

Trying Out the MAN WHO WOULD BE "COP."

Requirements Are Strict for the Job of Walking a Portland Beat.

If you stand 5 feet 7 inches in your bare feet, weigh no less than 140 pounds, have a minimum chest measurement at forced inspiration of 35 inches, have perfect eyesight, perfect hearing, can detect colors, have a chest expansion of not less than two inches, have no disease, have a chest measurement greater than your stomach measurement and are between the ages of 25 and 50 years, you have the first qualifications for a position on the Portland police force.

But that is not all. In addition to passing this rigid physical examination you must be able to run 100 yards in 15 seconds, must be able to make a good showing of personality before a jury delegated to pass upon that part of human makeup, must pass a severe written test involving questions of law, law enforcement and a number of subjects taught in the elementary and academic courses in the public schools. And on top of all this you must have a spotlessly clean record, good judgment and executive ability.

Probably no other city in the country is as strict in the selection of policemen as is Portland. When you see a bluecoat walking the streets here you know at a glance that he is a man who has measured up to all the requirements mentioned above before he secured his position and that his presence in uniform is no longer due to the political game which is the principal feature of the system of selecting policemen in many of the cities of the country.

Portland police are selected by competitive examination conducted by the Municipal Civil Service Board under strict rules and regulations outlined by the board in advance of the examination. After the examination is held all of those who pass are given a rating on the basis of 100 points and are placed on an eligible or waiting list, from which all appointments are made as vacancies arise in the department or additional policemen are needed.

It is not possible to get on the force unless this examination has been passed unless the list of eligibles is exhausted, in which event temporary appointments can be made by the Mayor until an examination has been held and a list secured. In making appointments the appointing official is required to give the job to one of the three men at the top of the eligible list when such a list exists and it is a rare occasion that there is not such a list.

In the police examination business as conducted by the Civil Service Board in Portland many are called but few are chosen. In an examination held recently, there were 357 applicants and out of the number about 35 per cent failed to pass the first physical examination. Others were dropped out in the racing events held to test the speed and endurance of the applicants and still others were dropped when it came to the test of personality, considering past records and checking up on education.

In all it is figured that less than 20 per cent of the men who entered the race for the police eligible list got through, the majority being dropped for physical reasons, being out of proportion in one way or another or having some defect that would militate against their ability as good policemen. Of the 20 per cent who pulled through it is probable that half of them will get positions. The half that is appointed will be at the top of the list, which means that the department will get the very best of the men who competed in and passed the examination.

The recent examination required the

attention of the Civil Service Board during the greater part of a week because of the large number of applicants and the care with which the examination had to proceed. The services of experts in all lines were required to judge the men.

The first part of the test was the physical examination, which came first because it is in this that the majority of men fall short. All the applicants reported at the City Hall at the beginning of the week and were escorted into ante-rooms to await examination. Three physicians detailed by City Health Officer Macmillan were on hand to make the examinations, which were very extensive.

Taking an applicant, the first work was to strip him of clothing and put him on the scales. He had to measure up to at least 5 feet 7 inches in his bare feet and had to tip the scales at not less than 140 pounds. Falling short of this, he was rejected forthwith without being examined any further.

He was next passed along to a physician, who made an examination much the same as is conducted in the Army recruiting stations or by the insurance companies. His heart action was noted by means of instruments, his body was examined carefully for enlarged veins or defects of any sort, and tests of other kinds were made to see that he was absolutely free from disease, weakness or disability in any form, physically or mentally.

This over with, the applicant was turned over to an eye and ear expert, who conducted an extensive test of these two senses. The applicant had to read letters with both eyes and with one eye and had to distinguish colors at a distance of 30 to 25 feet; had to be able to hear what a man said whispering at a distance and had to respond favorably to other tests of a similar nature to determine eyesight and hearing. Any slight defect in these organs noted either by direct examination or by test caused the applicant to be rejected.

