERS HE IS CHAGRINED

Failure to Pass the Examination Said to Have Prompted the Accusations.

Members of the civil service board declared yesterday that the criticisms of civil service methods made by W. H. Maple in a communication to THE RECORD-HERALD are founded on Mr. Maple's disappointment at not having passed an examination for a city office three years ago. For two and a half years, it is said, the method on which applicants for office are examined has not been complained of by Mr. Maple, though the commissioners admit it was in use at the time he was examined.

"Maple now has a suit against us," said President Powell. "He is asking the courts to compel us to certify him for the office of superintendent of the shut-off department in the bureau of water. There is not a true statement in his letter, except that the percentage for passing an examination is 70 per cent. It is absolutely untrue that the resignations of the commissioners are required by the mayor before they take office to be used against them whenever they offend the mayor.

SAMENESS OF SYSTEM.

"Our system of marking is the same as that followed in the civil service of Massachusetts and by the United States civil service, two of the best systems to be found anywhere. We publish a list of the weights allowed to each part of the examination. Tests must be required for technical fitness, and it is two and a half years since the technical percentage was averaged with a weight of two against educational qualifications with a weight of one. Mr. Maple's criticism applies to a method that has been abandoned and to a board wholly different in composition from the present one.

"As for sixty-day men being favored, that is impossible now; I think there are not more than ten or twelve sixty-day men in the whole city service. Of course there may have been abuses of the civil service law in the past, but there are none now—the law is being enforced in spirit as well as letter. An efficient, honest civil service exists in Chicago."

"To me the charge that resignations are required from members of the civil service board seems ridiculous," said Commissioner Mack, lately appointed in place of John W. Ela, deceased. "Why, I did not even know that I was being considered by the mayor for the office and I had never spoke to him before my appointment."

CITY COUNCIL CONTROLS.

"Mr. Maple's letter charges us with having advertised examinations in newspapers of no general circulation, contrary to the law," said Commissioner Meier. "The fact is that the city council decided in what paper city advertisements shall be published; we have nothing to do with it."

Secretary Corcoran of the board produced the following figures showing the examination of the two leading candidates for the office of superintendent of the shut-off department in the water bureau March 19, 1900:

THOMAS A. RYAN.

	Per cent.
Orthography	100.00
Arithmetic	100.00
Educational average	100.00
Duties and technical skill, average	74.50
General average	83.00

WILLIAM H. MAPLE.

Orthography	100.00
Arithmetic	98.00
Educational average	99.00
Duties and technical skill, average	48.50
General average	65.33

In making the above "general averages," "duties and technical skill" are given a weight of two against a weight of one for "educational average." This method is complained of by Mr. Maple, whose letter gives the impression that the method is in vogue now. "It was under just this kind of a method that nearly all the more important positions in the city service have been filled," says his letter.

Under the system, all city offices are divided into eleven divisions. In the examinations for these offices, a weight of four to six, out of a total of ten points, is given to "duties and technical skill;" in other words, 40 to 60 per cent of the candidate's rating depends on the knowledge he shows of the special duties of the office he seeks to fill. For example, division 1, classed as "inspection service," has the following weights:

Penmanship	1
Spelling	1
Arithmetic	2
Letter writing	
Knowledge required for the position to	
Experience tending to qualify applicant	
position	
Total of weights	

Obvious[ly] would have pass[ed] ceived a mark a[t] cent minimum had a weight of only one been given to duties—had technical skill and special knowledge of the office been combined on an equality with the educational average. In the suit now in Judge Tuley's court Maple seeks to compel the civil service commissioners to certify him as entitled to appointment for the office. There are no legal decisions as to how the average shall be determined.

Pending the decision of the lawsuit the office of superintendent of the shut-off department is held by Mr. Ryan, who, according to Mr. Maple, was a sixty-day man in the office of H. O. Nourse, superintendent of the water department, prior to his examination and appointment. Mr. Nourse, it is said, conducted the part of the examination relating to "duties and technical skill."

