REGULAR MEETING

Minutes of the regular monthly meeting of the Chicago Civil Service League, held on Thursday evening, December 30, 1909.

The meeting was called to order by Vice President, J. E. Clarke.

Minutes of the last regular meeting and of Director's meeting were read and approved.

The applications, for membership, of Paul Lemke, Harry A. Du Brule, Michael A. Graham and Clayton F. Smith were read. Motion made and duly carried that the applications take the usual course and be referred to the Board of Directors.

The next business in order was the election of officers for the ensuing year. H. A. Borland, J. E. Clarke and Jacob Reitz were nominated for the office of President. Mr. Borland and Mr. Reitz declined to act as candidates for the office. Motion made and duly carried that the Secretary be instructed to cast an unanimous ballot for J. E. Clarke for the office of President for the year of 1910. The Secretary did as instructed and declared J. E. Clarke elected President.

H. A. Borland was placed in nomination for the office of Vice President. No other name being presented, on motion duly made and carried, the Secretary was instructed to cast an unanimous ballot for H. A. Borland, for the office of Vice President for the year of 1910. The Secretary did as instructed and declared H. A. Borland duly elected Vice President.

N. A. Lies was placed in nomination for the office as Treasurer. No other name being presented for nomination, on motion duly made and carried the Secretary was instructed to cast an unanimous ballot for N. A. Lies as Treasurer for the year 1910. The Secretary did as was instructed and declared N. A. Lies duly elected Treasurer.
J. M. Grimm was placed in nomination for the office of Secretary. No other name being presented for nomination, on motion duly made and carried Vice President, J. E. Clarke was instructed to cast an unanimous ballot for J. M. Grimm, as Secretary for the year of 1910. Vice President Clarke did as instructed and declared J. M. Grimm duly elected Secretary.

M. McNamara was placed in nomination for the office of Sergeant at Arms. No other name being presented for nomination on motion duly made and carried the Secretary was instructed to cast an unanimous ballot for M. McNamara, as Sergeant at Arms, for the year 1910. The Secretary did as instructed and declared M. McNamara duly elected Sergeant at Arms.

The Board of Directors were the next officers to be elected. The places to be filled were H. A. Borland's made vacant by election to Vice Presidency, Thomas Reynolds' made vacant by death, Phillip Steele, Ludwig Gathemann and Jacob Reitz whose term of office expires December 31.

Charles V. Grant was nominated for Director to fill the unexpired term of Thomas Reynolds. No other nomination being made, on motion duly made and carried the Secretary was instructed to cast an unanimous ballot for Charles V. Grant as Director in place of Thomas Reynolds and to serve for one year. The Secretary did as instructed and declared Charles V. Grant duly elected Director for the year of 1910.

John F. Shreffler was nominated for Director to fill the unexpired term of H. A. Borland. No other nominations being made on motion duly made and carried the Secretary was instructed to cast an unanimous ballot for John F. Shreffler as Director in place of H. A. Borland and to serve for one year. The Secretary did as instructed and declared John F. Shreffler duly elected Director for the year of 1910.
Phillip Steele, Ludwig Gathemann and Jacob Reitz were nominated to serve as Directors to succeed themselves. No other nominations being made, on motion duly made and carried the Secretary was instructed to cast an unanimous ballot for Phillip Steele, Ludwig Gathemann and Jacob Reitz as Directors for the term of two years. The Secretary did as instructed and declared Phillip Steele, Ludwig Gathemann and Jacob Reitz duly elected Directors for the years of 1910 and 1911.

This finished the elections of officers. The question of affiliation with other Civil Service organizations was then taken up. On account of the lateness of the hour a motion was made and duly carried that the question of affiliation with other Civil Service organizations be made a special order of business at the next regular meeting.

The question of the Secretary's salary was discussed. Motion made and duly carried that the Secretary be paid TEN (10.00) DOLLARS per month as salary.

The following bills for the month of December 1909 were read and referred to Board of Directors for final action.

<table>
<thead>
<tr>
<th>Bill Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willis Wyman, Rent for January 1910</td>
<td>$15.00</td>
</tr>
<tr>
<td>Printing letter for December meeting</td>
<td>3.00</td>
</tr>
<tr>
<td>Five Hundred envelopes</td>
<td>2.00</td>
</tr>
<tr>
<td>Postage, Telephoning, etc. for December</td>
<td>7.00</td>
</tr>
<tr>
<td>Elevator man for December meeting</td>
<td>1.00</td>
</tr>
<tr>
<td>Secretary's salary for December, 1909</td>
<td>5.00</td>
</tr>
</tbody>
</table>

Total $33.00

No further business the meeting adjourned.

James M. Grimm
Secretary.
REGULAR MEETING.

Minutes of the Board of Directors meeting held Saturday afternoon January 8, 1910.

The meeting was called to order by the newly elected President J. E. Clarke.

