

COMPLIMENTS OF W. W. NICHOLS - See Pages 241-249

AMERICAN CONSULAR BULLETIN



Photo submitted by Walter A. ...

GOLDEN PRAGUE
Panorama of Czechoslovakia's Ancient Capital

Vol. VI. JULY, 1924 No. 7

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AMERICAN CONSULAR BULLETIN

PUBLISHED MONTHLY BY THE AMERICAN CONSULAR ASSOCIATION

VOL. VI. No. 7

WASHINGTON, D. C.

JULY, 1924

The Secretary's Statement

THROUGH the passage of the Rogers Bill the serious limitations and inadequacies inherent in our present Foreign Service adjustment have been removed, and a substantial basis of reorganization achieved. The date of its enactment marks the birthday of the new service broadened in the rewards which it offers to men of ability, permanently stabilized by statute, coordinated by amalgamation, rendered mobile by interchangeability, democratized and Americanized through a scale of compensation and representation allowances which eliminate the necessity for private incomes, and definite in its assurances that men who have spent their lives in the service will not be left devoid of resources when the age of superannuation arrives.

Through this salutary legislation young men of ambition are offered a career of almost unparalleled opportunity and attractiveness, and the country receives its best assurance of security and substantial achievement in the future conduct of its foreign affairs.

CHARLES E. HUGHES.

An Appreciation

THE personnel of the Foreign Service is scattered to the ends of the earth and its work is as widely removed from the range of popular vision. What gratification it brings, therefore, that a busy Congress, beset with the perplexities of great national issues in a campaign year, should have paused in its deliberations to reshape the machinery of our foreign affairs! No politics was played with the issue and no spirit of partisanship was there to warp the finely drawn parts of its delicate mechanism. The Act of May 24, 1924, stands as a tribute to the patriotic vision of those who have supported the cause of an adequate foreign service and contributed so effectively to its realization. On behalf of the American Consular Association, the BULLETIN extends its greetings and its sentiments of profound appreciation to all who have shared in this constructive achievement.

The Rogers Bill

[PUBLIC—No. 135—68TH CONGRESS.]
[H. R. 6357.]

An Act for the reorganization and improvement of the Foreign Service of the United States, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That hereafter the Diplomatic and Consular Service of the United States shall be known as the Foreign Service of the United States.

SEC. 2. That the official designation "Foreign Service officer" as employed throughout this Act shall be deemed to denote permanent officers in the Foreign Service below the grade of minister, all of whom are subject to promotion on merit, and who may be assigned to duty in either the diplomatic or the consular branch of the Foreign Service at the discretion of the President.

SEC. 3. That the officers in the Foreign Service shall hereafter be graded and classified as follows, with the salaries of each class herein affixed thereto, but not exceeding in number for each class a proportion to the total number of officers in the service represented in the following percentage limitations: Ambassadors and ministers as now or hereafter provided; Foreign Service officers as follows: Class 1, 6 per centum, \$9,000; class 2, 7 per centum, \$8,000; class 3, 8 per centum, \$7,000; class 4, 9 per centum, \$6,000; class 5, 10 per centum, \$5,000; class 6, 14 per centum, \$4,500; class 7, \$4,000; class 8, \$3,500; class 9, \$3,000; unclassified, \$3,000 to \$1,500: *Provided*, That as many Foreign Service officers above class 6 as may be required for the purpose of inspection may be detailed by the Secretary of State for that purpose.

SEC. 4. That Foreign Service officers may be appointed as secretaries in the Diplomatic Service or as consular officers or both: *Provided*, That all such appointments shall be made by and with the advice and consent of the Senate: *Provided* further, That all official acts of such officers while in duty in either the diplomatic or the consular branch of the Foreign Service shall be performed under their respective commissions as secretaries or as consular officers.

SEC. 5. That hereafter appointments to the position of Foreign Service officer shall be made after examination and a suitable period of probation in an unclassified grade or, after five years of continuous service in the Department of State,

by transfer therefrom under such rules and regulations as the President may prescribe: *Provided*, That no candidate shall be eligible for examination for Foreign Service officer who is not an American citizen: *Provided* further, That reinstatement of Foreign Service officers separated from the classified service by reason of appointment to some other position in the Government service may be made by Executive order of the President under such rules and regulations as he may prescribe.

All appointments of Foreign Service officers shall be by commission to a class and not by commission to any particular post, and such officers shall be assigned to posts and may be transferred from one post to another by order of the President as the interests of the service may require: *Provided*, That the classification of secretaries in the Diplomatic Service and of consular officers is hereby abolished, without, however, in any wise impairing the validity of the present commissions of secretaries and consular officers.

SEC. 6. That section 5 of the Act of February 5, 1915 (Public, 242), is hereby amended to read as follows:

"SEC. 5. That the Secretary of State is directed to report from time to time to the President, along with his recommendations, the names of those Foreign Service officers who by reason of efficient service have demonstrated special capacity for promotion to the grade of minister, and the names of those Foreign Service officers and employees and officers and employees in the Department of State who by reason of efficient service, an accurate record of which shall be kept in the Department of State, have demonstrated special efficiency, and also the names of persons found upon taking the prescribed examination to have fitness for appointment to the lower grades of the service."

SEC. 7. That on the date on which this Act becomes effective the Secretary of State shall certify to the President, with his recommendation in each case, the record of efficiency of the several secretaries in the Diplomatic Service, consuls general, consuls, vice consuls of career, consular assistants, interpreters, and student interpreters then in office and shall, except in cases of persons found to merit reduction in rank or dismissal from the service, recommend to the President the recommissioning, without further examination, of those then in office as follows:

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Secretaries of class one designated as counselors of embassy, and consuls general of classes one and two as Foreign Service officers of class one.

Secretaries of class one designated as counselors of legation and consuls general of class three as Foreign Service officers of class two.

Secretaries of class one not designated as counselors, consuls general of class four, and consuls general at large as Foreign Service officers of class three.

Secretaries of class two, consuls general of class five, consuls of classes one, two, and three, and Chinese, Japanese, and Turkish secretaries as Foreign Service officers of class four.

Consuls of class four as Foreign Service officers of class five.

Secretaries of class three, consuls of class five, and Chinese, Japanese, and Turkish assistant secretaries as Foreign Service officers of class six.

Consuls of class six as Foreign Service officers of class seven.