SAYS THE RULE IS IGNORED

Clerk in Collector's Office Declares Merit Law Is Scorned.

City Collector Brandecker's office was declared to be a place in which civil service is not lived up to by William A. White, an employe, before the council committee on special assessments yesterday.

"Four years ago Collector Brandecker had all the hold-over men take civil service examinations," Clerk White said. "I have been doing exclusively special assessment work that should pay me $1,400, but I receive only $1,080. I was second on the list at that time, but was passed by for other men, who got the higher pay."

When the budget comes before the city council in committee of the whole this afternoon these and other matters relating to the collector's office are likely to come up.

Eight timekeepers in the water pipe extension bureau were dropped in the budget, a saving of $7,200.

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Chron

'CLOCK—ONE CENT.

"GRAFT" ON ALL SIDES

Red Leaf 131

City Heads Agree with Mayor on Dishonesty and Blame the Merit Law.

GRAND JURY WOULD ACT

Inquisitors Anxious to Secure Evidence — Reformer Defends Civil-Service System.

Every head of a department in the city hall excepting one to-day admitted that there was "grafting" by employes. Each declared he was powerless to remedy the evil.

These admissions followed a sensational talk given out by Mayor Harrison in which he charged that "petty grafting" and "wholesale grafting" were rife in the municipal departments. While the confession is openly made by the department heads that they are "helpless" the grand jury stands ready to take up cases at a moment's notice. As it is there is some talk of such an investigation and word was given out to-day by a city official that a city employe was soon to face the grand jury on a serious charge. According to the evidence the verdict in this case after it had passed through the court means a term in Joliet.

A declaration of the mayor that there is an obstruction in the civil-service law caused clamor for an amendment to the civil-service law which will delegate to the mayor or the heads of departments the right to discharge employes.

"Let the civil-service commission have the hiring power, but give to the city officials or the mayor the 'firing' power," is the concensus of opinion.

Lynch of the [illegible]—"I am thoroughly in [illegible] the mayor has to say [illegible]ness that is going on in [illegible] There is no question that [illegible]condition. We see it right here [illegible] own department. It is a temptation for some of our inspectors to accept or even to ask for bribe money and we have found cases where they have received it. In the last two weeks we have had to file charges against two of our employes for crooked work. They have dabbled in outside graft in connection with their positions on the board. All this talk about a business administration is defective. Do you suppose that any big merchant would be handicapped by a regulation such as we have to cope with? Any time one of his employes is going wrong there is no redress for him. He must go for the benefit of the business. There is no red tape. The way it stands the arrangement is a reflection on the city administration and will be so long as the condition exists."

Chief of Police Says Yes.

Chief of Police O'Neill: "Of course there is 'graft' in the city hall. But how are we going to put a stop to it when there are so many roundabout ways of doing things. The civil-service law is all right so far as it goes, but it should be better. Talk about 'graft,' don't you remember that during the World's Fair it was said that the policemen had to use valises in which to carry away the money. The Woodlawn district is a pretty hungry one now. As a matter of fact, nearly all the men in the detective bureau against whom there have been complaints are civil-service men. The best we have are the hold-overs. There should be a change in the law so that it would work as it does in Milwaukee. There the chief of police is under civil service and he need fear no politics or influence. A great part of the examinations for members of the police department here is a farce."

Blocki Explains Situation.

Commissioner of Public Works Blocki—"There is no doubt that there is graft in departments of the city hall and the mayor has certainly the situation well in hand. He knows the conditions better perhaps than any one of the city administration. He is also right about the civil-service law. There should be some change in it. We have had pertinent examples of some of its defects recently. There should be some way for the mayor or some one else in authority to discharge employes when it is rightfully suspected that it is for the good of the community. I have known of instances where people had sufficient evidence to bring employes before the grand jury, but they were not willing to endure publicity."

Nourse Makes Suggestion.