In the examination every applicant must measure up to strict physical proportions. Large men, it would seem, would be the most favorable for police service, yet many had to be rejected for being out of proportion in one way or another. Following is the city's schedule of proportions, showing the weight limits and chest measurement for men of different sizes as provided for policemen in the last examination:

Height	Weight	Weight	Min. chest
	Minimum	Maximum	Inspir.
5 ft. 7 in.	140 lbs.	190 lbs.	35 in.
5 ft. 8 in.	140 lbs.	190 lbs.	35 in.
5 ft. 9 in.	140 lbs.	190 lbs.	35 in.
5 ft. 10 in.	140 lbs.	190 lbs.	35 in.
5 ft. 11 in.	140 lbs.	190 lbs.	35 in.
5 ft. 12 in.	140 lbs.	190 lbs.	35 in.
5 ft. 13 in.	140 lbs.	190 lbs.	35 in.
5 ft. 14 in.	140 lbs.	190 lbs.	35 in.
5 ft. 15 in.	140 lbs.	190 lbs.	35 in.
5 ft. 16 in.	140 lbs.	190 lbs.	35 in.
5 ft. 17 in.	140 lbs.	190 lbs.	35 in.
5 ft. 18 in.	140 lbs.	190 lbs.	35 in.
5 ft. 19 in.	140 lbs.	190 lbs.	35 in.
5 ft. 20 in.	140 lbs.	190 lbs.	35 in.

After the physical examination all applicants who are lucky enough to pass are sent along for a test of speed and endurance. The Civil Service Board arranges a general track meet at which the applicant must run 100 yards in 15 seconds. One man stands at a line with a gun and starts the men while two other men stand at the tape, 100 yards away, and hold stop watches. If the man running falls short of the speed requirement he is dropped out of the examination immediately.

The men in making the 100-yard dash are required to wear their clothing the same as though they were making the run after a criminal while in the police service. While 100 yards in 15 seconds is not difficult for expert runners, it is not an easy task for a man in complete dress.

Succeeding in passing this test the

Finish of Endurance Test.

applicant is sent along for an examination of his personality. He appears before the members of the Civil Service Board personally and submits to a rigid cross-questioning. His mannerisms, force of expression and general personality are noted carefully by the persons making the examination and upon their determination of his ability to properly perform the peculiar duties of a policeman he is given a rating. The personality examination is one of the most important parts of the entire examination, 50 out of 100 points being given on this qualification.

Many men who are perfect physically and in other ways lack ability to be good policemen because of their lack of the ginger, quickness of decision, and ability to think, which the good policeman must have to properly do his work. It is to determine this quality in the applicants that the oral or personality examination is given.

The climax of the examination consists of a written test which is held at the City Hall or elsewhere according to the number of applicants to be seated. In this the applicant is given a hard test in reading, writing, arithmetic, spelling and other subjects of a kindred nature which may be of use to a policeman at any time. Then he is given a series of questions on law and law enforcement. He is required to have a general idea of the city ordinances and state laws which he is to enforce when he becomes a policeman and he must know considerable about the duties of a policeman. Many of the questions asked bring out the element of judgment, executive ability and ability to handle men and women. For example, the question was asked in one examination, "While patrolling your beat you meet a well-dressed man (a stranger to you) very much under the influence of liquor; what will be your action under these circumstances?" The question could be answered properly in any one of a number of ways but would be rated on the extent of judgment shown by the answer.

Another question was, "While on your beat you detect a man in the act of forcing into a grocery store State fully what you will do?" Another question asked in a recent examination was, "Under what circumstances would you feel justified in using your club in making an arrest?" When would you use a gun, if at all?

Examples of the legal questions asked are the following: "What is the difference between assault and battery?" "What is the maximum and minimum penalty for violating the ordinance against speeding?" "Is there any law against dumping materials on streets? If so, what are its principal provisions?" "Is there a city ordinance against barbed wire fences?"

It is seen by these questions that



Measuring Up an Applicant.