Secretaries of class four and consuls of class seven as Foreign Service officers of class eight.

Consuls of classes eight and nine as Foreign Service officers of class nine.

Vice consuls of career, consular assistants, interpreters, and student interpreters as Foreign Service officers, unclassified.

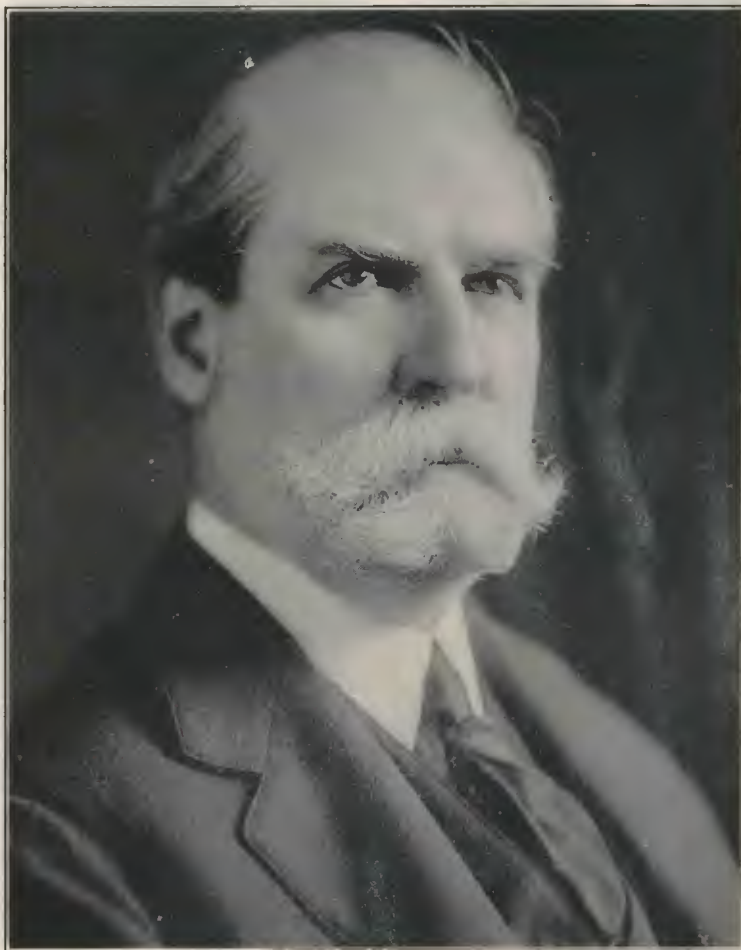
SEC. 8. That consuls general of class one and consuls of class one holding office at the time this Act takes effect shall not, as a result of their recommissioning or reclassification, suffer a reduction in salary below that which they are then receiving: *Provided, however,* That this provision shall apply only to the incumbents of the offices mentioned at the time this Act becomes effective.

That the grade of consular assistant is hereby abolished, and that all consular assistants now in the service shall be recommissioned as Foreign Service officers, unclassified.

SEC. 9. That section 1697 and 1698 of the Revised Statutes are hereby amended to read as follows:

"Every secretary, consul general, consul, vice

consul of career, or Foreign Service officer, before he receives his commission or enters upon the duties of his office, shall give to the United States a bond, in such form as the President shall prescribe, with such sureties, who shall be permanent residents of the United States, as the



HONORABLE CHARLES E. HUGHES
Secretary of State

Secretary of State shall approve, in a penal sum not less than the annual compensation allowed to such officer, conditioned for the true and faithful accounting for, paying over, and delivering up of all fees, moneys, goods, effects, books, records, papers, and other property which shall come to his hands or to the hands of any other person to his use as such officer under any law now or hereafter enacted, and for the true and faithful performance of all other duties now or hereafter



lawfully imposed upon him as such officer: *Provided*, That the operation of no existing bond shall in any wise be impaired by the provisions of this Act: *Provided further*, That such bond shall cover by its stipulations all official acts of such officer, whether as Foreign Service officer or as

ice officers detailed for the purpose of inspection, who shall, under the direction of the Secretary of State, inspect the work of offices in the Foreign Service, both in the diplomatic and the consular branches.

SEC. 11. That the provisions of section 8 and 10 of the Act of April 5, 1906, relative to official fees and the method of accounting therefor shall include both branches of the Foreign Service.

SEC. 12. That the President is hereby authorized to grant to diplomatic missions and to consular offices at capitals of countries where there is no diplomatic mission of the United States representation allowances out of any money which may be appropriated for such purpose from time to time by Congress, the expenditure of such representation allowance to be accounted for in detail to the Department of State quarterly under such rules and regulations as the President may prescribe.

SEC. 13. Appropriations are authorized for the salary of a private secretary to each ambassador who shall be appointed by the ambassador and hold office at his pleasure.

SEC. 14. That any Foreign Service officer may be assigned for duty in the Department of State without loss of class or salary, such assignment to be for a period of not more than three years, unless the public interests demand further service, when such assignment may be extended for a period not to exceed one year. Any Foreign Service officer of whatever class detailed for special duty not at his post or in the Department of State shall be paid his actual and necessary

expenses for travel and not exceeding an average of \$8 per day for subsistence during such special detail: *Provided*, That such special duty shall not continue for more than sixty days, unless in the case of trade conferences or international gatherings, congresses, or conferences, when such subsistence expenses shall run only during the

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HONORABLE JOHN JACOB ROGERS

secretary in the Diplomatic Service, consul general, consul, or vice consul of career. The bonds herein mentioned shall be deposited with the Secretary of the Treasury."

SEC. 10. That the provisions of section 4 of the Act of April 5, 1906, relative to the powers, duties, and prerogatives of consuls general at large are hereby made applicable to Foreign Serv-

Administrative Regulations Provided For by the President's Order

Executive Order.

Whereas, The Congress, by the Act of May 24, 1924, has confirmed and given statutory recognition to the civil service status of the Foreign Service established by the Presidential Executive Orders of June 27, 1905, for the Consular Service, and November 26, 1909, for the Diplomatic Service,

And, whereas, under the provisions of the said Act of May 24, 1924, the President is authorized to prescribe certain rules and regulations for administering the Foreign Service on an interchangeable basis.

Now, therefore, the President, in the exercise of the powers conferred upon him by the Constitution and laws of the United States, makes the following regulations:

1. Vacancies in all classes from 1 to 9 shall be filled by promotion from lower classes, based upon ability and efficiency as shown in the service.

