

## EFFECTIVE CITIZEN CO-OPERATION

WHAT IS EVERYBODY'S BUSINESS SHOULD  
BE EACH BODY'S BUSINESS

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### Two Classes of People Affected:

1. City employees of all grades, particularly the most poorly paid, who deserve fair compensation for their services;
2. City taxpayers, particularly those of small means, who should not be compelled to support unnecessary burdens of taxation.

Salaries and wages are paid to purchase service.

That is the only reason for paying salaries and wages.

Good salaries and wages are necessary if the city is to receive the best service. But good pay does not necessarily mean good work. Efficient organization alone can secure that.

### The Report of the Civic Survey urged the need of establishing a Civil Service

"arranged by classes and grades of service as well as by departments."

**On February 3rd** this was submitted to the city government.

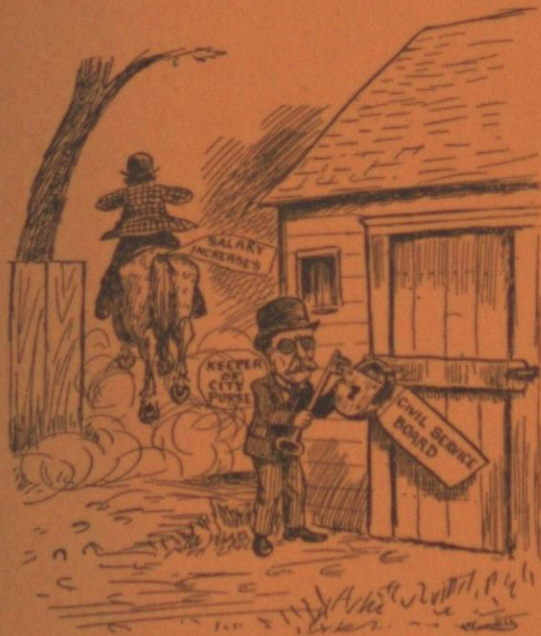
**On April 14th** wholesale salary and wage increases totalling \$161,728 were voted on entirely insufficient data.

**On April 15th** proposition was made at Board of Control meeting for a civil service body.

Another lake city, Milwaukee, has recently completed a thoroughgoing study of the standardization of salaries and that city's service will soon be organized on a thoroughly businesslike basis which will obtain good service by rewarding merit only.

Chicago has had a similar system under successful operation for some years.

## What Is The Title Of This Picture ?



## Pertinent Questions

1. Is it in the interests of the service to submit city employees to the indignity of having hours spent on public discussion of their fitness or unfitness for office ?
2. Is it in the interests of the city to maintain a system which compels Council to spend its time in this way ?
3. If \$12,000 in interest is saved by moving the budget ahead by 30 days, how much is wasted by delaying the budget one day through discussion—which discussion would be rendered unnecessary by such a system as that recently adopted by Milwaukee—the adoption of a civil list with standardization of salaries? Answer—four hundred dollars.

## Increases in Salaries often mean Increases in Efficiency and Decreases in Cost When ?

When increases in salaries are accompanied by:

1. Adequate service records which make it worth while for an employee to work for a good record.
2. When work and wages are standardized so that work of equal amount and value receives equal pay, whether in the same department or different departments.

## Why ?

Because, given the same amount of work, an increase in individual efficiency means often a more than corresponding decrease in the number of individuals required.