The Height Test.

the applicant must have a general knowledge of the laws he is to enforce. This includes not only the fundamental laws but also many of the city ordinances which the average person does not know or have any particular reason for knowing.

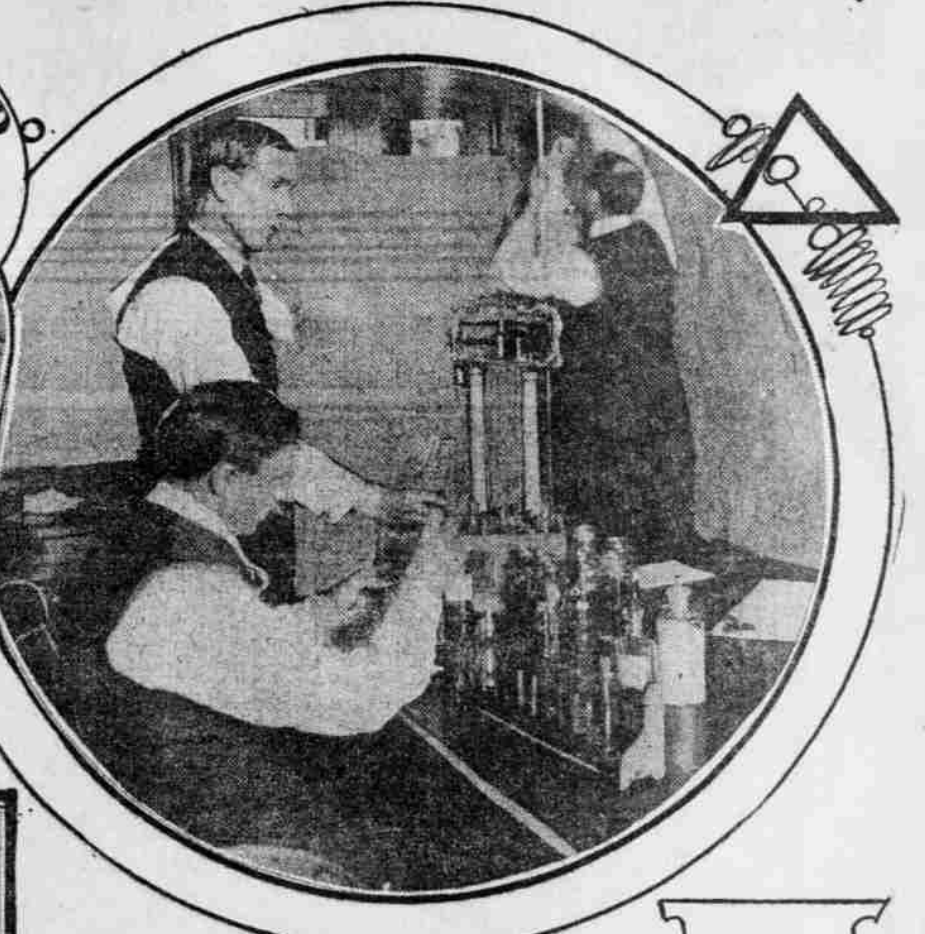
By the time an applicant gets through the various features of the examination his ability as a policeman can be pretty well determined. There are 100 points in the examination and to pass he must secure at least 75 points. Receiving 75 per cent or better, he is given a place on the eligible list and may or may not get a place in the police service.

Upon the eligible list he is subject to call at any time and if he is not able to take the position when it is offered

to him he is discarded and the next man in the list selected. If he does not get an opportunity to be appointed within a year and a half or two years the eligible list is "killed" and he has to take the examination over again if he wishes to continue as an eligible.

After being appointed his position is not secure until after six months, the Civil Service rules providing that he may be removed at any time within six months without being given the Civil Service hearing that is accorded after six months. Many men in the past have gone through the examinations successfully and have been appointed, but in actual service have been found unfit and so have been dropped.

Considering everything it takes ap



Searching for Disease Indications by Chemical Tests.