Those present were: J. E. Clarke, H. A. Borland, James M. Grimm, E. N. McNamara, A. Vogel, Charles V. Grant, John F. Shreffler, Phillip Steele, Ludwig Gathemann, and Jacob Reitz.

Minutes of the last Directors meeting and Regular meeting were read.

The applications of Paul Lemke, Harry A. DuBrule, Micheal A. Graham, and Clayton F. Smith which were read at the last regular meeting on motion made and duly carried were elected to membership and the Secretary was instructed to notify them of their acceptance.

Bills amounting to THIRTY THREE (33.00) DOLLARS which were read at the last regular meeting on motion made and duly carried were ordered paid.

The efficiency commission was discussed.

Motion made and duly carried that the efficiency commission and a campaign of publicity be discussed at the next regular meeting.

The attention of the Board of Directors was called to the recent promotional examination for chief school engineer, in which no one passed. The candidates to the examination were 10th grade engineers.

Motion made and duly carried that the League secure all information in regard to the recent promotional examination for chief engineer for the
purpose, if possible, of securing a remarking of the papers and that the Secretary address a letter to the contestants requesting their desire in regard to the matter.

Motion made and duly carried that the Secretary call a special meeting of the Board of Directors as soon as he receives answers to the communications.

No further business the meeting adjourned.

James M. Grinn
Secretary.
SPECIAL MEETING

Minutes of special meeting of Board of Directors held in Mr. F. X. Busch's office room 1431 Unity Bldg., on the evening of January 19, 1910.

The meeting was called to order by Vice President H. A. Borland.

Directors present were John F. Shreffler, Peter Backer, Phillip Steele, Ludwig Gathemann and Jacob Reitz.

The meeting was called especially to consider the recent promotional examination for chief school engineer. The school engineers present were N. A. Lies, J. J. Spain and E. M. Mc Namara.

The question of the legality of the examination and remarking of papers was under discussion, and Attorney Busch was consulted.

Motion made and duly carried that until further light was obtained the matter be dropped.

Another matter was presented for the consideration of the Board of Directors by the machinists of the pumping stations who were represented by Messrs. Gray, Barney, Keeting, Kimball, Doron and Oscar Booker.

The matter presented by the machinists was as follows: Those who held engineer's licence were permitted to take a 7th grade promotional engineer's examination and some had passed, but the Civil Service Commission would not post their names, claiming they were in another classification and were not eligible under the law. It has been determined by the machinists and the Civil Service Commission that a friendly suit should be had to determine the technical point of the law. The machinists had employed Mr. Busch as Attorney to start suit and requested the use of the Leagues' name, as all the expense would be borne by the machinists.
After a full discussion it was moved and duly carried that the Directors of the Chicago Civil Service League give their approval to the use of the Leagues' name in the suit which has been begun by the pumping station engineers, feeling that a technical point of law, of much value to the Chicago Civil Service, has arisen and should be definitely decided by a court of record.

No further business the meeting adjourned.

James M. Kramer
Sec'y.
Regular Meeting

Minutes of the regular monthly meeting held Saturday evening, January 29, 1910.

The meeting was called to order by President J. E. Clark.

Minutes of the last regular meeting and last directors meeting were read and approved.

Communication from Attorney F. X. Busch stating that he made no charge for opinion given in regard to the promotional examination for Chief School engineer. Motion made and duly carried that a vote of thanks be given to Mr. Busch for his kindness for his kindness in the engineer case.

The following proposed amendments to the Constitution and By-Law were submitted by Mr. A. Vogel were made

"To the officers and members of the Chicago Civil Service League.
I hereby offer the following amendments to our present Constitution and By-Law. To amend Article III, Section 4 as follows:"
Article III.

Sec. 4. All applicants must be recommended by two members, in good standing, in the League: the applications shall be read at a regular meeting and shall be referred to the Board of Directors, who shall report at the next regular meeting, favorably or unfavorably, on each application; the League shall then take a secret ballot on paper on the election or rejection of the applicant, when two thirds of the ballot cast shall elect. If rejected the membership fee shall be refunded.

Sec. 5. Any member who has been in continuous good standing for six months or two full quarters, shall be entitled to all the privileges and protection of the League, and shall have access to the League Library.

Sec. 6. Any member who has been aggrieved or injured through the violation or non-enforcement of the Civil Service Law, shall in order to have the assistance of the League, shall submit a full statement of writing of such grievance, with his signature attached thereto, to the Secretary, who shall refer the same to the League or the Board of Directors, who shall call a special meeting of the League if they deem it necessary.

The present Section 5 of Article III to become Section 7 of Article III.
Article V.

Sec. 2. Any member, failing to pay his dues for six months or two full quarters, shall stand suspended and shall not be entitled to or receive any benefits or legal protection from the League. A suspended member must be reinstated by a majority vote of the League and pay all arrears, but shall not be entitled to any benefits, or protection, until he has been in good standing for six months or the same as a new member.

Article V III.

Sec. 1. Ten members, in good standing, shall constitute a quorum.