Superintendent H. O. Nourse of the water department: "I have repeatedly found 'crooked' work going on, but there has been a sudden stop put to it. There is only one thing about the civil-service law that I think should be changed and that is that laborers should be included with the others to be tried before the merit board."

Mayor Harrison repeated his charges and said: "Wherever there is a thing to be gained there is bound to be 'grafting.' But there is a remedy, or rather a relief. There should be some change in the civil-service law. How absurd it all is now! Here I can discharge any head of a department or I can discharge the whole civil-service commission and yet I cannot even dismiss a scrubwoman. The mayor should have the power of summary discharge. Let the mayor require department heads to give reasons for discharges but do not force him to go before the civil-service commission to prove up.

"I believe that the appointing power should have the dismissing power. The civil-service law is a great improvement and I merely offer a greater improvement. It is a funny thing that the people are willing to trust the mayor with big things but they will not trust him in little things. I alluded to just such conditions in my message of 1901. It is merely a business proposition."

Grand Jury Stands Ready.

The state's attorney's office and the foreman of the grand jury announced to-day that they were ready to investigate any charges Mayor Harrisons has to bring. In fact, it was hinted by members of the grand jury that if the mayor knew anything on which his statements were based he owed it as a duty to both himself and the city to go before the state's attorney with his evidence.

"The grand jury cannot act on suspicion," said Albert C. Barnes of the state's attorney's office to-day. "If Mayor Harrison has any evidence or any clew to evidence we would be glad to lay it before the grand jury. As a matter of fact Mayor Harrison says in his interview that he has suspicions as to 'grafting,' but is unable to prove the truth of those suspicions. He does not say he has any proof."

Members of the grand jury and others said it was the mayor's duty to tell the investigating body what he knew if he had any positive evidence. If the latter was

[Continued on Second Page.]

PRICE ONE CENT.

BIG BRIBERS

ARE RESPONSIBLE, MAYOR SAYS, FOR

GRAFTING

City Executive Declares Prominent Men Are to Blame for Corrupt City Employes.

SAYS MANY SHARE IN CRIME

Mayor Harrison this afternoon renewed his remarkable charges that the City Hall, with its governmental departments, is honeycombed with graft and grafters.

Amplifying the startling statement that he gave out last night and which is printed in full elsewhere in these columns, the city executive declared his eagerness to blaze a way to the suppression of all municipal corruption.

"In every governmental department where opportunity exists there is grafting going on," was the Mayor's emphatic indictment of the civic government.

"City inspectors and employes are human," added the executive. "There are black sheep and white sheep in all flocks of humanity."

Then he flung down the charge that it is the reputable business man—the man who stands high socially, financially and who perhaps is the pillar of a church—who is responsible for municipal corruption.

Begin With Reputable Man.

"There is where regeneration must begin," asserted Mayor Harrison, bringing down his fist on his desk. "It is the prosperous and 'respectable' business man who purchases the services of weak city employes and makes them black sheep! There's where the source of rottenness lies and no one can deny it!"

"If there were no bribe-givers, there would be no bribe-takers."

J sut what remedy must be aplied to rid Chicago's municipal government of ts grafting barnacles the Mayor is not yet ready to say. But he does promise that there will be efforts to bring about such a shaking up in the City Hall as will rid the municipal building of many of its grafting paracites.

The Mayor, in plain words, repeated his antagonism to the present civil service law. He is prepared, he asserts, to face any storm of criticism which may come by reason of his assertion that the power of summary dismissal should be vested in department heads.

"The people are ready to trust the Mayor with big things,but they willnot trust him with small things," he contended. 'I am entrusted with the traction problem, but I can't discharge a scrubwoman without a trial that takes on the features of a criminal prosecution."

With these as the dominant points of his statements the Mayor amplified every charge that he has made.

Graft Is Everywhere.

