New Yorker Says It Is All Wrong and Worse Than Oldtime Spoils System.

CLERK HUMAN VEGETABLE

Man Who Works in Department for 50 Years and Proud of It Only

Worthy of Pity-Roasts

BY LLOYD F. LONERGAN. NEW YORK, Dec. 19.—(Special)— Comptroller Herman A. Metz, who recently electrified officeholders by adding an bour to 'he daily labors of each and every one of his employes, is engaged in a new crushde. He is trying to keep young men out of political office and advances many striking arguments to support his contention.

Metz Not a Politician.

Mr. Mets is not a politician and admits it. He is a successful business man and resident of a manufacturing concern which owes its development his energy and industry. His amusements are politics and the study of Dickens, and he has probably the finest and most expensive collection in

existence of the English author's work.

The comptroller has finally been convinced that off cholders are the best paid and most as less class of employes in the world. When he took charge as Edward M. Grant's successor, he found that city workers were supposed to Tabor from 5 A. M. to 4 P. M., with an hour for lunch. On Saturday everybody, disappears at noon.

Regular Watchman's Clock.

It didn't take him long to discover that the 2 o'clock regulation was sel-dem observed, while the men generally "hear the clock" at the other end of the day. In the course of time, how-ever, he induced most of them to obey the rules, although it caused a lot of

Now he has added to his unpopularity extending the working day until

'A man who has a decent set of brains in his head has no business in a municipal clerkship—nor in a state or Federal clerkship, either," says Mr. Metz. "Nobody but a lazy man or a man without ambifion would try to get one of these life positions. If they do get in they ought to be made to work so hard that they will be glad to get out and do something for themselves."

Civil Service Wrong.

The Comptroller is convinced that the civil service system is all wrong, and, in fact, is much worse than the spoils

There is no puture in it for a young man," he announces, "A clerk may work as hard as he pleases and show all kinds of satelligence, but he cannot get advancement on that score. He must wait until the stupid old clock watcher nead of him is moved up a peg, and that may take years.

Whole System a Narcotic-

"The smart young fellow is unable to hurry it any. Why, the whole sys-tem is a narcotic that drugs the am-bition of everybody who becomes a watchers, with every incentive to be as lazy as possible.

ns lazy as possible.

"Now, in my private business, I will not have a thur clock in my office. I do not care anything about office hours. I do not care what time a man is at his desk, or what time he quits. All I want is results.

"If one of my men came to me and asked for a day off I'd fire him.

"He should know himself whether or not he can take time off without bothering me about his particular job than I.do. That is what I pay him for and I don't care when he goes fishing.

and I don't care when he goes fishing, so long as he gets away with his work, But if a man will insist on putting himself in the class of day laborers— if he is contented to be a dub—you have to make him ring a time clock.

Salaried Men Are Cowards.

"I have no use for this kind of a fellow, particularly if he is young, and I make it as hard as I can for him. "The trouble with salaried men is that they are cowards. They are afraid to take responsibility and are always try-

ing to put it up to somebody else, and I will not have that kind in my business if I can 'get onto' them.

"As soon as I find a man is running to me with What shall I do about this, Mr. Meta? or bothering me or the man just above him with details, I fire him. And the result is that every fellow in my business office feels his responsibility and has the perve to carry it on his own shoulders.

Keep Out-of Public Service.

Now, you cannot get this kind of a spirit in a municipal department run by civil service rules, and that is why I ad-vise every young man to keep out of the public service if he ever expects to be

anybody.

"And for the same reason I advise him to keep out of the big firms. I don't know why it is, but every young fellow wants to work for a big concern.

"It sounds fine to tell about, maybe, but there's nothing in it. Let him start in young with a small concern and grow up with it. Let him begin as an office boy and pull off his coaf, and get his hands dirty, if he has to, but let him learn the business from the ground up.

No Office-Boys Any More,

By the way, did it ever strike you that there are not any good office boys any more? I mean nervy little chaps, who will come for three dollars a week and make themselves part of the business. You might almost say that there are not any office boys at all, nowadays. "If you advertise for one, you get a whole flock of hulking IS-y-ar-olds with high collars and college clothes, who think they are worth six or eight dollars week, when they are not worth their

They are too old to be office boys and ing and callow to be anything else.

