

as sound organization, modern procedures and mechanized equipment can make it.

Cities can afford to pay current wages only to able-bodied, able-minded and well trained men and women. "Fewer and better" is the policy which intelligent city management must apply to its personnel problem. This means, among other things, that there must be better methods of personnel selection, higher standards of admission and more and better in-service training.

The efforts of good employees are often thwarted by bad organization. Unwieldy boards and commissions, divided responsibility, the absence of trained and experienced supervision at the right spots, are costly errors to be found over and over again in city governments.

Progressive private industry has been meeting the problem of higher wage scales by increasing the productivity of the individual employee. It has given him a better machine or installed streamlined procedures which multiply the results of his effort.

This comment applies, of course, to all levels of government.

Peace is different from butter and lamb chops. The more people want it, the more there is to go around.

The man who doesn't read good books has no advantage over the one who can't read them.

It is all right to think before you speak, but don't go to sleep while meditating.

Better to wear out than rust out.

Dr. E. Boring

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