2. All admissions to the service shall be to the grade of Foreign Service Officer, unclassified.

3. Officers and employees, after five years of continuous service in the Department of State, are eligible for appointment by transfer to any class in the Foreign Service upon the recommendation of the Foreign Service Personnel Board and with the approval of the Secretary of State as hereinafter provided.

The Foreign Service Personnel Board.

4. There is hereby constituted a Foreign Service Personnel Board composed as follows:

The Under Secretary of State, who shall be the chairman, an Assistant Secretary of State to be designated by the Secretary of State, the Director of the Consular Service (on and after July 1, 1924, this title becomes Assistant Secretary of State) and the members of the Executive Committee of the Foreign Service Personnel Board.

5. It shall be the duty of the board:

(a) To examine into the character, ability, efficiency, experience and general availability of all secretaries in the diplomatic service, consuls general, consuls, vice consuls of career, consular assistants, interpreters and student interpreters, and before July 1, 1924, to submit to the Secretary of State such information as he may require regarding the efficiency records of such officers.

(b) From time to time after the Act of May 24, 1924, becomes effective, and as vacancies arise, to submit to the Secretary of State lists of those Foreign Service Officers whose records of efficiency entitle them to advancement in the service, and who are therefore recommended for promotion, and the names of those officers and employes in the Department of State who, after five years of continuous service, and because of special ability and merit are recommended for appointment by transfer to the position of Foreign Service Officer. All such lists to be signed by the chairman and at least three members of the board, except in the case of a tie vote when the Secretary of State shall decide.

(c) To submit to the Secretary of State the names of those Foreign Service Officers who, in the opinion of the board, have demonstrated special capacity for promotion to the grade of Minister. Each list thus submitted shall enumerate the names of the officers in the order of merit and shall be complete in itself, superseding all previous lists. A list shall be submitted to the Secretary of State whenever there is a vacancy in the grade of Minister or when requested by the President or the Secretary of State and in no case shall it contain more names than there are vacancies to fill. Each such list shall be signed by the chairman and at least three members of the board, and if approved by the Secretary of State, shall be submitted to the President.

(d) To submit to the Secretary of State the names of those Foreign Service officers who are recommended for designation as counselors of embassy or legation.

(e) To recommend to the Secretary of State the assignment of Foreign Service Officers to posts and the transfer of such officers from one branch of the service to the other according to the needs of the service.

(f) To consider controversies and delinquencies among the service personnel and recommend to the Secretary appropriate disciplinary measures where required.

For the purposes stated in paragraphs (e) and (f), the Under Secretary of State, the Assistant Secretary of State and the Director of the Consular Service (on and after July 1, 1924, this title becomes Assistant Secretary of State) shall



be deemed to constitute the full board, but the Executive Committee shall have the power of recommendation.

6. Whenever it is determined that the efficiency rating of an officer is poor and below the required standard for the Service, the Personnel Board



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HONORABLE JOSEPH C. GREW

The Undersecretary of State who, by the terms of the Executive Order of June 7, 1924, becomes the Chairman of the Foreign Service Personnel Board

shall so notify the officer, and if after due notification the rating of such officer continues nevertheless to be unsatisfactory, his name shall be reported to the Secretary of State with a full recital of the circumstances and a recommenda-

tion of the board for separation from the service.

Whenever such recommendation for separation from the service is made, the board shall at the same time notify the officer of the action taken.

7. The members of the board, individually and collectively, shall have authority to examine all records and data relating to the personnel of the service.

8. All action taken by the board shall be strictly nonpartisan, and based exclusively upon the record of efficiency of the officers concerned.

9. The proceedings of the board shall be strictly confidential, but the chairman may, and it is hereby made a part of his duty, within a reasonable time prior to each meeting of the board for recommending promotions, demotions or removals, to invite the chairman of the Senate Committee on Foreign Relations and the chairman of the House Committee on Foreign Affairs or some committee member designated by the chairman, to sit with the board through its deliberations without, however, participating in its decisions.

10. The board shall elect its secretary from among its members.

The Executive Committee

11. There is hereby constituted an Executive Committee of the Foreign Service Personnel Board to be composed of a chairman, and two other members who shall be Foreign Service officers of high rank representing both the diplomatic and consular branches of the Foreign Service, to be selected by the other members of the Personnel Board with approval of the Secretary of State.

The Secretary of State is authorized to prescribe the duties of the Executive Committee.

The Board of Examiners

12. There is hereby constituted a Board of Examiners composed of the following members; to wit: The Under Secretary of State, an Assistant Secretary of State to be designated by the Secretary of State, the Director of the Consular Service (on and after July 1, 1924), this title

becomes Assistant Secretary of State), the chairman of the Executive Committee of the Foreign Service Personnel Board, and the chief examiner of the Civil Service Commission or such person as may be designated by him to serve in his stead.

13. It shall be the duty of the Board of Examiners to formulate rules for and hold examinations of applicants for commission to the Foreign Service and to determine from among the persons designated by the President for examination those who are fitted for appointment.

14. The scope and method of the examinations shall be determined by the Board of Examiners, but among the subjects shall be included the following: at least one modern language other than English (French, Spanish, or German by preference), elements of international law, geography, the natural, industrial, and commercial resources and the commerce of the United States; American history, government and institutions; the history since 1850 of Europe, Latin America and the Far East; elements of political economy, commercial and maritime law.

15. The examinations shall be both written and oral.

16. Examinations shall be rated on a scale of 100, and no person rated at less than 80 shall be eligible for certification.

17. No one shall be certified as eligible who is under twenty-one or over thirty-five years of age, or who is not a citizen of the United States, or who is not of good character and habits and physically, mentally, and temperamentally qualified for the proper performance of the duties of the Foreign Service, or who has not been specially designated by the President for appointment subject to examination and to the occurrence of an appropriate vacancy.

18. Upon the conclusion of the examinations, the names of the candidates who shall have attained upon the whole examination the required rating will be certified by the board to the

Secretary of State as eligible for appointment.

19. The names of candidates will remain on the eligible list for two years, except in the case of such candidates as shall within that period be appointed or shall withdraw their names. Names which have been on the eligible list for two years



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HONORABLE J. BUTLER WRIGHT

Third Assistant Secretary of State, Member of the Foreign Service Personnel Board

will be dropped therefrom and the candidates concerned will not again be eligible for appointment unless upon fresh application, designation anew for examination, and the successful passing of such examination.