Sec. 2. Order of Business.
1. Reading of the records of last meeting of the League.
2. Communications and bills and action on same.
4. Election of new members.
5. Application for membership.
6. unfinished business.
9. Receipts and disbursements.
10. Adjournment.

Respectfully submitted,

A. Vogel

The amendments were laid over to the next regular meeting as provided by the Constitution and By-Laws.
Application for membership—None.

Unfinished Business.
The question of affiliating with other civil service organizations and a campaign of publicity was discussed.

The efficiency commission, the newly created bureau in the city's service, was discussed very generally by those present. The following motion was made and duly carried: That the Chicago Civil Service League is heartily in favor of the efficiency commission, providing it is properly enforced. The Secretary was instructed to send a copy of the resolutions to the Hon. Elton Tower, president of the Chicago Civil Service Commission.

Mr. H. A. Borland reported attending as a representative of the Chicago Civil Service League a dinner given by the Hawkeye Fellowship Club, at the Grand Pacific Hotel. The guest of honor was J. H. Mallender, the mayor of Des Moines, who spoke on the commission form of government.

Bills for the month of January 1910 were read and are as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mill's Wymans Rent for Feb. 1910</td>
<td>$15.00</td>
</tr>
<tr>
<td>W. R. Reed, printing 1500 letter heads and envelopes</td>
<td>$11.00</td>
</tr>
<tr>
<td>Elevator man for Jan. meeting</td>
<td>$1.00</td>
</tr>
<tr>
<td>Remitted</td>
<td>$9.00</td>
</tr>
</tbody>
</table>
Forwarded $27.00
Cash book - 3 column ruled 1.00
Postage and telephone etc. for Jan. 1910 6.00
Secys. salary for Jan. 1910 10.00
J. A. Heyer, printing letters for Jan. meeting 20.00
Total $46.00

Collections for the month of January 1910 were 63.00

No further business the meeting adjourned.

James McElrime Ray
DIRECTORS MEETING.

Minutes of the meeting of the Board of Directors held Saturday afternoon, February 5, 1910.

The meeting was called to order by President Clarke.

Those present were: H. A. Borland, Peter Backer, Ludwig Gathemann, Charles V. Grant, Jacob Reitz, E. N. McNamara, A. Vogel and Phillip Steele.

Minutes of the last regular meeting and last directors meeting were read and on motion duly made and carried were accepted as read.

The newly created efficiency commission was discussed and the Secretary was instructed to send letter, without further delay, to the President of the City Civil Service Commission informing him of the position the League in regard to said commission which was taken at the last regular meeting.

Motion made and duly carried, that Mr. Steele prepare an article, for the Civil Service News, showing what the League considers the duties of a Civil Service employee to be.

Motion made and duly carried that the bills for the month of January, which was read at the last regular meeting, amounting to FORTY SIX ($46.00) be paid.

As the Secretary and Treasurer's books for the year 1909 had not been audited the President appointed Jacob Reitz and Charles V. Grant as an auditing committee to do the work. No further business the meeting adjourned.

James W. Gruenig
Secretary.
Regular Meeting

Minutes of the regular monthly meeting of the Chicago Civil Service League, held in Saturday evening, February 26th, 1910.

The meeting was called to order by President J. E. Clarke.

No quorum was present. Those present were: J. E. Clarke, Jacob Reitz, Ludwig Gathenian and J. M. Grimm.

It was decided to call a directors meeting for Saturday, March 5th at 10 cl.ock.

The meeting then adjourned.

James M. Grimm, Sec'y.
Board of Director's Meeting.

Minutes of the Board of Director meeting held Saturday afternoon, March 5th, 1910.

The meeting was called to order by President J. E. Clarke.

Those present were: director Peter Backer, Ludwig Gathmann, Jacob Reitz, Philip Steele, John F. Shreffer, and Treasurer N. A. Litz.

Minutes of last regular meeting and last director meeting were read and approved.

The following bills were read and on motion made and duly carried were ordered paid:

- M. Wynn (mail for March 1910) - $5.00
- J. A. Fager (printing letter for Feb. meeting) - $2.00
- Postage for February 1910 - $3.50

- Receipt book - $0.25
- Telephone - $0.25
- Elevator man - $1.00
- Secretary's salary for Feb. 1910 - $10.00

Total: $34.00
The following application for membership was read and on motion made and duly carried were elected to membership: Theodor Bigler, Fred W. Humbert, Mank, Henry G. Smith, Alex Moore, Fred B. Sawyer and John S. Norgard.

A letter from Mr. Elton Brown, President of the Chicago Civil Service Commission in reference to the League's action on the Efficiency Commission, was read.

Mr. Steele asked an extension of time on account of the death of his daughter in regard to preparing an article for publication.

The auditing commission reported progress.

Motion made and duly carried that the next regular meeting be held on the evening of March 31st and the members be requested to bring in any violations of the civil service law by the Civil Service Commission or by Chicago City civil service employees, which may have come to their knowledge.