Trying to Make 100 Yards in 15 Seconds.

exceptionally good man to get a job on Portland's police department. After he gets in the service he has to keep in good condition but does not necessarily have to maintain the physical proportions which are required when he takes the first examination.

As a rule many large men take the police examinations and generally the majority of them pass. There are more men who get on the eligible list who are six feet or more in height than there are men under six feet.

Minnesota Prison Life.

"The Next Step in Prison Reform," in the Century.

The Minnesota state prison was established for the "confinement and reformation of convicts." That is the language of the statute, and similar language is found in the laws of only four other states.

The new cell block was built at a cost of over \$2,000,000, and satisfies every advanced idea of prison construction. No more than one prisoner is permitted in a cell; the sanitary arrangements are excellent; light and

heat and ventilation are like those in a school.

The discipline is very strict, but consistent. Everything, except some of the machines, operates noiselessly and with precision. There is no dark cell, no whipping-post, no chaining device, or any other manner of corporal punishment. In lieu of these a system of rewards and punishments has been evolved. The prisoner who does not behave gets less food than the others. If he persists in his contrariness, he is put in a darkened, not a dark, cell. As the very limit of punishment his tobacco is taken from him. The loss of his tobacco usually appeals quickly and strongly to a convict's judgment.

In so far as the Stillwater prison is similar to the best elsewhere; but in the use of its manufactured products is unique. Within the prison is located the best-equipped factory for the production of binder twine anywhere in the country, and it has the third largest output of any similar factory.

Here is the revolutionary fact. The manufacture of binder twine in the Minnesota prison is well managed that it entirely supports the prison, and earns enough more to give every convict a small daily wage.

HOW FAMOUS MEN PASS UNOBSERVED IN THE CROWDS.

CAN you imagine famous men like President Wilson, ex-President Taft and Colonel Roosevelt—whose names are on every American tongue and whose portraits may be found in almost every household—promenading, driving or motoring along our highways and byways without being obliged to bow, smile or doff their hats to throngs of admirers? You probably cannot.

Yet, strangely enough, in the hustle and bustle of a large railroad terminal our greatest statesmen, educators, lawyers, authors and athletes, philanthropists, etc., pass in and out, practically unobserved by the traveling public. In this connection many incidents replete with human interest and amusement were related to the writer the other day by some railroad men in the \$100,000,000 Pennsylvania depot.

"When President Wilson was Governor of New Jersey," said one of the restaurant stewards, "he patronized our luncheon quite frequently. Seated on an elevated revolving chair, he would partake of a sandwich, a cut of apple pie and some tea, then tip the waiter, pay his bill and walk out, scarcely seen, known or recognized. I might also say it is not improbable that Mr. Wilson has stolen a march on me and occupied one of our high stools ever since his election to the Presidency. Who knows?"

Didn't Recognize Their Choice.

"The other day," then revealed the sonorous voice of "Bill" Egan, the giant station-master, "I was conversing with two railroad comrades in the concourse when Mr. Taft happened along.

Leaving my friends temporarily, I escorted the ex-President to the train gate of the Philadelphia express. He was going to the Quaker City to attend a dinner, and although I will admit he had changed somewhat after dieting and reducing a mere 70 or 80



President Wilson, ex-President Taft, Booker T. Washington and Colonel Roosevelt Not Recognized

pounds, yet I was greatly surprised, upon returning to my two companions, to hear them ask—in all seriousness, too—"Who was he, Bill?" My surprise was even greater when I learned that they had both voted for Mr. Taft in the last election."

Continuing, the 300-pound station-master said: "Not long ago John D. Rockefeller, his son, grandson and myself posed for a photograph, and while several persons looked on it is safe to assume that few, if any, of them knew or recognized the oil magnate or his next of kin. In fact, one man who approached me after the picture had been taken and the richest man on earth and his son and grandson had departed asked, 'Who are they with, Egan—the Kalem, the Biograph, Vitagraph or Pathé company?' This man evidently thought I was posing with three moving picture actors. John L. Sullivan and I were snapped by camera

men time and again, and I question if any of the onlookers could place the world's heavyweight champion pugilist of 20 years ago.