20. Applicants for appointment who are desig-

nated to take an examination and who fail to report therefor, shall not be entitled to take a subsequent examination unless they shall have been specifically designated to take such subsequent examination.

21. In designations for appointment subject to

nor appointment after examination will the political affiliations of the candidates be considered.

22. The Board of Examiners is authorized to issue such notices and to make all such rules as it may deem necessary to accomplish the object of this regulation.

23. New appointments to the service shall be to the grade of Foreign Service Officer, unclassified, and no promotions to a higher grade shall be made except on the recommendation of the Foreign Service Personnel Board, with the approval of the Secretary of State, after the completion of one full term of instruction, or the equivalent thereof in the Foreign Service School hereinafter established.

24. Those candidates for appointment as diplomatic or consular officers whose names are on the eligible list at the time the Act of May 24, 1924, becomes effective shall be eligible for appointment as Foreign Service Officers.

The Foreign Service School

25. There is hereby established in the Department of State a Foreign Service School for the instruction of new appointees.

26. The Foreign Service School shall be under the direction of a Foreign Service School Board, composed of the following members, to wit: the Under Secretary of State, an Assistant Secretary of State to be designated by the Secretary of State, the Director of the Consular Service (on and after July 1, 1924, this title becomes Assistant Secretary of State), the chairman of the executive committee of the Foreign Service Personnel Board, and the chief instructor of the Foreign Service School. The School Board will act in all matters with the approval of the Secretary of State.

27. The chief instructor shall be selected by the other members of the School Board from among the officers of the Foreign Service, with the approval of the Secretary of State.

28. Other instructors shall be selected from among the qualified officers of the Department of



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HONORABLE WILBUR J. CARR

Member of the Personnel Board and who, by the Rogers Bill, becomes an Assistant Secretary of State

examination and in appointments after examination, due regard will be had to the principle that as between candidates of equal merit, appointments should be made so as to tend to secure proportional representation of all the States and Territories in the foreign service; and neither in the designation for examination nor certification

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Mr. Carr Surveys the Rogers Bill

I believe that no other country has achieved a more satisfactory foreign service structure than that afforded by the recent enactment of the Rogers Bill. But, of course, a law of this character only provides the machinery, whereas its successful operation will eventually depend upon the fidelity and continuity with which it is administered over a period of years.

One point to be recognized immediately is that the plan of reorganization is designed primarily in the interest of a future service, and only incidentally in the interest of the present personnel. In this sense the future service will begin its competition with the existing service immediately; for the new standards of personnel and of efficiency have already become applicable through the Executive Order of June 7, 1924. Therefore, with the benefits which accrue to the individuals now composing the foreign service there has come a corresponding obligation which will tax their best abilities.

Viewed broadly, a life service has been created in which each member may devote himself with the highest degree of consecration and the greatest assurance of appropriate reward. The advantages and the compensations of the career are such as will attract the best types of material the country affords, and hold them against the pressure of circumstances and the appeal of flattering business offers.

Heretofore it has been too frequently the case that an efficient officer could not afford to remain in the service; in the future it is difficult to see how such an officer could afford to leave it.

The stability of the career and the permanence of its personnel have been assured. All the vulnerable features of the old régime have been replaced by solid barriers against meddling and uncertainty. A young officer just entering the service will find that he is offered a course of invaluable instruction before entering upon his permanent duties, but that at the same time he will be on probation and his every act and qualification open to the severest scrutiny with respect to his personal fitness. After his definite acceptance, and when he has entered upon the discharge of his regular duties, he will find that the same observing eyes are watching with the same scrutiny all evidences of his success or failure. Throughout his entire career the machinery of elimination, which is set up by the Executive Order, will so constantly guard and enforce the high standard of the service that the period of probation through which he entered will, in effect, seem to extend to the very day of his superannuation.

The climax of the career affords two outlets; one being, in cases of conspicuous ability, the possibility of promotion to the grade of minister with the retention of full retirement benefits; the other, the regular retirement at the age of 65 years. The retirement provision, with its adequate annuities, its equitable division of expense between the contributions of the men and the contributions of the Government, and its direct relationship to the efficiency of the service, may be considered the keystone of the reorganization plan. On the other hand, the most signal achievement in attractiveness lies in the system which has been devised for bringing to the notice of the President those foreign service officers who have demonstrated special capacity for promotion to the grade of minister. For every man in the service this should be a definite aim, notwithstanding that, as in all cases of higher rewards, there will only be places for the successful few.

Congress has dealt broadly and constructively with the question of foreign service reorganization. At no point during the two years in which it was under discussion were there evidences of partisanship or a desire to do other than lay the foundation of the most effective organization commensurate with rational expenditure.

Perhaps there are some provisions which might well have been added to the bill, but they appear inconsequential in the general plan. It may be urged by some that certain features should have been eliminated, but a careful analysis of the reasons which actuated Congress will, I am sure, confirm the wisdom of its judgments. As to whether the language here and there might have been more fortunately expressed, it must be remembered that the task of legislators is a delicate one and involves the spirit of compromise as an essential element of agreement. On the whole, and considering its highly technical character, the measure is a model of constructive legislation and represents the work of Congress at its best. This fact should be constantly borne in mind in order that the Foreign Service may at no time fall short of the high expectations with which it is attended.

WILBUR J. CARR.

When a Pen Is Not a Pen

AN historical instrument which may appear commonplace enough to some but which will always be the symbol of a great reformation to the members of the American Foreign Service is the pen with which President Coolidge signed the Rogers Bill on May 24.

The letter which the Honorable C. Bascom Slep, Secretary to the President, wrote to Mr. Carr and Mr. Carr's letter to the Association follow:

THE WHITE HOUSE
WASHINGTON

May 24, 1924.

My dear Mr. Carr;

In compliance with your request, I have pleasure in sending you herewith the pen used by the President today in signing H. R. 6357, "An Act for the reorganization and improvement of the foreign service of the United States, and for other purposes."

Sincerely yours,
C. B. Slep
Secretary to the
President.

Mr. Wilbur J. Carr,
State Department.

DEPARTMENT OF STATE
WASHINGTON

May 26, 1924

Mr. J. Klahr Huddle,
Secretary-Treasurer,
American Consular Ass'n,
State Department.