"In every department of inspection in the City Hall," he asserted, "grafting is going on to a greater or less degree; wherever opportunity presents it is prevalent—not only in the City Hall, but wherever municipalities exist, in private business, in the departments of the government. It is human nature. Human nature must be changed to eliminate grafting, both as to the rich and 'respectable' purchaser as well as the man who sells himself. In the meantime I am seeking to point out a way in which material improvement may be made in checking the grafting practices through the adoption of new principles of civil service.

Let the Mayor require department heads to give reasons for discharges, but do not make him go before the Civil Service Commission and prove up as though he were going to send a man to the penitentiary. A little amendment to the law would do the trick. It would pass in a minute if the papers would not cry, 'Don't tinker with civil service.' Either let us have real civil service or let us not blame a department head for things he cannot help.

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its being given the widest publicity.

"Wherever there is a bureau of inspection there may be found men who profit by failure to perform their duty in inspecting. Unfortunately other men who can profit by not having a proper inspection made will pay for noninspection. City inspectors are human; there are black sheep and white sheep in flocks of humanity of all kinds. There is temptation and the black sheep fall before it.

"In every department where opportunity exists there is grafting going on. It is human nature and nothing short of human regeneration will entirely stop it. That regeneration will have to start with the prosperous and 'respectable' business man who purchases the services of the black sheep.

"If any one thinks my remarks are confined to the city employes I refer them to the government.

"For months the papers have been filled with charges and counter charges of corruption in the postoffice department. And now it has cropped out in the management of Indian affairs. The City Hall is not worse than other public institutions. It is better. We fire a grafter occasionally. As I understand it the Federal Government doesn't.

Modify Civil Service Law.

"I am not proclaiming the existence of grafting as something new. I am seeking to bring about a modification of the civil service laws by which we may check it. If there is a clamor against tinkering with the civil service law I have nothing more to say except to ask in all fairness that the press and public refrain from jumping upon us for the things the law saddles upon us."

The Mayor's face flushed and he was becoming angry as he warmed up to the subject.

"I canot discharge a scrubwoman in the City Hall without a criminal trial, such as is held to send a man to the penitentiary." he declared. "The public is willing to trust the Mayor it elects with big things, but not with such minor matters.

"I have power as Mayor to discharge the members of the Civil Service Commission, and the heads of departments in the City Hall. Yet I may be convinced that a comparatively unimportant city employe is rotten to the core and is as crooked as a knarled oak and cannot discharge him without having evidence sufficient to send him to the penitentiary. He goes on in the even tenor of his way unless caught red handed with the goods in his possession.

"The situation is simply this—we cannot discharge a man or do away with a salaried job, either in the interests of economy or improvement of service, so long as the incumbent wants the job. When we have tried it the courts have placed the employes back on the payrolls. Look at Lieutenant Peter Joyce, for instance. We did away with a useless office of superintendent of construction in the Police Department and the incumbent went into court, forced us to put him on the payrolls and he is there yet.

Wants Power to Dismiss.

"What I advocate is a minor modification of the civil service law, providing that the appointive power shall have authority to dismiss. That ultimately carries the authority back to the Mayor. The department heads are in reality the appointive power, appointing employes from lists submitted by the Civil Servce Commission. The pont is raised that such an ncrease of power would be an awful thing if we were to elect a dishonest Mayor. When that happens greater affairs will go to the devil so quick that this matter of employes will be an unheard of bagatelle.

"Willing to trust its Mayor in great things, Chicago binds him hand and foot on questions of minor importance. As far back as when I prepared my message of 1901 I urged that the rght of discharging employes be vested in the appointive power as a means of checking abuses at the hands of lazy, incompetent or dishonest employes against whom it is often difficult to secure specific and overwhelming legal evidence.

When Graft Will Cease.

"How long would a railroad, bank or commercial system last under the conditions that surround the administration of the municipality of Chicago? How long would a newspaper last? Even newspapers have been known to have dishonest employes, but they drop them when they learn of it, without the necessity of legal impeachment proceedings. When the city of Chicago is able to do the same the spread of grafting will cease, but not before."