Blames School System. The school system is to blame for

fancy shirts. What good is he when he

Not Enough Trade Schools.

"There are too many high schools and not enough trade schools. The city is filled with small-salaried, discouraged men, afraid of their jobe, who, instead of being mediocre clerks, ought to be good self-respecting carpenters, plumbers and electricians. And they might have been if the city had wiped out two-thirds of the high schools and made the pupils put in the four years learning how to do something to make themselves independent of clerkships. There are too many high schools and

Human Vegetable.

"Why, there is a man in the Finance Department, with brains enough to have been a success, and he has plugged away

been a success, and he has plugged away there for 52 years, and the pathetic part of it is that he is proud of it! Proud of being a human vegetable!

"I have no use for the chap who has brains but is looking for a soft berth where for the rest of his life he will not be expected to think. He will never make a good routine man with that idea in his head. I wouldn't have such a molluse in my own business, and I don't see why the taxpayers should have him in theirs.

in theirs.

"With the present condition of affairs, it is no wonder that New York with the rest of the country is full of men who complain that they cannot get along, and that they have no show nowadays. "They have good manners and a gentleman's education, but they cannot seem to make good. They fail to understand that it is special training, and not general culture and boiled shirts that make a man valuable. So the poor devils try and keep on trying to make punctuality and neatness and regular habits and all the other cheap virtues pay a dividend."

Mr. Metz started in life with practically nothing. He is now worth considerably over \$1,000,000. In view of this, his "Tips to the Poverty Stricken" possess a good to the Poverty Stricken" possess a good deal of interest.

CALIFORNIA FIGHTS RATES

(Continued from First Page.) traffic officials the necessity for withdrawal of the proposed rates."

Detriment Not to Pay More.

A formal statement of the reasons for its action issued by the executive

committee today is as follows:

Primarily the California co-operative mass meetings will be for the purpose of demonstrating to the transcontinental railroads and to the United States that the people of California have no intention of paying the increases of freight rates which it is preposed to put into effect January 1. The shippers' executive committee has seriously questioned the advisability of spending more than the cost of the state government, a sum estimated at \$10.060,000, because the railroads have concluded that they require additional revenues. And in the action which has been taken the executive committee has the approval of the growers, shippers and business men of the entire state.

Our sub-committees are already at work in Los Angeles, Freeno, San Diego, Bakerwfield, San Luis Obispo, Santa Barbara, San Jose, Watsonville, Santa Cruz, Stockton, Modesto, Henecia, Vallejo, Santa Rosa, Petaluma, Sacramento, Maryaville and Chico and meetings will be held on rate day, December 30.

Will Invoke Every Force. committee today is as follows:

Will Invoke Every Force.

It is worthy of note that every member of she sub-committee in every city is a man who is pecuniarily interested in this matter, an orchardist, grower, broker, shipper or business man. Our plans have been formulating for weeks and are now perfected. The organization extends from one border of the state to another and it will work as a unit under the direction of the executive committee.

The committee at this time does not care to divulge its complete plans. Suffice it is may that the business men of the state propose to invoke every force at their command to resist these projected increases of resight rates and in involving these forces they have the unstitude co-operation of the individual consumer, who, the railroad officers themselves have admitted, must pay this \$10.000,000 tax. They have the inclination, the organization and the money to fight this case on any ground, under any auspices, in the courts or before the luter-state Commerce Commission.

Favors Government Steamers

The committee has other plans which, if adopted, will, it believes, have a salutary effect on the action of the traffic men in deciding this special question. There, perhaps, will be no objection to saying that rather than to pay this \$10,000,000 to the transcentinental ratiroads, the shippers of California will encourage the Government in establishing frateclass ateamer service on the Pacific, as it has done on the Atlantic to the Isthmus of Panams.

It is the height of folly for the ratiroads to plead poverty and at the same time to leave the settlement of this question entirely to themselves. If in their opinion the traffic will bear it, the advance of rates will be made and we apparently are to have the traffic will bear it, the advance of rates will be made and we apparently are to have no recourse in the matter. This is unsatisfactory. If, as has been said, the railroads have steadily lost income, the shippers of California who have been asked to make up the deficit demand to know and propose to know what the deficit is, and in what instances and to what extent the earnings of the railroads have been impaired.