The Secretary was instructed to publish notice of the regular monthly meeting in the Civil Service News.

No further business the meeting adjourned.

James, M. Grimm, Secy.
Regular Meeting.

Minutes of the regular monthly meeting held on Thursday evening, March 31, 1910.

The meeting was called to order by Pres. J. E. Clarke.

Minutes of the last regular meeting and directors' meeting read and on motion duly made and carried were approved.

Applications for membership—none.

Under the head of "Unfinished business the proposed amendments to the Constitution and by-laws, which were read at the regular meeting of January 29th, 1910 were discussed and acted on, section at a trianote follow:

Article III, Section 4, on motion made and duly carried that the proposed amendment be rejected.

Article III, Section 5, on motion made and duly carried that the proposed amendment be rejected.

Article III, Section 6, on motion made and duly carried that the proposed amendment be rejected.

Article V, Section 2, on motion made and duly carried that the proposed amendment be rejected.
Article VIII section 1 and 2 on motion made and duly carried that the proposed amendment be rejected.

Under the head of "New Business" Mr. Edward M. Navama spoke of the Civil Service Nurses desiring to be informed in regard to the Chicago Civil Service League with the object in view of becoming members of the League. Motion made and duly carried that by requested to notify the nurses the Board of Directors, at their next meeting, will receive a committee of communication from and also application for membership.

Violations of the civil service law was the next subject discussed. Postponed examinations and drawing salaries out of grade was cited as president for violations of the law. The question of the Machinists suit was also spoken of and the reason asked of the League permitted the use of its name. It was explained that the Board of Directors had so granted the use of the name in the hope of establishing the eligibility of applicants for re-nomination taking the position that the Civil Service Commission should determine the question of membership entitled to an examination before an examination invited of after it is held. Motion made and duly carried that the case of cement inspector under regrading, being paid $500 per month
by the Board of Local Improvements and $25 per month for the engineering department be presented to Mr. Rush for consideration as to its legality. Should he consider it illegal he be instructed to see the Chicago Civil Service Commission.

No further business the meeting adjourned.

J. H. Goetinck
May
Director Meeting.

Minutes of Board of Directors meeting held Saturday afternoon April 9th, 1910.

The meeting was called to order by Pres. J. E. Clarke.

Those present were Directors Chas. V. Grant, John F. Shreiber, Ludwig Rathenau, Jacob Reit, Insurers H. A. Lee, Sergeant-of-Arms Ed. W. Marsh, and 13 civil service School nurses.

The minutes of last regular meeting and directors meeting were read and approved.

Motion made and duly carried that the President be authorized to consult with Mr. F. X. Busch in regard to cement inspectors which graded the same in the grading recently adopted by the city, but who are paid different salaries in different departments, and get an opinion as to the legality to the difference in salaries.

The delegation of nurses which were present were called on to present their case to the meeting.
The case was in substance as follows:
Having passed a civil service examination the Health Department had virtually turned them over to the jurisdiction of the Visiting Nurses Association, which was a private non-profitable organization. A list of grievances was presented as follows:
1. School nurses after passing civil service examination are forced to sign applications to Visiting Nurse Assn. before being taken on staff.
2. School Nurses are supervised by nurses of the Visiting Nurse Assn. who are not civil service employees.
3. Our supervisor, Miss Ranger, has been receiving a salary of $5 per month from the City and $10 from Visiting Nurse Assn. Is it lawful for civil service employees to be receiving salary from two different sources?
4. Statement is being made by our supervisor that school nurses are a very inferior grade of nurses. Better element of nurses have been advised to resign by supervisor in order to show the City that good nurses will not work for $60 per month.
5. School Nurses petition presented to the Board of Health with reference to salary question was ignored and did not reach Finance Committee as promised by Dr. Evans.
6. Dr. Spaulding made the statement that civil service employees might be dismissed if they attempted to agitate or float a movement to raise their salary.
7. All City employees are off duty at 12 M. Saturday School Nurses are obliged to work until 1 P.M.
8. City employee have legal holidays. School Nurses have legal holidays at the option of the State of the Visiting Nurse Assn.

9. School Nurses are desirous of having quarter with Board of Health or Child's Study Dept. at Board of Education.

After the statement of the nurses was given a discussion followed after which the nurses withdrew.

The following applications for membership were presented and on motion made and duly carried were accepted and referred to the next regular monthly meeting.

Application of Mary B. Reilly, Marion Latte, Lucile Repson, May J. Schofield, Lucy P. Kelly, Gertrude Stratton, Gertrude Gray Goddine, Christine M. Scully, Thora A. Rang, Mrs. Florence Van Ambert, Kathryn L. Earling, Clandine Sand, Stella Lamien Pic and Bertr M. Saner.

Bills for the month of March 1910
were read and on motion made and duly carried ordered paid. The bills are as follows.