My dear Mr. Huddle:

It gives me great pleasure to announce to the Association that the President on the afternoon of May 24, 1924, approved H. R. 6357, "An Act for the Reorganization and Improvement of the Foreign Service of the United States and for other purposes", generally known as the Rogers Bill, and I am happy to be able to present to the Association through you the pen used by the President in approving the measure.

The pen was sent to me by the Honorable C. Bascom Slep, Secretary to the President, at my request and I hope that it will find a permanent place among the treasured possessions of the Association.

Mr. Slep's letter to me transmitting the pen is also enclosed.

Yours faithfully,

Wilbur J. Carr

The Secretary of State Starts the Machinery of the New Law

Departmental Order No. 295—Executive Committee of the Foreign Service Personnel Board

WITH a view to strengthening and improving the personnel of the Foreign Service and securing uniform and impartial ratings for all officers and employes, the following duties are hereby prescribed for the executive committee of the Foreign Service Personnel Board under the authority contained in the Executive Order of the President, dated June 7, 1924:

1. To take into its possession and consolidate immediately all records and material relating to the personnel of the Foreign Service, both diplomatic and consular. The Diplomatic Bureau, the Consular Bureau and the Office of Consular Personnel will promptly surrender all such files and records as may be in their possession.
2. To keep the efficiency records of all Foreign Service officers and employes.
3. To collect, collate, and record pertinent data relating to Foreign Service personnel.
4. To submit to the Foreign Service Personnel Board recommendations for the assignment of officers to posts and the transfer of such officers from one branch of the service to the other.
5. To recommend the granting of leaves of absence.
6. To interview applicants and prospective applicants for the Foreign Service.
7. To examine and recommend for appointment applicants for positions as subordinate employes in the Foreign Service.
8. To maintain contact with Foreign Service officers and employes while on visits to the United States. For this purpose a register of visiting officers and employes shall be kept.

All personnel records shall be held strictly confidential, and no papers, documents, data or reports relating thereto shall be revealed except to the Secretary of State, the members of the For-

ign Service Personnel Board, and the Board of Review.

At least once a year, or whenever the Secretary of State shall so order, all personnel records, ratings and accumulated material shall be examined impartially by a Board of Review and a report rendered to the Foreign Service Personnel Board as to the relative standing of officers and employes. The Board of Review shall be composed of five members, of whom the chairman of the executive committee shall be the chairman, and the remaining four drawn from Foreign Service officers of high rank by the Secretary of State.

CHARLES E. HUGHES.

DEPARTMENT OF STATE,

June 9, 1924.

Departmental Order No. 296—The Foreign Service School

The President by Executive Order of June 7, 1924, having provided for the establishment of a Foreign Service School in the Department of State, the following rules and regulations are hereby made for the governance of the school:

1. The chief instructor shall be selected from among Foreign Service officers of Class V or over.

2. He shall have the following duties:

- (a) To prepare and submit to the School Board for approval a complete schedule of work to be covered during the term of instruction.

- (b) To select instructors in the various subjects from among the qualified officers of the Department of State, the Foreign Service, the other Executive Departments of the Government, and other available sources.

- (c) To instruct the School in subjects selected and approved by the board.

(Continued on page 252)

The Association and the Bill

IN compliment to the Secretary of State, Honorable Charles E. Hughes and to the sponsor of the bill, Honorable John Jacob Rogers, the American Consular Association on May 21 sent to each a bouquet. The letters of Mr. Hughes and Mr. Rogers sent in reply are reproduced below:

May 21, 1924.

My dear Mr. Carr:

I understand that you are the Honorary President of the American Consular Association and I desire to express to you my deep appreciation of the kindness of the Association in sending to me the beautiful flowers which I received today. I also wish to take this opportunity to express my gratification at the passage of the Rogers Bill and of the opportunity thus presented to place the Foreign Service upon a stable basis. The Service is indebted to you and to those who have worked with you to secure this result, and I am happy to believe that in the future the American Foreign Service will be unexcelled.

Faithfully yours,

CHARLES E. HUGHES.

Honorable Wilbur J. Carr,
Department of State.

(Continued from page 251)

(d) To maintain the discipline of the School and bear responsibility therefor.

(e) To keep a record of attendance and an impartial, confidential rating of each pupil with respect to his qualifications for the Foreign Service.

(f) To act as a member of the School Board.

(g) To make reports on the work of the School and the individual pupils at the end of the term of instruction or whenever required by the School Board or the Secretary of State.

3. Each term of instruction shall begin and end on dates to be fixed by the School Board.

4. Each Foreign Service pupil shall be assigned to one of the divisions or bureaus of the Department of State, where he will report for duty when not attending classes.

5. The chiefs of the divisions or bureaus shall report to the chief instructor the character of the work done by the pupils assigned to them, together with any delinquencies.

CHARLES E. HUGHES.

DEPARTMENT OF STATE,

June 9, 1924.

May 22, 1924.

American Consular Association,
Department of State,
Washington, D. C.

Gentlemen of the Consular Service:

I am hurrying thus to address you; for next week, we may hope, I should have to call you "Gentlemen of the Foreign Service." I appreciate and prize very keenly your gracious thought and gift. Please accept my warmest thanks for the superb roses.

I hope and believe that we are embarking, under the new law, upon a period when you gentlemen of the foreign service will have greatly augmented opportunities for doing work of increased importance and value to the nation. And it is a source of personal gratification that the rewards for good service are hereafter to be more nearly adequate than in the past.

Sincerely yours,

JOHN JACOB ROGERS.



THE LEGATION AT BOGOTA

A Careful Scrutiny of Hidden Points

Turning the Spotlight on Portions of the Bill the Full Meaning of Which May Not Be Apparent at First Study

THE structure of the reorganized foreign service is before you in this edition of the BULLETIN. There is nothing equivocal about the meaning of the Act or the Administrative Regulations issued thereunder, but there are many hidden points of interest which may be dragged out of their semi-obscurity and examined at close range.

1. The New Title

The first of these is the new title, "Foreign Service Officer," which is a salary title and has nothing to do with functions. After July 1 all officers will draw salary by virtue of the fact that they are foreign service officers and not because they are diplomatic secretaries or consular officers. In order to become a foreign service officer, or in other words, in order to draw salary in the foreign service, an examination and a period of probation are required at the time of admission. This puts an end to political appointments; for, although the President may still appoint a consul or a diplomatic secretary under his constitutional powers, such appointee would not be a foreign service officer and could not be made a part of the career. Furthermore, a special appropriation would have to be obtained from Congress to provide for his salary.

