

Department of ~~Commerce and~~ Labor
IMMIGRATION SERVICE

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OFFICE OF SUPERVISING INSPECTOR
EL PASO, TEXAS

July 5, 1913.

IN ANSWERING REFER TO

No. 5002/145.

RECEIVED
BUREAU OF IMMIGRATION
JUL -9 1913

Commissioner-General of Immigration,
Washington, D. C.

Replying to Bureau telegram of the 3rd instant requesting advices as to whether this office recommends the abandonment of the mounted inspector grade, to which telegraphic reply has already been made, it is desired to say that while in my opinion the idea and plan originally submitted, and which resulted in the establishment of the grade, is meritorious, yet experience has demonstrated that the requirements of the former examination were not such as to fully accomplish the object this office had in mind, and rather than continue the plan along the same identical lines it would be preferable to abandon the grade entirely and depend upon the first grade register to supply the needs of the Service in this district. However, such a reactionary measure does not seem, after most earnest consideration, to be advisable, and in order to bring about the desired results another plan is here presented which it is believed will result in securing the class of inspectors desired.

One of the objects in establishing the mounted inspector register was to secure permanency, as it was hoped that men reared in this section of the country would not be dissatisfied with their surroundings, but it has been found that if the average mounted inspector is not stationed in the particular locality he prefers he is more insistent upon a transfer to the immediate section

91

No. 5002/145.

whence he came, and displays more dissatisfaction than inspectors assigned to this district from more remote points. Another feature which has proven more or less unsatisfactory is the fixed salary of \$1380 per annum. This plan tends to remove all incentive to greater endeavors. While the difficulty incident to satisfying this desire for transfer doubtless will always be encountered to a greater or less extent under any system possible to devise, it is hoped and felt that with an incentive in the way of possible financial advancement as a reward for steady and meritorious service a greater degree of permanency and interest will result.

The title of the position as now employed, i. e.- "Mounted Inspector" is in a measure a misnomer when consideration is had of the character of service required. The duties of a so-called mounted inspector are extremely varied and are not by any means confined to mounted work. In fact many such officers are never given mounts. The average appointee has taken the examination under a misapprehension of the true conditions in this respect, and in consequence a large majority experience more or less disappointment and dissatisfaction after entering the Service.

The test at present provided has been found inadequate in that it does not produce eligibles of the requisite mentality in satisfactory numbers. This is obviously due to what experience has demonstrated is a disproportionate weight accorded to training and experience as compared with the rating in the scholastic test.

The ideal inspector in this grade should possess to as great a degree as possible the following qualifications: initiative; resourcefulness; versatility; Powers of observation; discrimination; ability to determine and develop evidence; presence of mind; selfcontrol; stamina; ability to impart or report

evidence clearly and correctly; tact and discretion, and familiarity with general conditions and customs prevailing in this section of the country as well as the people residing therein.

It is therefore recommended that another examination be held with the following modifications:

- FIRST: That the title be changed from "Mounted Inspector" to "Junior Inspector."
- SECOND: That the compensation range from an entrance salary of \$1200 per annum to a maximum of \$1500 per annum.
- THIRD: That the scholastic test be second grade subjects throughout and be accorded a weight of 60%.
- FOURTH: That training and experience be given a weight of 40%, the same to be ascertained in the customary manner, in connection with which it is earnestly urged that the competitors be required to answer the following questions and that the weights as indicated opposite each question be employed as a basis in determining the proper rating thereunder:

1. State fully and in detail your experience in the use of fire-arms (weight 3).
2. State fully and in detail character and extent of your education (weight 2).
3. State fully and in detail the character of present and past employment, giving length of time employed in each position, the salary received and the cause for change in position (weight 8).
4. Do you speak Spanish? if so state when, where and how the knowledge was acquired. Are you qualified to interpret the average conversation? Can you translate from Spanish into English and vice versa (weight 5)?
5. State fully and in detail your experience in the use and care of horses (weight 2).

6. State fully and in detail your knowledge of plain-craft; where and when acquired (such as trailing; locating water holes; reading sign; and the like). (weight 8)
7. State fully and in detail any employment pursued bringing you into contact with the public requiring the exercise of tact and discretion (weight 7).
8. What experience, if any, have you had in conducting investigations having as their object the collecting of evidence to be used in connection with the presentation of cases in court? (weight 5)

FIFTH: That the age limit be made 25 to 45.

SIXTH: That the applicant shall be required to pass a rigid physical examination and that the standard of fitness shall be that exacted by the United States Army, with the additional requirement that the appointee shall, before the expiration of his probationary appointment, be physically examined by such public health surgeon attached to the Immigration Service as may be designated, and that the same standard of physical fitness as required in the first instance shall govern, and failure to pass such examination shall be sufficient cause to prevent absolute appointment.

With special reference to the present mounted inspectors, it is felt only equitable and fair that they be permitted to retain their present title, grade and compensation, but that they be advised that if they so desire they may participate in the junior inspectors' examination and if a passing grade is attained their title be changed without loss in compensation, thus rendering them eligible for advancement. Of course it should be understood that the junior inspector will not be clothed with the same statutory authority as an immigrant inspector, and that advancement to the higher grade will be only

No. 5002/145.

through regular examination.

Every phase of this subject has been most carefully and earnestly considered, and while the same might be discussed in greater detail, it is believed that the purposes in view are indicated with sufficient clearness as to render further elaboration unnecessary.

As of interest in this connection it may be stated that if the examination for mounted inspector, which has been announced for August 6th, is held, the indications are that a very large number of persons will participate. If, however, in lieu thereof, an examination such as suggested is provided it is probable the number of applicants will be greatly decreased, but certainly the qualifications of those who pass will be of a much higher standard.

CF.

J. W. Burkholder
Supervising Inspector.