Willis Hyman Rent for April 1910, $5.00
Postage for March 1910, 5.00
Writing letters for March 1910 meeting, .50
Elevator man for " " ", 1.00
Audire Civilisations for " " .44

Secretary's salary for March 1910, 10.00
Total 31.94
It was suggested that the subject for consideration at the next regular meeting be the improvement in the method of appointing the Civil Service Commission.

Saturday evening April 30th was selected to be the meeting night for the next regular meeting.

No further business the meeting adjourned.

J. M. Fruin
Sec'y
Regular Meeting.

Minutes of the regular monthly meeting held on the evening of April 30, 1970.

The meeting was called to order by Mr. J.T. Clarke.

The minutes of the last regular meeting and the directors meeting were read and accepted.

The applications for membership (14) which were read, presented and approved at the last board of directors meeting, on motion made and duly carried, elected to membership. The secretary was instructed to notify them of their election as members.

The following applications were read and referred to the Board of Directors: Mr. Anna E. Higgins, Mrs. Esther Werner, Alfred Browne, Mr. M. Fern, Elizabeth Hickey, Mary P. Hickey, Mabel Summerfield.

A letter from Mr. B. F. Buech in regard to the question of paid Civil Service employees made their grade entitled them to was discussed. After some discussion a motion was made and duly carried that the president again communicate with Mr. Buech on the point as issue was not fully covered in his letter.
The order of business was the discussion of the question. "The improvement in the method of selecting the Civil Service Commissioners" quiet a lengthy discussion followed, and several suggestions were made. One of was suggested by Mr. Blake and was to the effect that each party should nominate a candidate for civil service commissioners and the voters should elect them. The one receiving the highest number of votes to be president of the board, and the next two high on to be members. Mr. Blake contended in that way three different political parties would be represented on the board, which would have the tendency to make a more just board and free from the domination of political machines. Others suggested that a good plan would be to have the commission appointed by the judges, similar to the method of appointing the South Park Commission.

A paper from Mr. Western was read, endorsing the present method as the best. Mr. Starr was in the city a few days on private business and at the request wrote a brief paper on the question. (Mr. Starr's paper follows.)
Methods of Selecting The Members of Civil Service Commissions.

The representative principle of a Democratic form of Government involves delegated authority:

First; to make, second, to administer, and third, to interpret laws. A habit of indifference on the part of an electorate, absorbed in the problems of making a living, leads naturally to a disregard of express as well as implied obligations on the part of the representatives of electoral sovereignty. And the subject of these suggestions is merely one feature of the general inquiry for means to render the representatives of public opinion sympathetically responsive instead of indifferent or even hostile.

A class of problems to be met, involving administrative methods purely questions of business, purchasing supplies-inspection, and general administration, not involving matters of political policy, should be, as far as possible, removed from disturbance by occasional changes in the personnel of elective officials, whether legislative or administrative. Civil service Commissioners are administrative officials, having their authority and public policy definitely expressed by statute. The object of the institution, as so established and expressed, is to enforce economy in public service, to reduce public service bus-
innes to terms of private business economy. It is a severe com-
ment on the efficiency of public servants, that large improve-
ments, desired by sections of the public in many of our large
cities, are first constructed by private citizens, under in-
spection and supervision of private interests, and when com-
pleted, and paid for out of private means- turned over to the
public servants, with great economies of time, labor and mater-
ials. To remedy conditions under which this practice became
necessary, civil service was inaugurated. Under the law appli-
cable to and in force in Chicago, Commissioners of Civil Ser-
vice are appointed by the Mayor, and are responsible to him for
the manner in which they discharge the duties of their positions.
Experience in Chicago has demonstrated that a Mayor, whose busi-
ness is politics, may transform the Civil Service Office into a
recruiting Station for political mercenaries, while a Mayor
whose politics is business, may, by his appointments, diffuse a
business spirit into the Civil Service Office, and through it,
into every department of the Municipal administration. The se-
lection of Commissioners by appointment has the immediate re-
sult of locating responsibility and completely identifies the
administration of their duties with the policy of the Govern-
ment appointing them. Selection by election would, in many
cases, relieve the Mayor of all responsibility for the charact-
er of the public service, and relieve him of incentives to influence the discretionary power of a Municipal legislature to grant or with-hold supplies necessary to adequate administration of the law.

Such thought as I have given the subject leads to the opinion that appointment of Civil Service Commissioners by the Mayor, is more likely to secure efficiency in the office itself, and therefore and correspondingly, throughout the service, than other methods that have been suggested.

The refuge and defense of officials responsible for the administration of public business, or the effectuation of public policies, lies entirely in the indifference of public opinion. If unofficialdom were the subject of competent discipline at the poles, if the practice of public supervision of public service were habitual instead of spasmodic, Municipal administration would become, forthwith, a strictly business proposition.

It is a matter for congratulation that the Civil Service League of Chicago has been associated with the influences that are developing the system locally along lines of a practical idealism. We should measure the progress made by the depths from which civil administration in Chicago has thus far emerged, instead of by the levels yet to be attained. A foundation has
been established that the most abandoned partisanship may not be permitted to destroy. The results now secured are derived from a growing consciousness that the system is a source of profit to every tax-payer, and that the extension of its application means a continually improving service with reduced cost.

