What Is the Chance of Civil Pension Sustem?

By WILLIAM W. VAUGHAN,



HEHE is no reason why something practical should not be done at once to help the employes, on the one hand, to some assured support in their old age, and to enable the government, on the other, to offer inducements which will attract the highest

One bugbear, to begin with, has been got out of our way. It was long claimed that selecting public servants on their real merits and keeping them in office during good behavior would result in finally filling the service with a, force of em-ployes too old to do the work. But the merit system has now

been in force in certain departments for a good part of a generation, and recent investigations have shown that the superannuation is not greater than it was when the system went into effect. What is more, the actual percentage of superannuation is surprisingly small. The clivir of life is not served in the government departments and many die in office.

Moreover, we find from actual investigation in Washington that the difficulty now is, not that the good employe stays too long, but that he does not stay long enough. Government service has long been too precarious a career to keep the ablest young men away from the inducements of private employment, and the very improvement of material which has resulted from the merit system has made the number of men now taken out of the government offices by private employers greater than ever before. Therefore, having shut out the incompetent, the next step is to make the competent satisfied to stay by some inducement short of a dangerous general nession acknowledge.

Several plans are before the public with this in view. One, originating with the letter carrier department, provides that a percentage of the salary is to be held back and the government is itself to keep the funds and to become the insurer. Another plan substitutes private life insurance or annuity companies for the government, and makes the taking out of these policies compulsory on the employe. Many variations of this scheme are possible, and one of them is in actual use at this moment in Germany. The subject is receiving constant-attention, and it is almost certain that some plan will eventually be worked out which the public will feel itself of its training.

But quite as strong an inducement as any pension system would be an increase in the certainty of tenure, especially in the higher positions. It is a curious fate which has brought it to pass that the higher the positions and the greater the ability required, and the greater, consequently, the difficulty in finding men qualified to fill them, just so much the more are these positions regarded as political prizes depending on the endless shifting of party majorities. Once let public servants be sure of proper saland to party important. Once the plants estimate to ease of professionies, freedom of action and permanency of tenute—i. e, of a career—and so great an inducement to good men will have been at once secured that we can afford to take time to work out a system for protecting the comparatively few men who are really superannuated.

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The Elements of

Whatever leaders in industrial disturbances, whether they belong to the ranks of capital or labor, may think about their own usefulness, the American public is quite Industrial Peace By DR. SAMUEL G. SMITH, weary of wars and the rumors of wars, and derumors of wars, and desires nothing so much as that the waste and burden of unnecessary conflict shall cease. In the past, conflicts undoubtedly have been necessary in order that there might

past, conflicts undountedly have been necessary in order that there might be a testing of strength, an adjusting of interests and a developing of a deeper sense of justice and a new sense of mutual rights and daties. But the time has come when all forces should be creative forces; the time has come to cease destruction and to commence to build upon permanent foundations the lasting habitations of industrial peace.

foundations the lasting habitations of industrial peace.

I wish to point out a few of the essentials that make for a permanent peace. The most of these essentials can be grouped under the general term "industrial efficiency." The first basis of efficiency is found in good health. Nothing is more needed among all classes than a full/knowledge of the art of living. It is knowledge needed by both rich and poor.

As domestic education is needed in order to secure the results of toil, so industrial education is needed in order to secure the most efficient production. The men who know a great deal more than they need to know for the task in hand are the men who perform that task with the greatest case and skill. The wider the knowledge any man has, the wider greatest ease and skill. The wider the knowledge any man has, the wider are his sympathies, and the more sensible his relations with his fellow men. The man engaged in mechanical employment needs to know something more than merely his own specialty.

thing more than merely his own specialty.

As it is very important that workingmen should be healthy, intelligent and well-trained, so it is vitally important that the superintendents of labor should be thoroughly fitted for their tasks. The mere possession of capital does not make a man fit to be a superintendent of labor. If the results of clumsiness and ignorance consisted only in wasting the capital of the individual, that would be bad enough, but the results are numerous and are far more disastrous.

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merous and are far more disastrous.

Industrial peace is the condition of industrial success. Industrial success of an institution is the success, not alone of the organizers and owners, but of every min or woman employed in the work. At least, industrial success should be the success of every man and woman employed. Economic reward is the natural result of successful labor. The size of the reward must always depend in the first instance upon the quality of

Besides the industrial efficiency, there is a further basic condition of

Busides the industrial efficiency, there is a further basic condition of industrial peace; that is, such an awakening of the social sense as shall bring employer and employed into right relations. Much would be accomplished if both sides had better manners.

But while better manners would go far toward securing more social sympathy, there is another matter which is more fundamental. That is the need of a larger riew upon the part of both employer and employed with respect to their mutual interests.

Working men often talk foolishly about their labor having made all the product; employers are equally foolish when they talk about the halp-lessness of the working man to get along without them. Each side noods the other, and each side has certain rights

AUTO RACE BEGINS

THOUSANDS SEE START

Broadway is Blocked and Traffic Is Suspended as Machines Set Out on Their Long Journey.

