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His Mind. **4-11-1903**

"Are, there's the rub," quoted Director Dockweiler of the library board yesterday, when reminded that all promotions and appointments of library employees must be made in accordance with civil-service rules.

Need of five more day attendants and seven substitute attendants had been reported to the board at the regular session by Miss Mary L. Jones, librarian. The appointment of heads of the departments of binding and stationery was also recommended.

Dockweiler thought the civil-service rules would hamper the board in the administration of the library. He intimated that the library directors probably knew more about the qualifications of library attendants than the civil-service commissioners. When it came to making appointments, Dockweiler thought the library training class should have the best chance. He was fully convinced that the board should make all promotions from one grade to another.

To a greater or less degree the other members of the board shared the sentiments enunciated by Director Dockweiler.

The civil-service shoe was beginning to pinch.

Just then Commissioner Edelman of the civil-service board, dropped in for a little chat with the directors of the library. Edelman is the chairman of the library committee of the civil-service commission. The commissioner was very gracious. He said he would like to do all that could be done for the library directors, but that it would be manifestly impossible for the members of the board to have any part in giving examinations to candidates for positions in the library.

Then Dockweiler unfolded to the commissioner a little plan that he has been nursing for a long time, whereby promotions and demotions could be left to the board of library directors. The charter provides that the Civil Service Commission shall establish grades or classes in each department, and that promotion from one to the other shall be determined by competitive examination. To get around this, Dockweiler proposed to Edelman that the civil-service commission declare all the employees in the library to be in one class. As the board can freely change the assignment of duties of employees in any one class, such action by the commission would enable the board to decree