"But the funniest sight of all," he concluded, "is to see Booker T. Washington, the colored educator, pass through here in the summertime almost every day and be absolutely overlooked by the numerous colored porters who work in and about the station. I remember very distinctly seeing the professor come into the building one day with five or six parcels under his arms, and although he ate a square meal in the lunchroom, neither the waiter who served him nor the retinue of other waiters either knew or recognized Dr. Washington." Finally a railroad sleuth told the following of Colonel Roosevelt:

"You'd hardly believe," he began, "that Colonel Roosevelt spent 25 min-

utes in the window of the arcade, flanked on both sides by shops, and after covering about 20 yards stopped. Some luscious hothouse grapes or Florida oranges or Hood River apples displayed in the window of the arcade fruit store probably struck his fancy and he walked in and made a purchase quickly. As he came out I inquired of the salesman if he knew who his last customer had been. To my utter astonishment he did not know.

"Soon Colonel Roosevelt halted again—in front of the book shop. Forty or fifty of the latest books of fiction, history and nature study were shown in the window, and while the Colonel was lingering—familiarizing himself, perhaps, with the titles and

the inscriptions, but no one spied him—a man of such distinct personality, an ex-President and the organizer of a new political party.

"Then he entered the long arcade, flanked on both sides by shops, and after covering about 20 yards stopped. Some luscious hothouse grapes or Florida oranges or Hood River apples displayed in the window of the arcade fruit store probably struck his fancy and he walked in and made a purchase quickly. As he came out I inquired of the salesman if he knew who his last customer had been. To my utter astonishment he did not know.

authors—a youngster of about 10, walking along in careless fashion, forced his way through the narrow spaces between the window panel and the spot where the statesman was standing. Although brushed aside rather violently, Colonel Roosevelt did not show any signs of having been disturbed, but his eyes remained firmly fixed on the books.

"After advancing a few yards more he stopped again. This time his attention was attracted by a magazine and a photograph. On the yellow background of the front cover of the magazine, in large black type, was this caption, 'The New Freedom.' The picture was that of President Woodrow Wilson.

"Now that he had passed all the shops in the arcade I thought the Colonel would hurry for his train, but upon reaching the head of the grand stairway which leads to the general

waiting room he halted again." At this juncture the detective digressed for a moment to explain that the grand stairway was constructed of Roman Travertine stone, the stone of which Imperial and modern Rome is principally built, and which was imported into the United States for the first time by his employers for use in the New York station.

"Well," the sleuth went on, "for fully a minute Roosevelt stood there, as if to deliver an address to the multitudes below. Then he compared the time on his watch with that on the 15-foot railroad clock, and, turning to the left, his eyes beheld a large bronze statue standing in a niche in the wall. It was the imposing figure of Alexander Johnston Cassatt, late president of the Pennsylvania, whom the Colonel knew quite intimately during his lifetime.

"Mr. Roosevelt next descended the twenty-odd steps to the waiting-room level, but made only a few strides when he discovered that the lace of his left shoe had become loosened. Passengers were scurrying in all directions, but still it was doubtful if a single one noticed that it was the erstwhile President who was stooping, in full view of the public, to adjust his lace.

"Eventually he reached the concourse and started for the Oyster Bay train. But again he stopped to buy an evening paper or two and a couple of magazines. A few paces away from the news-stand stood a tiny girl of 5 or 6 admiring the array of candies and other sweetmeats. Colonel Roosevelt bought her a big cake of chocolate and then made haste for the train, which was now due to leave in three minutes. But he was soon back at the stand, for alas! he had forgotten his fruit and papers and periodicals. In order to 'make' his train the Colonel realized that he would have to run about 200 yards, and with the fruit in one hand and the literature in the other he sprinted, crossing the finish line, or, rather, the train gate, just as the gateman shouted 'All aboard!'