It remains within the memory of men still living that there have been "investigations" in the past; instigated by friends of Civil Service, and that the inquest embraced many departments and offices, and that much evidence was offered touching many subjects. And it may be observed that the only practical difference between the situation then and now lies in the relatively different estimates of the value of Civil Service then and now obtaining.
After the discussion the following bill for the month of April 1910 was read and referred to the Board of Directors.

- Willis Hymans office rent for May 1910: 15.00
- Postage for April 1910: 6.00
- Printing letter for meeting: 2.00
- Elevator man's service for meeting: 1.00
- War in Civil Service News: 0.36
- Pay Salary for April 1910: 10.00

Total: 34.36

No further business the meeting adjourned.

J. M. Grimm, Pres.
Board of Directors Meeting.

Minutes of the Board of Directors held on the afternoon of Saturday May 7, 1910.

The meeting was called to order by Pres. J. E. Clarke.

Those present were Peter Becker, Ludwig Guthman, Jacob Keitz, H. A. Botulik and N. A. Liss.

Minutes of the last regular meeting and directors' meeting were read.

The applications presented and read at the last regular meeting were on motion duly made and carried, elected to membership and the Secretary instructed to so notify them.

The bill for the month of April which were read at the last regular meeting were ordered paid on motion duly made and carried. Ordered paid.

Pres. J. E. Clarke had an opinion from Atty F. X. Busch in regard to people of the same grade requiring different salaries in different departments. The opinion was to the effect that the city Council had the power of giving men salaries out of their civil service grades.

The case of the school nurses was discussed at some length, and decided to refer to Mr. Busch.
for an opinion

Mr. Riordan called the attention of the directors to the fact that the Cook County Civil Service Commission had held an original examination for Chief Engineer when there were plenty of engineers in lower grades to take a promotional examination.

Motion made and duly carried that case be presented to Mr. Beuch and if he finds grounds to make a protest to the County Civil Service Commission.

Mr. Beuch spoke of the difference of salaries among the carpenters.

Motion made and duly carried that the Rey present to Mr. Beuch for an opinion case of cement tester receiving salary out of his grade. the case of the school nurses and the examination for Chief Engineer held by the County Civil Service Commission.

No further business the meeting adjourned.

J. McLeish, Secretary.

Chicago Civil Service League,
70-72 Dearborn Street,
Chicago, Ill.

Gentlemen:

OPINION IN REGARD TO CEMENT INSPECTOR.

Answering the request of your Mr. Grimm for an opinion in the above matter, concerning which I also wrote you on April 20, 1910, will say, That I am of the opinion that if Barrett took an examination for Cement Inspector, 4th Grade, (salary $1200 or more and less than $1400 per year), and, without any promotion based on seniority, efficiency or examination, is drawing $1500 a year that he is not legally entitled to his present position, regardless of what duties he is performing.

I am also of the opinion that if the said Barrett took an examination for Cement Inspector, and is performing the duties of a Cement Tester, and there is a valid existing Cement Testors list, that he is illegally performing the duties of Cement Testor, regardless of what salary he receives. In other words, if the statement made to me by your Mr. Grimm is correct Mr. Barrett is illegally holding and performing the duties of the position of Cement Testor for two reasons:
First: Because he is out of grade.

Second: Because he is performing duties different than those for which he took a Civil Service examination.

The proper way of reaching this question is by writ of mandamus.

Very truly yours,

Francis X. Busch

Chicago Civil Service League,
70-72 Dearborn Street,
Chicago, Ill.

Gentlemen:

OPINION AS TO CERTAIN COOK COUNTY ORIGINAL ENTRANCE EXAMINATIONS.

Your Mr. Grimm submitted to me a statement as to certain original entrance examinations, recently held by the Cook County Civil Service Commission, which it is said should have been promotional.

According to the Cook County Civil Service law such examinations should have been promotional provided there were members of the next lower rank eligible and desirous of taking said examination.

The law in this matter is clear. The question involved is not so much one of law as one of fact. The precise question of whether these examinations should have been promotional or original would depend upon the relative duties of the positions, and whether or not there is a lower rank of men who are in the same general line and character of work, and whose duties in the lower position would from their nature tend to qualify such men for the higher position.
Your Mr. Grimm suggested that he desired me to call upon the Cook County Commission in regard to these two instances. I shall be glad to do this at any time. However, I would be in a much better position to intelligently talk to the Cook County Commission, if I could first talk to some of the men who claim to have been in the next lower rank, and to whom in their judgment a promotional examination should have been limited.

I assume that this complaint is made by some members of your association, who are in these next lower ranks. If you will have them call upon me, and give me all the facts I will then take themapper up with the Commission, and if desired give you a definite opinion.

Very truly yours,

[Signature]
Grievances of School Nurses.