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his was the consensus of opinion given to reporters for the Chicago American to-day by public officials, men in authority in the City Hall, leaders of governmental reform organizations and business and professional men in every walk of life.

They acquiesce in all of the Mayor's startling charges that municipal offices are filled with grafters.

They admit further that positive, clinching evidence which might overthrow these tribute-gathering municipal employes is wanting—that there is not evidence sufficient to warrant prosecution in the criminal courts.

Mayor Harrison's charges of graft in all city departments appear elsewhere in this paper.

Big Grafters Are Known.

All the big grafters, the big wheels of the machine which exacts tribute and blackmail, are known.

Prominent citizens assert that the public is well informed as to the names of the "big fry" who get the blackmail "rake-off" from protecting gambling.

The men who control police protection in certain districts, and thus reap a harvest of graft, are known.

But, in such cases, too, these prominent Chicagoans admit that evidence sufficiently clinching is wanting to give assurance of successful prosecution.

The big grafters, they admit, are known; the little fellows—the ten-cent grafters—are yet to be found out.

Object to Changes in Civil Service.

They, with few exceptions, take issue with the Mayor in his claim that the civil service laws should be so altered as to vest in municipal department heads the power of dismissal of department employes.

This, if carried out, they assert, might, in the hands of an unscrupulous city executive, lead to a sweeping weakening of the civil service law.

County Judge Orrin N. Carter and Judge Charles M. Walker, the latter until recently Chicago's Corporation Counsel, stand with leading civil service reformers in insisting that hands should be kept off the merit laws.

Out of the Mayor's charges, however, many investigations are likely to result.

Foreman Edward T. Cushing of the grand jury now in session asserted to-day that he would discuss the sensational utterances of the city's executive with State's Attorney Deneen.

"But, if the Mayor talks merely on suspicion," said Foreman Cushing, "then he himself should begin an investigation."

Merit Law Defenders Firm.

Officials of the Civil Service Reform League stand ready to oppose any alteration in the merit law, especially those proposed by the Mayor so as to give department heads summary dismissal power. They cite one particular case, that of Street Superintendent Doherty, where the chief of the department has failed to act even after Mr. Doherty was declared removed by the Civil Service Commission for "gross incompetency." He has held to his post through a technicality sustained by the State Supreme Court. The charges were filed by an Alderman instead of a department head, as the merit laws require, and thus the Civil Service Commission's finding was held invalid.

Interviews gathered by reporters of the American as to the Mayor's charges follow:

Grafters Should Be Punished.

EDWARD T. CUSHING, Foreman of the Grand Jury—To say the least, Mayor Harrison's statement that the City Hall is a nest of grafters is astounding.

If the Mayor knows that public servants in the employ of the city are grafting it would seem that his duty would be to bring the matter to the attention of the grand jury himself. I cannot say at this time what the grand jury will do in the matter. When the Mayor of a great city comes out in a public statement and charges that public servants are engaged in criminal operations the situation should certainly not be passed over lightly.

I will confer with the State's Attorney regarding this matter and will be governed largely by his suggestions. If he deems it expedient that the grand jury investigate the charges made by the Mayor I have no doubt that it will be done.

It would seem to me, however, that Mayor Harrison should be more specific in his charges. If he knows of public servants who are criminals through grafting let him present his evidence to the grand jury and secure indictments. If he has given utterance to mere suspicion he should himself begin an investigation.

At any rate, if city employes are grafting they should be punished for the crimes, but whether or not the grand jury will take the initial step in bringing about an investigation will depend upon the advice of the State's Attorney's office.

next page

"GRAFT" ON ALL SIDES.

[Continued from First Page.]

lacking they thought he should institute a rigid search into the conduct of the various departments himself.

Investigators Desire Facts.

"If Mayor Harrison will come before us with his evidence we will take prompt action on it," said Foreman Cushing.

"He says he has suspicions of grafting," interjected another grand juror. "Well, he ought either to rigidly investigate them himself or give us a chance. He is too high an official for us to subpœna without our having something more than a suspicion to act upon."