Roads' Earning Power Greater.

It is common knowledge that certain economies, such as the reduction of grades and curvature, the improvement of roadbed, motive power and equipment and the adoption of cheaper fuel have greatly lessened the cost of maintenance and operation of the railroads. Their earning power on the other hand has been greatly increased by the increases of minimum shipments and the development of California's trade with the commensurate development of the volume of traffic. The anti-pass law and the abolition of rebates have both served to enrich the railroads. Their published statements of earnings show that their incomes have not been seriously impaired. While it is true that working forces have been reduced and a great saving made as a result of this. It is futile to suggest that the money item involved is at all comparable with the increase of carnings. It is safe to say that the savings by the reduction of working forces does not represent more than a small percentage of the increase of earnings. Boads' Earning Power Greater.

ANNOUNCEMENTS.

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F. E. Beach & Co., Pioneer Paint Co., 185 First st. Phones Main 1234, A 1334. D. Chambers & Son, opticians, 321 Morrison, cor. Sixth, are the best

ABOUT LUMPS IN WOMAN'S BREAST

"Lumps in the Breast Sure Death."

Dr. S. R. Chamley, the acknowledged authority in America on Cancer, says in his book on cancers and tumors cured without knife or pain, that any lump in woman's breast is cancer. The book teaches that any tumor, lump or sore on the lip, face or anywhere six months is cancer. The Doctor offers sign of the fails to cure any cancer he treats before it poisons deep giands, and charges nothing until cured. Strictly reliable; no X-Ray or other swindle. The book is full of ministers', doctors' and millionaires' testi-monials, many of them right here. The "The school system is to blame for this," added the Controller energetically, and it is of interest to note that for several years he was a member of the Board of Education. "There are too many high schools, and they are turning out regiments of incompetents. Common school education without frills is all a boy needs to succeed in commercial life. "He ought to go into business at 14 to fit himself for even a clerkship at 18, and yet he is encouraged—no matter how poor he is, to spend those four years in high school acquiring a taste for neckties and

NIGHT RIDER WIL

Ferhinger to Make Complete Confession of Ranken's Death on Stand.

KNOWS NAME OF EVERY MAN

Witness Was Present at Hanging and State Will Corroborate Evidence-Colonel Taylor Recites His Terrible Experiences.

UNION CITY, Tenn., Dec. 15 .- When court adjourned this afternoon until Monday the state had nearly completed its case against the eight alleged Night Riders, now on trial for the murder of Captake Quentin Ranken.

Knows Every Man's Name.

On Monday it will put Frank Ferhinger on the stand. He was one of the Riders, it is said, and has made a com-plete confession. He says he was pres-ent when the murder was committed and knows the name of every man there.

After Ferhinger's testimony the state will merely fill in with corroborative evidence. The defense will depend solely upon alibis and for that purpose has summoned nearly 100 citizens of the Reci-foot Lake district to testify as to the whereabouts of the indicted men on the night of October 9.

Warns Ministers Not to Comment. Following his caution to the press yesterday not to print the testimony.

Jones cautioned the ministers of the churches not to refer to the cases in their ns Sunday, since a juror might be

The first witness today was Colonel R. Z. Taylor, the companion of Captain Quentin Ranken on the night of the mur-der. Colonel Taylor is 85 years old and a Confederate veteran and a wealthy man-Colonel Taylor and Captain Ranken went to Recifoot Lake to lease some lands They drove over the property and return-ing to the hotel left orders for horses the day following. Then they retired.

Saw Ranken Murdered.

Colonel Taylor was awakened by Ward's call and the same instant a rear window of his room was raised. Two pump guns were thrust in, followed by two black masked heads. Not a word was said until the leader of the band entered the room by the door. The Night Riders separated Taylor from Ranken and Taylor did not see Ranken from the time they left their room until he saw They told Taylor they proposed to kill

Shoot Into Air.