1. School nurses after passing Civil Service examination are forced to sign application to visiting Nurse Assn. before being taken upon the staff.

2. School Nurses are supervised by Nurses of the Visiting Nurse Assn., who are not civil service employees.

3. Our Supervisor, Miss Bange, has been receiving a salary of $75 per month from City and $10 from Visiting Nurse Assn. Is it lawful for civil service employees to be receiving salary from two different sources?

4. Statement is being made by our Supervisor that school nurses are a very inferior grade of Nurses. Better element of nurses have been advised to resign by Supervisor in order to show the City that good nurses will not work for $60 per month.

5. School Nurses petition presented to Board of Health with reference to salary question was ignored and did not reach Finance committee, as promised by Dr. Evans

6. Dr. Spalding made the statement that Civil Service Employees might be dismissed if they attempted to agitate or float a movement to raise their salary.

7. All City employees are off duty at 12 M Saturday-School Nurses are obliged to work until 1 P. M.

8. City Employees have legal holidays - school nurses have legal holidays at the option of the Supt. of Visiting Nurse Assn.

9. School Nurses are desirous of having quarters with Board of Health or Child's Study Dept. at Board of Education.

Chicago Civil Service League,
70-72 Dearborn Street,
Chicago, Ill.

Gentlemen:

OPINION IN REGARD TO VISITING AND SCHOOL NURSES.

Your Mr. Grimm has submitted to me a list of questions entitled "Grievances of School Nurses", to which I have given careful consideration, and in answer to which questions I give the following opinion:

School Nurses after passing a Civil Service examination are entitled to perform the duties of School Nurses without signing the application blank of the Visiting Nurses Association, and without becoming members of the Nurses Association.

Having passed a Civil Service examination for School Nurses, the Civil Service law requires that the Civil Service Commission should certify the School Nurses to the proper department (which I understand in the present case would be the Board of Health.) In the absence of a special legislative enactment it is in my opinion absolutely illegal to put School Nurses paid by the City of Chicago, under the direction of the Visiting Nurses Association, or any other Association not a proper part of the
City Government.

The Civil Service Commission in the past has discharged employees upon charges that certain employees were receiving money for work during the City working hours from sources outside of the City. It has never to my knowledge been legally determined whether the receipt of money under these conditions constituted a legal ground for discharge. If is my opinion, however, that if charges of this kind were brought and an employee discharged for this reason that the discharge would be upheld. There is, in my opinion, however, no way under the present Civil Service rules whereby such charges can be brought and sustained by anyone outside of the head of the proper department. The questions involved would, of course, be whether the acceptance of the additional money distracted from or lessened the work that was due and owing from the employee to the City of Chicago, and the judgment of the head of the proper department upon this question would ordinarily be conclusive.

It is my opinion that if the attempt of any Civil Service employee "to agitate or float a movement to raise their salary" results in weakening the discipline of the service, or tends to produce insubordination or interferes with the duties of such employees, or constitutes such officious intermeddling as to embarrass the department that such acts on the part of employees can be made a proper basis for charges before the Civil Service Commission.
and a discharge predicated upon evidence sustaining such charges would be valid.

It is my opinion that School Nurses should be under the direction of the Board of Health, but that the question of their quarters is purely discretionary with the Commissioner of Health.

The above, I think, fully answers the grievances to which I was asked by your Mr. Grimm to direct my attention. The said list is attached and returned herewith.

Very truly yours,

[Signature]

Francis X. Busch
Regular Meeting

Minutes of the regular monthly meeting of the Chicago Civil Service League, held on Tuesday evening May 31, 1910.

The meeting was called to order by Pres. J.E. Clarke.

Minutes of the last regular meeting and director meeting were read and approved.

Communications from Mr. Busch were read, giving legal opinions in regard to certain Cook County original entrance examinations, in regard to cement inspector and visiting and school nurses. (See preceding page.)

After a lengthy discussion of these opinions the following resolutions were passed.

Motion made and duly carried that the Secretary of the league send a communication to the City Civil Service Commission requesting an examination for to be held for 2 nurses as a member wish to try the examination.

Motion made and duly carried that Mr. Busch be instructed to call on the City Civil Service Commission and call their attention to the illegality of School Nurses being required to sign applications of the Visiting Nurse Association before being assigned to duty.
Motion made and duly carried that Mr. Bush present the Cement Inspector case to the City Civil Service Commission, after which he be requested to report to the Board of Directors before starting legal proceeding and that the Board of Directors be given full power to act.

The following bills were read and referred to the Board of Directors:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Willis Wyman rent for June 1910</td>
<td>$15.00</td>
</tr>
<tr>
<td>Francisx Budh for 3 legal opinions</td>
<td>$25.00</td>
</tr>
<tr>
<td>Foreman's salary for May 1910</td>
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</tr>
<tr>
<td>Postage for May 1910</td>
<td>$6.50</td>
</tr>
<tr>
<td>Elevator men</td>
<td>$1.00</td>
</tr>
<tr>
<td>&quot;Ad&quot; in Civil Service News.</td>
<td></td>
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<tr>
<td>Total</td>
<td>$57.74</td>
</tr>
</tbody>
</table>

No further business the meeting adjourned.