2. The Structure

The next point to be observed is the pyramid resulting from fixing the numbers in the various classes through percentage limitations.

Under the existing distribution of personnel, reclassification according to the bill would have thrown too many men in certain of the new classes, notably Classes 4 and 5. This fact is understood to have inspired the recent list of promotions which had as its practical object the elimination of a hump in the pyramid.

The proviso in Section 3, "That as many foreign service officers above Class 6 as may be required for the purpose of inspection may be detailed by the Secretary of State for that purpose," gives authority for the selection of an additional number of inspectors for diplomatic missions. These will in all likelihood be drawn from the diplomatic service. It should also be noted that inspectors draw their regular salaries and not the salary of an inspector, as heretofore. Under Section 14 they are entitled to subsistence ex-

penses not exceeding an average of \$8 a day, or in lieu thereof to a straight per diem of \$6. This happy alternative eliminates the necessity for itemized accounting, with all its harrowing details. It also applies to other foreign service officers when traveling under instructions.

The period of probation in an unclassified grade, which is provided in Section 4 of the Act, is responsible for the creation in the Department of State of the Foreign Service School, which appears in the Executive Order.

The reinstatement provision in Section 5 will be observed to exclude all officers who leave the service for any purpose other than the acceptance of some other position in the Government service. In other words, those men who have resigned to accept business positions are definitely out of the service and can only reenter by taking an examination. But the Executive Order now places the age limit at 35, and this in many cases will finally preclude a return to the service.

The abolition of the classification of diplomatic secretaries does not mean that we will have no more first secretaries, second secretaries and third secretaries, but that this distinction will signify a post designation and not a service rank.

3. The Reward of Merit

The significance of Section 6 lies in the fact that it enacts into law that provision of the Executive Order of November 26, 1909, which directs the Secretary of State to recommend to the President the names of those officers who have demonstrated special capacity for promotion to the grade of minister. Perhaps the highest purpose of the bill is to extend the career service to the grade of minister through the development of men whose outstanding merit will command these appointments. The machinery for this purpose is established in the Executive Order which requires the Foreign Service Personnel Board to nominate a service man for each vacancy in the grade of minister. As a consequence of this enactment, the merits of the career officers cannot fail to receive due consideration when chiefs of mission are being selected.

As a result of Section 7, which prescribes the schedule of reclassification, it may be anticipated

(Continued on page 260)

AMERICAN
CONSULAR BULLETIN

Vol. VI July, 1924 No. 7

PUBLISHED MONTHLY BY THE AMERICAN CONSULAR ASSOCIATION, WASHINGTON, D. C.

The American Consular Bulletin is published monthly by the American Consular Association, and is distributed by the Association to its members gratis. The Bulletin is also open to private subscription in the United States and abroad at the rate of \$4.00 a year, or 35 cents a copy, payable to the American Consular Bulletin, c/o Consular Bureau, Department of State, Washington, D. C.

The purposes of the Bulletin are (1) to serve as an exchange among American consular officers for personal news and for information and opinions respecting the proper discharge of their functions, and to keep them in touch with business and administrative developments which are of moment to them; and (2) to disseminate information respecting the work of the Consular Service among interested persons in the United States, including business men and others having interests abroad, and young men who may be considering the Consular Service as a career.

Propaganda and articles of a tendential nature, especially such as might be aimed to influence legislature, executive or administrative action with respect to the Consular Service, or the Department of State, are rigidly excluded from its columns.

Contributions should be addressed to the American Consular Bulletin, c/o Consular Bureau, Department of State, Washington, D. C.

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The American Consular Association is an unofficial and voluntary association embracing most of the members of the Consular Service of the United States. It was formed for the purpose of fostering esprit de corps among the members of the Consular Service, to strengthen Service spirit, and to establish a center around which might be grouped the united efforts of its members for the improvement of the Service.

HOMESICK

From the Saturday Evening Post

I've lived abroad for quite a while,
Some thirty years or more;
I know the lotus-blooming Nile,
I've strolled by Tiber's shore.
I'm weary of the weird old Sphinx,
And Tutankhamen's tomb;
I want to see some bobolinks,
And goldenrods in bloom.

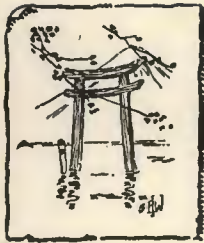
Some love the soft, melodious tongue
When the Italians speak;
By others are the praises sung
Of Spanish, French or Greek;
But I've an ache that's like a tooth,
A steady, growing pang
To hear the language of my youth
In good old nasal twang!

The bees still make on Grecian hills
The honey Venus ate,
And Hybla's busy swarm distil's
A brew more delicate;
I envy not the ancient horde
Who gorged these classic eats—
Give me some maple sirup poured
Upon a stack of wheats!

The seven hills of ancient Rome
Appeal to me in vain;
I long to see my mother's home
Among the hills of Maine;
I'm tired of all this foreign bliss;
I'll trade the Grecian sky
And throw in the Acropolis
For a piece of punkin pie!

So I'll take ship and fare due west
Along Columbus' track,
Unto the land I love the best,
And never more come back.
I've seen, these many restless nights,
They beckon me by day,
The elfin, dancing harbor lights
Of New York, U. S. A.!

--George Horton.