Then one of the riders fired a shot into the body of Ranken, even as he pleaded for life. Instantly a fusilade came, most of the riders, however, shooting into the

Taylor turned to his captors and said: am tired, gentlemen; let me sit

When the night riders reached the forked ash tree on the bank of the slough they halted Taylor and marched Ranken to the toot of a tree. The rope was adjusted and thrown over e fork, then some night rider said: "Give him time to pray." "I have attended to that," was Ran-ken's quiet reply.

Hears Muffled Plea.

Some one of the masked band seized the rope and drew Ranken up. The tree was inclined a trifle and they raised the body until the toes scarcely touched the ground. From the lips of the swaying figure came the muffled You are choking me, gentlemen. I

pray you to let me down." Taylor crouched to his knees, ready to spring, waited until the guns were empty, then when the firing stopped he jumped into the waters of the slough, instantly the firing was resumed. Taylor dived, but heard the bullets striking the water. He swam under water to a big log. He did not know whether it was fast or not. He knew if it were Are all marked down in price nearly half loose that when he grasped it for sup- at Le Palais Royal.

port it would splash and his life would be forfeited. But he was exhausted and fainting and had to take the risk. Endures Terrible Experience.

the bank came cries, yells and From the bank came cries, yells and shouts. Silently he swam to the log-reached for it, and it was fast in the slough. He was safe. The bullets struck the log like hall in a storm, but gradually they ceased. For two hours this aged veteran of many battles lay in the water, grasping the log, and when all sounds had ceased he swam to the opposite side and took to the woods. He wandered all day, following a course marked by the moss, which he knew was heaviest on the north side of the trees. His eyesight began to fail, and he suffered fearfully from thirst. Then he imagined that he saw masked men in every thicket.

Taylor realized that he was suffering from delusions, but his experiences had been so frightful that he could not control his feelings or dispel the hallucinations. He hid in the camebrake until Wednesday. when thirst drove him out and into the arms of his friends.

Pleads for Friend.

Just before the Night Riders killed Ran ken, Taylor said:
"Gentlemen, I am an old man. I cannot expect to live many years more. By killing me you will not be cheating me of much. But Captain Ranken is a young man, with many years before him. Do not buil him."

The leader curtly replied: "Shut up." The leader curtly replied: "Shut up."
The aged witness made a most profound impression. At times his emotion mastered him, and once he half turned, dropped his head into his hands and sobbed audibly as the scenes of that awful night passed again before his eyes. The old gentleman was asked only one question on cross-examination; "Did you recognize any of the Riders positively the night of the crime?"

RULER TALKS LIKE POET

He did not.

Prince Nicholas Has Bearing of Warrior in All Save Speech.

LONDON, Dec. 19 .- The Daily Mail's Cettinie correspondent telegraphs an interview with Prince Nicholas, the ruler of Montenegro, in which he is described as a picturesque figure in native dress, with a pistol in his belt, looking like a warrior and talking like a states-

nan or a poet.
Prince Nicholas spoke bitterly of the dashing of the Montenegrans hopes. He said that one day the Slav ambitions would be realized, and that the prov-inces they had conquered would be restored to them. He declared that only the cession of this territory would sat-isfy his people's needs. He had undertaken to restrain his people until the international congress determined their

"If this last hope falls," said he, "I must make a great sacrifice. I know the small chance we would have in war, but we would rather end our five hun-dred years of glorious independence in battle than die a miserable, lingering

The Prince intimated that he would be satisfied with the possession of Spezzia and the granting of autonomy

ORDER DENIED ADDICKS

to Bosnia and .serzegovins.

Wants Receiver Restrained From Transferring Deed.

TRENTON, N. J., Dec. 19.—The United States Court today denied the application of J. E. Addicks, of Delaware, for an order to show cause why an injunction should not be issued to restrain Receiver J. N. Rice, of the Arizona Smelting Company, from transferring the deed of the property to E. S. Hawley and Thomas Ackerman, Mr. Addicks based his application on the ground that he had a \$1,000,-000 contract with the Bluebell mine. The sale of the concern by the re-ceivers to the new owners was made on November II in Arizona. The purchase price was \$200,900. The deed will pass on Monday to the new owners of the com-

Indorses Fleid Meet.

