

# The Business Value of the Merit System

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ferred "to expedite the national defense program," by providing that all civilian employment thereunder might be made without regard to civil service law and rules. Certain Congressmen argued that this would enable military leaders to avoid "delays incident to civil service red tape," and also insure that no fifth

columnists were employed. Military leaders themselves appeared in person before the Committee, requested that the amendment be stricken out and that all employment should be made pursuant to civil service law and rules. They explained that they were able to get 24-hour service from the Civil Service Commission; that the background of eligibles was being thoroughly investigated and that they feared for greater delay if politicians were to wrangle over patronage appointments under the defense appropriation. At the request of the President and the military leaders, the amendment was stricken from the bill. They recognized the value of the merit system in the emergency.

## Chapter News

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ably from year to year, (4) it is in accord with the concept of a retirement provision as a charge for depreciation of the employees' faculties, for it places a proper portion of the charge on each year responsible for the depreciation.

The chief objections raised to the actuarial reserve plan are: (1) it is more complicated to administer, (2) the operation of a large reserve fund offers opportunity for mismanagement, (3) substantial contributions by the governing body are required sooner and in larger amounts than would otherwise be the case, argued particularly as to actuarial reserve plans which do not make allowances for withdrawals from service in determining actuarial liability.—(To be continued)

### Cincinnati vs. Cleveland

In 1938 an investigation by the Citizens' League of Cleveland compared personnel costs of waste disposal in the cities of Cleveland and Cincinnati. The cost of waste removal in Cleveland was \$7.94 per ton with 488 employes on the waste disposal payroll. In Cincinnati waste disposal cost \$3.98 per ton with only 214 employes. The collecting systems were found to be the same and the area and street mileage almost identical. Topographical conditions and density of population favored Cleveland, which disposed of only 98,250 tons of

### What You Can Do

You can talk and preach the merit system.

You can tell your Mayors and Governors and Legislators that you want the merit system.

You can stimulate your local civic groups and associations into activity for the merit system.

## Krauger's Lunch

Frank Krauger

In the State Office Building

Salem, Oregon