It was rumored that Mayor Harrison had placed a large batch of evidence in the hands of Mr. Deneen before the latter left the city, but Mr. Barnes said he had no knowledge of any such thing.

Among the mayor's statements were the following:

"I know that there is 'grafting' in many departments in the city hall, but I am powerless to stop it.

"I know men in this building who are receiving 'graft,' in big sums, too, but I am unable to bring the proof required by the civil-service law.

"There is dishonesty in nearly every city office and in the eighteen months which I have left of my term I will make it pretty interesting for some city employes."

During the day there had been brought to the mayor's attention in various ways the talk about city employes mulcting the city and the people through the medium of their positions.

Harrison Gives Example.

"I am not blind," declared the mayor. "I know about all these things and perhaps a great deal more. I landed one 'grafter' some time ago, but he nearly thwarted my efforts by falling back on civil service. When I held up before him the possibility of his going before a grand jury and mentioned Joliet he asked for a chance to resign. He got it and left the city hall. Department heads cannot be blamed for this condition. They cannot discharge a man whom they suspect of wrongdoing. It is often a difficult thing to get this proof even if we know positively that it exists. That is one reason why I do not blame Dr. Reynolds for all the scandal in his department. If he had the power to discharge the men that do wrong I would hold him accountable."

The mayor also referred to the Gildea case and pronounced it a farce, "because of the way in which it is beng dragged out before the merit board." He called attention to the existing conditions in the police department and said that Chief O'Neill knew of many of his men who were "grafting," but that he was helpless when it came to bringing out the required evidence for dismissal from the force. He mentioned the board of local improvements and included in his charge every department that has inspectors. From the nature of their work, he explained, they are in a position to accept or demand bribes. The executive declined to disclose any plans he has for getting after the "grafters."

Views of Attorney Starr.

Attorney Western Starr of the Civil Service Reform league said to-day:

"The present civil-service commission has inherited from its predecessors an idea that the body is organized to sustain departments and it is doubtful if a single case could be shown in the entire history of the board in which the department has not been sustained where a shadow of possible excuse for sustaining the department could be developed in the evidence procured. If the heads of departments had a subconscious impression that the chief executive was inflexibly set against the vermin of the city hall the heads of departments would be very slow to justify or protect delinquencies in subordinates. When, however, chiefs of departments transparently and in open view of subordinates issue orders in direct violation not only of the spirit but of the letter of the civil-service law, it is not to be wondered that the subordinates themselves are indifferent and lax in their devotion to the law. This indifference finds expression not only with reference to the civil-service law but also with reference to the discharge of their duties. There is scarcely a man employed in the city hall who does not know of direct violations of the civil-service law, and indirect violations of the law, abuses of the law, instances where the law has been made the instrument of abuse, persecutions, annoyances of employes are matters of common knowledge.

[illegible] the earlier [illegible] merit system in Chicago; it is a fact that most of the present incumbents hold positions which are the result of purely farcical examinations, and it is also well known that some of the most important positions in the city service are held by men who are utterly incompetent to do the work and discharge the duties they are expected to perform.

"The 'grafters' and the incompetents in the city hall and in the service of the city are, as a general thing, the product of the older examinations. Instead of changing the civil-service law, the rules of the commission might be modified in a way to avoid most of these difficulties. The commission makes its own rules and in the main these rules are just and equitable, but there should be something more definite in standardizing examinations requiring technical knowledge.

"The mayor is quoted as saying that we can never have decent public service until we give the department heads the power to discharge employes summarily. This is a return to the spoils system, and this was the system of which the people repudiated by a vote of two to one. If the people had not been educated to mistrust partisan leaders and sincerity of political chiefs in a disposition of public patronage by the spoils system they might have confidence that the head of the department, even without civil service, would only 'discharge summarily' for cause and not for the good of the party or the good of the boss.