WASHINGTON, Dec. 19 .- Indorse of the invitation to the Government of the Of the invitation to the Government of the United States from Austria-Hungary to participate in the first international shooting and field sports exhibition was sent to Congress today by President Roosevelt. Secretary Root has recommended that Congress appropriate \$250. 000 to enable the United States to accept

LADIES' SUITS

Governor-Elect Shallenberger to Sit on Lid.

WILL BE NO STORMY TIMES

Days of Populism Not to Be Repeated-Favors Bank Guaranty Bill, but Opposes Unlimited Liability Feature.

LINCOLK, Nob., Dec. 19.—(Spe-al.) — Governor-elect Shallenberger cial.) - Governor-elect talks frankly of his plans, and what he says gives reasonable assurance that there will be no repetition of the stormy times witnessed during the Populist incumbency of the Statehouse in the early Mr. Shallenberger believes in carrying out platform pladges, and some of these are a little radical, even for

conservative action.

Mr. Shallenberger has outlined his attitude on bank gusrante titude on bank guaranty, a plank which was made prominent in the Democratic state platform, and which cut an important figure in the campaign.
"I shall be opposed to the unlimited liability feature,' he said, "believing that every banker is entitled to know what he will have to pay; and that ordinary business prudence demands that he should know. The liability ought to he should know. The liability ought to be fixed and definite in the form of a tax sufficient to provide absolute se-

He is understood not to favor the Oklahoma law in its entirety. Some flaws, it is understood, have been shown him in that state's ensetment, and he will try to have the Nebraska Legislature steer clear of these defects. On this feature he said:

"The experience in other states is not the best guide for use in Nebraska in framing a guaranty law or miscellan-eous banking legislation."

INSURGENTS HOPE TO WIN

Expect to Change House Rules. Democrats Shy of Alliance.

WASHINGTON, Dec. 19.—The insurgents against the present House rules are leaving Washington for their homes, jubilant over the progress that they have made in stirring up an insurrection in the Republican ranks. They will tell their onstituents that before the end of the ession the rules will be amended. One of the insurgents expressed himself today as certain that at least one change will be made in the rules. He said that he believed there would be no opposition to it at a Republican caucus. That amendment would provide for a day each week for the call of committees of bills on the House cal-endar and on the Senate calendar, Some of the optimistic say this is all that is necessary to get relief from the present rules. A call of the committees would enable the committee to get be-fore the House all of the important bills of the various kinds it has urged and would relieve the Speaker of lia-bility to charges of preventing legislation which was demanded by the peo-Intion which was demanded by the peo-ple. Inasmuch as the House would have an opportunity to pass on the bills in the course of a short period, surely during a session of Congress, the packing of a committee against a bill would have no other effect than the influence of the opinion of its members upon those who had not in-vestigated the subject thoroughly. vestigated the subject thoroughly.

It is acknowledged by some of the leaders of the insurgents that the only of amending the rules lies in the action of the minority. Ever since Congress convened, emi-varies from the insurgents have been in conference with the Democrats. The new minority leader, Representative Champ Clark, of Missouri, does not feel him-Congress convened, em self justified in binding his party to any programme until he sees how the Re-publicans will line up. He objects to forming an alliance with the insur-gents, which he fears may eventually be broken when the majority of them might recognize they are losing and "leave the Democrats holding the bag while the Republicans would get all the

The minority is willing to stand for an amendment of the rules, it is understood, in accordance with the platform of the -no matter what kind of a suit you buy, you get a pair of trousers free

> During the festive season, one often feels the need of a black suit. In fact, a black suit is a requisite of every man's wardrobe. It is appropriate for almost any occasion. Frequently a black suit becomes useless, because the trousers are a bit shiny, frayed or worn. You see, then, why an extra pair of trousers comes in handy. You will always look neat. It is also dress-suit time, and no better line of evening clothes can be made than ours. Even here, an extra pair of trousers is included. Then, again, perhaps you have just concluded that a new business suit is due. No place like the Columbia shop for that. Here, again, comes in the free-trousers proposition. And all are made in true Columbia fashion and style.



Denver Convention, but it would like to get just as much credit as possible for the reforms.

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