

## The Business Value of the Merit System

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### Useless Jobs Abolished

The city of Akron, Ohio, adopted the merit system. City employes who had been appointed without test of fitness were required to pass qualifying civil service examinations to retain their jobs. A large number of the politically appointed failed in their qualifying tests, and the politicians *then* found it possible to leave one-third of these positions vacant, at a payroll saving of \$29,800 the first year.

### Insurance Rates Go Down

In a mid-western city the police department had been well administered under a civil service law for some years. When the local political machine attained power at a recent annual election, the police department was soon demoralized through lack of enforcement of civil service laws. Vandalism increased to such an extent that the business district insurance rates on plate glass increased by 150 per cent.

### Honesty

The United States Postal service is largely under the merit system. Clerks, inspectors and carriers are all merit men. Political appointments have been limited for many years to *postmaster-ship* positions. There have been few arrests for embezzlement among the thousands of rural and city carriers who are

selected under the civil service law. But among the 14,000 politically appointed postmasters there were 136 arrests in 1935 alone. Investigation of character and fitness conducted under civil service rules assures a higher standard of honesty.

### Unnecessary Positions Eliminated

Although the State of Maine appropriated only \$5,000 for civil service administration upon the first adoption of the civil service law, the first annual report of the Main Bureau of Personnel stated that it had been found not only possible but practicable to reduce the number of employes in various state departments. One hundred and eighty-six unnecessary positions were eliminated during the first year resulting in an annual saving of many thousands of dollars.

### Public Works Without "Pap"

In the city of St. Paul, Minnesota, the Commissioner of Public Works reported that following the elimination of political employes in his department, a 50 per cent budget cut had been affected although departmental activities had increased 50 per cent.

### National Defense

When the national defense appropriation bills were introduced into Congress in 1940, an amendment was of-

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