"The civil-service law could be improved by amendment, but not in the direction of relaxation. On the contrary, it should be more stringent in some direction, notably, by eliminating the 'rule of three,' by which, on a requisition from the head of the department, the commission certifies three names from the top of the eligible list, from which three the head of the department may choose one."

"There are men on the eligible list whose names have been sent down a number of times as 'one of three' and who still are awaiting an appointment. It is suggested that positive proof is required by the civil-service commission in support of charges. The civil-service commission has a mixed character, in that its functions partake of those of a court and those of a jury. It is judge both of law and fact and with certain limitations is supreme and final in its determinations. This power should be strengthened, this independence should be fortified and guaranteed and with the civil-service law just as it is, with the civil-service commission absolutely independent and with the heads of the department in sympathy actually and not ostensibly, with the civil-service law, with the mayor determined to produce results designed by the law and demanded by the people, the vermin could be driven out of the city hall without great loss of time and with great advantage to all concerned."

Accuse May of Evasion.

The civil service clerks in the special assessment bureau office, who were discharged a week ago on account of the shortage in the funds, accuse Superintendent John A. May of that bureau with evasion of the civil service law and with favoring and bowing to political influence to keep four holdover clerks from being discharged. This, they say, if allowed to pass unnoticed by the civil service commission, would give the holdovers the preference over the civil service employes discharged when the time for reinstatement arrives. The commissioners have been informed of the alleged state of affairs by the discharged clerks, who desire that Superintendent May be instructed by the commission to notify that body that he has laid off the holdover clerks. The clerks allege that the superintendent in failing to notify the commission has evaded the law and is permitting political favorites to still be left in the position, so far as the commission has knowledge, of being still on the pay rolls. The commission has taken no action in the affair as yet.

Examination Methods Criticised

The Mayor Misrepresents the Merit Law.

Mayor HARRISON could hardly have expected that anyone who was familiar with the civil service law and its workings would be deceived by such an interview as he gave out for publication yesterday. But as he has yielded again to one of those fits of petulance over the merit system which used to be so common with him, and as the public may be misled by his somewhat plausible statement, it is desirable that it should not go unchallenged.

First we have the assertion that "if the civil service law did not exact conclusive proof of wrongdoing by an official the ax would swing on many unworthy necks." But the civil service law provides simply that "no officer or employe in the classified civil service * * * shall be removed or discharged except for cause, upon written charges and after an opportunity to be heard in his own defense;" that the charges shall be investigated by the Civil Service Commission or its appointee, and that the finding shall be enforced. Nothing is said as to the kind of cause or the degree of proof, and the truth of the matter is that the chief trouble now is due to the failure of the administration to bring the charges.

The records do not show that in his consuming desire to get rid of the "grafters," who he says are so numerous in the city's employ, the mayor has made consistent and strenuous efforts to test the working quality of the law. He has betrayed none of the zeal in this regard that he exhibited when he was encouraging his proteges to break through the promotional rules. Let him give the commission a chance. Let him or his heads of departments appear as accusers and see what will happen. We are very certain that there are kinds of graft which they could reach without any trouble at all, such for example as appear in the case of employes who slight their work and are strictly reliable only on payday. By taking action and trusting to the good judgment and discretion of the commission the mayor might prepare a pleasurable surprise for himself and a painful one for the grafters.

A second point which demands notice is brought out in the theory that the law actually leaves the head of a department without any influence whatever over his force. That also is a vain thought which should convince no one. The law will not prevent an active, energetic, competent and conscientious man from making his authority felt, though it does permit officers of a different stripe to wink at delinquencies.

While, therefore, something might be said for the power of summary discharge, it is not advisable to talk amendments until a greater sympathy is shown for the statute as it stands by those who are subjecting it to insincere criticism. It should remain without the change of a letter for some years yet, and meanwhile the mayor should get after the time killers, the incapables, the swindlers who neglect their duty and violate their obligations for pay. They are the natural beneficiaries of a spoils system whom a merit system will not shelter.