New York.—The anteachles contesting in the New York-Darist contesting in the New York-to-Parist Companied by more than 200 motors of all descriptions the racing machines made their way up Broadway and Riverside drive to the city limits, where they turned north on the road to Albany. Francisco, which is the objective point of the first stage of the trip, lies across New York state to Burfalo, thence through Cleveland and Toledo to Chilago, to Omaha, Cheyenne, Ogden, Reno, Goldfield, San Luis Obispo and San Francisco. Mayor McClellan was to have given the word to start, but Automobile Club of America took his place.

All traffic in the neighborhood of

was delayed, and Colgate Hoyt of the Automobile Cube of America took his place. It allows the merical cook his place. It allows the state of the theory of the state of the state of the state. Automobiles clogged the intersecting streets and lined the route for many blocks up Broadway. No such aggregation of machines has been seen in or about New York since the last Vanderbilt cup race was run. A band in the ometal grandstand the cars lined up for the start. A platoi shot sent the contestants away amid the cheering of the people. Poughkeepsle, N. Y.—Of the statomobiles entered in the New York-to-Paris race, which started Wednesday, the Thomas, De Dion and Zust download the start of the

Confession of _ utted Wift.

Belleville, Ill.—Du the trial in the circuit court Weet _ w to Clyde Gant, charged with the killing of Henry Dickerman, whom Gant accused of having maintained improper relations with his wife and who pleaded the 'unwritten law' in his defense, a sensation was created when the superaction of the superaction of the stand, she said: 'I am not the wife of Clyde Gant. My name is Cura Simpson. We were together a year and a half, but we were never married.'

The statement was a bomb shell to the defense. The provision of the law in the statement was a bomb shell to the defense. The provision of the law is part of the statement was a bomb shell to the defense. The provision of the law is part with the statement was a bomb shell to the defense. The provision of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is part with the statement was a constant of the law is the circuit of the law is the constant of the law is the constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the circuit was a constant of the law is the c



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day, the fourary. It is so wonteenth of Pebruary. It is so wonary. It is so wondropped white envelopes. When school was about to be dismissed the Beautiful Lady who took care of all the children opened up the mysterious affair and took out the envelopes one by one, cailing the name of the little

the chieses opened at the control of the little and a fair and took out the envelopes one by a calling the name of the little and never noticed the wist little face in a far-back seat. It was all over. The box was empty. The Beautiful Lady closed the disk. The children ran for their hats and cours. You placed two solded fat little cours. You find didn't your first great sorrow. You didn't, I did.

The heart of a child is so sensitive

didn't, I did.

The heart of a child is so sensitive a flower. A thought will crush it—a ar will bruise it.

HIS ONE DAY TO GET EVEN.

stationer's a day or two about valentines?"
"You probably did, as I was in there," was the answer.
"Buying for some sister or nicee?"
"No—for my wife."
"But you are over 50 years old and



She was mammas joy and comfort, and when her parents went to town for a short visit she was inattracted to look after her younger brother and sister and fflithfully report any mis-bahavior on the part of either of the young hopefuls.

On the evening of her return the On the evening of her return the distance of the state of the

"Jack—Two spits and one dam."

There is as great gealus displayed in advertising as in the higher branches of literature. No problem daunts the modern advertising man.

Eighth account, which is the problem of the control of the con

PURE FOOD.

No Food Commissioner of Any State
Has Ever Attacked the Absolute
Purity of Grape-Nuts.

Purity of Grape-Nuts.

Every analysis undertaken shows this food to be made strictly of Wheat and Barley, treated by our processes from the strick of the st

sab, and the way we prepare the food makes it casy to digest and assimilate. Dr. Goo. W. Carve in his book on the control of t

Potash is not properly of the drug-shop variety but is best prepared by "Old Mother Nature" and stored in the grains ready for use by mankind. Those who have been beliped to better health by the use of Grape-Nuts are

Increased by Proper Feeding.

Increased by Proper Feeding.

A lady writer who not only has done good literary work, but reared a family, found in Grape-Nist the Ideal food the control of the Composition of Crape-Nist as a regular diet. I formerly had no appetite in the morning and for 5 years while nursing my four children, had insufficient mourishment. "Unable to each breakfast I felt faint later, and would go to the pantry and act cold chops, sausage, cookles, doughouts or anything I happened to find. Bloing a wife my period of the children, including my 10 months old bally, who soon grew as fat as a little pig, good natured and "I wrote evenings and feedling the veryings and feedling the continued on the children, including my 10 months old bally, who soon grew as fat as a little pig, good natured and "I wrote evenings and feedling the colling the continued on the children, including my 10 months old bally, who soon grew as fat as a little pig, good natured and "I wrote evenings and feedling the colling the collin

fat as a little pig, good natured and contented.

"I wrote evenings and feeling the need of sustained brain power, began eating a small saucer of Grape-Nuts with milk, instead of my suaul indepentable hot pudding, pie, or cake for dessert at alient, and such as a clive and clear; indeed, the dull head pain news the mean the piece and th