HERE & THERE



VISITING OFFICERS

The following Consular Officers called at the Department during the period from May 13 to June 16:

- Hernan C. Vogenitz, Vice Consul at Lisbon.
 John C. Moomaw, Vice Consul at Charlotte-town.
 Morrison Taylor, Vice Consul at Cologne.
 Harold Playter, Consul at Corinto.
 Lynn W. Franklin, Consul at San Salvador.
 John R. Minter, Consul at Capetown.
 Jay C. Huston, Consul at Tientsin.
 Albert M. Doyle, Vice Consul at Amsterdam.
 Stuart Lupton, Consul at Sofia.
 Marshall M. Vance, Consul at Colombo.
 Harry A. Lyons, Vice Consul at Nice.
 Walter H. Sholes, Consul at Goteborg.
 John G. Foster, Consul General at Ottawa.
 Earl Brennan, Vice Consul at Florence.
 William J. Grace, Consul at Sheffield.
 Peter H. A. Flood, Vice Consul at Tampico.
 Charles L. DeVault, Vice Consul at London.
 David B. Macgowan, Consul at Riga.
 William E. Chapman, Consul at Mazatlan.
 Don S. Haven, Consul at Leipzig.
 Edwin N. Atherton, Vice Consul at Jerusalem.
 Harry L. Walsh, Consul at Nuevo Laredo.
 William J. McCafferty, Consul at Hongkong.
 Paul M. Dutko, Vice Consul at Harbin.
 James M. Hill, Vice Consul at Manchester.
 Albion W. Johnson, Vice Consul at Dublin.
 Lucius H. Johnson, Vice Consul at Bilbao.
 Harold Shantz, Consul at Calcutta.
 Quincy F. Roberts, Vice Consul at Apia.
 S. Reid Thompson, Consul at Concepcion.
 Carleton Bailey Hurst, Consul General at Habana.
 Robert R. Bradford, Consul at Casablanca.
 William W. Early, Consul at Belize.
 Harris N. Cookingham, Consul at Tunis.

APPOINTMENTS

- Julius G. Lay, Consul General of Class 2.
 Robert F. Kelley, Consul of Class 7.

PROMOTIONS

To Consuls General Class 3

- Homer M. Byington.
 William Dawson.
 Clarence E. Gauss.
 Nelson T. Johnson.
 Tracy Lay.
 Marion Letcher.
 Roger C. Tredwell.

Consuls Class 3 to Consuls General Class 4

- Thomas D. Bowman.
 John K. Caldwell.
 Clarence Carrigan.
 George E. Chamberlain.
 Louis G. Dreyfus.
 Arthur C. Frost.
 Wesley Frost.
 John A. Gamon.
 Arminius T. Haeberle.
 Lewis W. Haskell.
 Charles M. Hathaway, Jr.
 Philip Holland.
 W. Stanley Hollis.
 Theodore Jaeckel.
 Ezra M. Lawton.
 Samuel T. Lee.
 George S. Messersmith.
 Edwin L. Neville.
 Ely E. Palmer.
 Mahlon F. Perkins.
 Addison E. Southard.
 Henry P. Starrett.
 Charles S. Winans.

Class 4 to 3

- Leon Dominion.
 Danna G. Munro.

Class 5 to 4

- Charles P. Cameron.
 John K. Davis.
 Hasell H. Dick.
 Coert du Bois.
 Carol H. Foster.

PROMOTIONS

(Continued)

George C. Hanson.
 Frank A. Henry.
 David B. Macgowan.
 O. Gaylord Marsh.
 Leland B. Morris.
 Lowell C. Pinkerton.
 Leslie E. Reed.
 Elliott V. Richardson.
 S. Pinkney Tuck.
 Thomas M. Wilson.

Class 6 to 5

William P. Blocker.
 Parker W. Buhrman.
 Jay C. Huston.
 William R. Langdon.
 Joseph McGurk.
 Charles J. Pizar.
 John Randolph.

Class 7 to 6

Richard F. Boyce.
 Harry E. Carlson.
 Hugh S. Fullerton.
 Ilo C. Funk.
 Raleigh A. Gibson.
 Robert B. Macatee.
 Orsen N. Nielsen.
 Samuel R. Thompson.
 Egmont C. von Tresckow.
 Digby A. Willson.
 Damon C. Woods.

Vice Consuls de carrière to Consuls Class 7

Hiran A. Boucher.
 Maxwell M. Hamilton.
 William I. Jackson.
 Robert Y. Jarvis.
 Robert R. Patterson.
 Harold Shantz.
 E. Talbot Smith.
 Harold S. Tewell.
 Frederick L. Thomas.

Junior to Senior Interpreter

David C. Berger.

Clerk to Vice Consul

Oliver H. Axtell.

RESIGNATION

John O. Sanders, Consul of Class 7 at Maracaibo.

Pursuant to the Executive Order signed by the President June 7, 1924, regarding the administration of personnel in the Foreign Service to meet the conditions brought about by the passage of the act (H. R. 6357) known as the Rogers Bill, the Secretary of State has approved the selection of the following members of the Foreign Service as members of the Executive Committee of the Foreign Service Personnel Board: Charles C. Eberhardt, Consul General, chairman; Edward J. Norton, Consul General at Large; Hugh R. Wilson, Counselor of Embassy.

The Personnel Board will consist of six members as follows: Mr. Joseph C. Grew, Under Secretary of State, chairman; Mr. J. Butler Wright, Third Assistant Secretary of State; Mr. Wilbur Carr, Director of the Consular Service, and the three members of the Executive Committee.

TRANSFERS

Philip Adams, detailed to Malta, commission to Aden cancelled.

George A. Bucklin, Sault Ste. Marie from Acapulco.

Ray Fox, Calcutta from Melbourne.

Rudolph E. Schoenfeld, Berlin from Stettin.

Vice Consuls de carrière

Charles A. Bay, Tampico from Port au Prince.

Thomas S. Horn, Salina Cruz from Tampico.

John E. Moran, Melbourne from Wellington.

Robert L. Smyth, Chungking from Hankow.

Non-career Officers

George H. Barrington, St. John's, N. B., from Campbellton.

Richard C. Beer, Newcastle-on-Tyne from Belfast.

Gordon L. Burke, Hankow from Swatow.

William N. Carroll, London from Stoke-on-Trent.

Fred Houck, Ghent from Hamburg.

Henry G. Krausee, Nuevo Laredo (temporarily) from Matamoros.

Hiram E. Newbill, Hankow (temporarily) from Tsingtao.

James L. Park, Aden from Constantinople.

Henry O. Ramsey, remains at Belfast, commission to Newcastle-on-Tyne cancelled.

George P. Wilson, Fiume from Catania.

A World Motor Transport Congress held at Detroit from May 21 to 24 was attended by many delegates from all parts of the world, in-

AMERICAN CONSULAR BULLETIN

cluding Asia and Africa. The delegation from Latin America was noticeably large, testifying to the interest felt in South America in American automotive products. As representatives of the Department of State the Third Assistant Secretary of State, Mr. J. Butler Wright, the Assistant Economic Adviser of the Department, Dr. Stanley K. Hornbeck, Consul General at Large Mr. Edward J. Norton, the Chief of the Consular Commercial Office, Mr. Addison E. Southard, and diplomatic secretary of Class 3, Mr. Edwin C. Wilson, attended the Congress.