J. Mc. Ginnan
Secy.
Directors Meeting.

Minutes of the Board of Directors held Saturday afternoon June 4, 1910.
The meeting was called to order by Pres. J. E. Coldke.
Those present were Chas. V. Grant, Peter Broeker, and H. A. Berland.
Motion made and duly carried that the Bills read at the last regular meeting be paid.
No communications from Mr. Beadle being received and none further business the meeting adjourned.

J. M. Gromm
Recy.
Special Directors Meeting.

A special meeting of the board of directors was called to consider the case of machinists who were laid off for lack of work, while some below the on the eligible list were still unemployed.

The meeting was called to order by Pres. J.E. Clarke. Those present were Ludwig Gothenan, Peter Becker, Cho. V. Halst, H. A. Broland and Machinist Sandberg.

A thorough discussion of the case was had. It was the sense of the meeting that the league could do nothing until the machinists presented more data to work on.

No further business the meeting adjourned.

J.M. Granum
Secy.
Regular Meeting

Minutes of regular monthly meeting of the Chicago Civil Service League held on Thursday evening June 30, 1910.

The meeting was called to order by Pres. J. E. Clarke.

The minutes of the last regular meeting and the director meetings were read and approved.

Communications from Mrs. H. X. Beadle, in regard to the School Nurses and the original examination for 8th grade engineers held by the county civil service commission deferred. (See following this minute on the communications).

Motion made and duly carried that the business in regard to the county civil service commission be laid over until the next regular meeting.

The question of the School Nurses was discussed at length, also the question of allowing any one to take the examination for School Nurses which was to be held in the month of July 1910. After a lengthy discussion it was decided to take no action at the present time, leaving it an open question for the future.
The following applications for admission to membership were read and on motion made and duly carried were referred to the Board of Directors: Patrick J. Lynch, Michael Brennan, Wm. Murphy, Hyman Nemoroe, Fr. A. Stoner, Albert Hedler, Henry Schlick.

Mr. W. J. Hartley presented the question of the League's affiliation with American Federation of Labor. This question was discussed at length. No action was taken as Mr. Clarke ruled that the Constitution and by-laws of the League would not permit the League to affiliate with the Labor Organization.

The following bills were read and on motion made and duly carried were referred to the Board of Directors for final action: viz.:

- Wiliam Hyman Rent for June 1910 $5.00
- Key Salary for June 1910 10.00
- Postage for the " " 3.50
- Elevator man 1.00
- Telephone .25
- Memo and a book .25
- "Ad" in Civil Service News 32

Total $30.32

No further business the meeting adjourned.

J. M. Finnie, Secy.
Chicago, Ill., June 8, 1910.

Chicago Civil Service League,
70-72 Dearborn Street,
Chicago, Ill.

Gentlemen:

Further answering your request of sometime ago for an opinion as to whether recent examination of Cook County Civil Service Commission for Superintendent of Mechanics should have been original or promotional,—a member of your league, also an employee of the County, has explained this case to me fully, particularly with reference to the relative duties of the position to be filled and the positions occupied by the men who claim the examination should be promotional. These men are carpenters and painters. The position to be filled is that of Superintendent of Mechanics, which involves General Superintendent over the work of both carpenters and painters.

I am of the opinion that neither the carpenters or the painters are in the next lower rank or grade within the meaning of the law. In other words, the natural duties of carpenters do not tend to qualify them to superintend painters; nor do the ordinary duties of painter naturally tend to qualify them to superintend carpenters.

I am clearly of the opinion that the examination of Superintendent of Mechanics should be original and not promotional.

Very truly yours,

Francis X. Busch
Chicago, Ill., June 8, 1910.

Chicago Civil Service League,
70-72 Dearborn Street,
Chicago, Ill.

Gentlemen:

I beg to report further in answer to your request for an opinion as to whether recent examination of Cook County Civil Service Commission for 8th Grade Engineers should have been promotional instead of original. I have gone over the facts with one of the 6th Grade Engineers employed by the County, and am clearly of the opinion that there are eleven 6th Grade Engineers who were eligible to take a promotional examination to 8th Grade Engineers, and that a promotional examination for 8th Grade Engineers should have been held confined to Engineers in the 6th Grade.

From talking with this Cook County Engineer, sent here through the courtesy of your Mr. Grimm, I am confident that it would be useless to take this matter up with the Cook County Civil Service Commission. It appears that before the original examination was held several of the 6th Grade men protested to the commission against holding an original examination, they insisting that the examination should be promotional and confined to them. The commission on their protest postponed the original examination once and agreed that they would take no further action except under the advice of their attorneys. Subsequently and without notice to the 6th Grade men an original examination was again called and held. If the Cook County Commission held this original