A National Foreign Trade Council convention was held in Boston from June 4 to 6 inclusive. The State Department delegation to the convention was composed of Consuls General Evan E. Young and Addison E. Southard, Consul Robert F. Kelley and Dr. Stanley K. Hornbeck.

Ambassador Cyrus E. Woods has resigned his post at Tokyo and is returning to the United States from Japan. Mr. Woods tendered his resignation to the President about May 1, stating that his decision was prompted by the ill health of his mother-in-law, Mrs. J. A. Marchand, who has been with him in Tokyo and went through the earthquake with him.

Mr. Woods served as American representative in Spain from 1921 until March, 1923, when he was appointed to Tokyo upon the resignation of Mr. Charles B. Warren who subsequently served on the Mexican Claims Commission and last March was appointed Ambassador to Mexico.

Mr. D. P. Miller, of Denver, Colo., has been appointed Trade Commissioner in the Bureau of Foreign and Domestic Commerce and assigned to Berlin.

Mr. William McNeir, Chief of the Bureau of Accounts, and Mrs. McNeir have returned from a vacation in Europe.

Misses Emerin and Caroline Keene, daughters of Consul General Francis B. Keene, at Rome, Italy, who have been traveling in the United States, are visiting friends in Washington.

Mr. Sumner Welles, American High Commissioner to Santo Domingo, arrived in Washing-

ton June 2, 1924, and is remaining in the Department for a short time.

Golfers in the Consular Service will be interested to learn that Consul General Ravndal and Secretary of Embassy Scotten, at Constantinople, have been upholding American prestige on the links, the names Ravndal and Scotten appearing third and fourth in a recent competition for the open championship of Turkey.

Consul Philip Adams has spent a portion of his leave in Washington while recovering from an operation for appendicitis. He has been assigned to Malta, for which port he has sailed.

Mr. Arthur Bliss Lane, diplomatic secretary of Class 2, assigned to the Department, has been detailed to assist the Under Secretary of State.

Mr. Edwin C. Wilson, diplomatic secretary of Class 3, assigned to the Department, has been designated as Acting Chief Clerk of the Department of State.

Marks-Robinson. Miss Irene Marks and Thomas Hastings Robinson, Vice Consul at Birmingham, were married on April 30, 1924, at Old Church, Edgbaston, Birmingham, England.

Grieder-Probst. Miss Mathilde Grieder and Mr. Peter Probst, clerk in the consulate at Basel, Switzerland, were married on May 19, 1924, at St. Peter's in Basel.

During the month of May, 1924, there were received 2,377 general and miscellaneous letters in the Department for transmission to the addressees in the United States. Warsaw forwarded 244 and was followed by Habana (164), London (154), Constantinople (127), and Riga (126).

A daughter, Carmen Guadelupe, was born to Vice Consul and Mrs. Edward Prindle Lowry at Mexico City on May 10, 1924.

The usual consular examinations were held on June 23, 1924. One hundred and thirty-one candidates were designated, of whom 113 presented themselves in Washington. Eighteen took the test abroad.

A Brief Chronological History of the Rogers Bill

May 23, 1919.—Rep. John Jacob Rogers, of Massachusetts, introduced H. R. 2709, a bill providing a system of promotion of efficient secretaries in the Diplomatic Service and consuls general to vacancies arising in the rank of minister.

November 15, 1919.—Mr. Rogers introduced H. R. 10587, which was the original Rogers Bill, providing for the classification of ministers and unification of the Foreign Service on the consular branch through the recommissioning to a consular grade of all secretaries in the Diplomatic Service.

December 10, 1919.—Mr. Rogers introduced H. R. 11058, proposing, instead of a unified service, an amalgamated foreign service on an interchangeable basis, through the creation of the title Foreign Service Officer and the adoption of a common salary scale.

January 7, 1920.—Secretary of State Robert Lansing, in a hearing on appropriation estimates before the Committee on Foreign Affairs of the House, said in regard to the pending bills: "I am very much disposed to cut loose from precedent in that particular, go ahead and improve the department and improve the foreign service in any possible way that we can."

January 21, 1920.—Secretary Lansing, in a letter to Hon. Stephen G. Porter, chairman of the Committee on Foreign Affairs, stated in advocacy of foreign service reorganization: "From the tenor of the foregoing observations it should be clear that I consider remedial and constructive legislation of an appropriate character not only desirable but imperative."

April 11, 1921.—Mr. Rogers reintroduced his bills in the new Congress (1st Session, 67th Congress), the chief Rogers Bill appearing in greatly elaborated form under the number H. R. 17. This bill introduced the retirement feature.

June —, 1921.—In the *World's Work* appeared an interview with Secretary of State Charles Evans Hughes in which he advocated foreign service reorganization along the lines of the Rogers Bill.

August 22, 1922.—Secretary Hughes submitted to the President a revision of H. R. 17 greatly condensing its provisions and reducing the plan of reorganization to four broad principles: (a) uniform salary scale; (b) interchangeability; (c) representation allowances; (d) retirement.

August 24, 1922.—President Harding gave his endorsement to the revised bill.

September 1, 1922.—Mr. Rogers introduced the revised bill under the number H. R. 12543.

December 11–19, 1922.—Hearings were held before the Committee on Foreign Affairs of the House, at which Secretary Hughes, Hon. John W. Davis, Hon. Frank L. Polk, Mr. Wilbur J. Carr and Consul General Robert P. Skinner testified.

January 7, 1923.—The bill was reintroduced so as to embody the committee amendments, under the number H. R. 13880.

January 30, 1923.—The bill was reported to the House by the committee.

February 8, 1923.—The bill passed the House by a vote of 203 to 27.

February 13, 1923.—The Committee on Foreign Relations of the Senate unanimously reported the bill to the Senate without amendment.

March 4, 1923.—The 67th Congress adjourned without final action having been taken on the Rogers Bill (H. R. 13880).

October 8, 1923.—Secretary Hughes submitted the bill to President Coolidge.

October 10, 1923.—President Coolidge endorsed the bill.

December 5, 1923.—Mr. Rogers introduced his bill in the new Congress (1st Session, 68th Congress), as endorsed by President Coolidge, under the number H. R. 17, which, it will be recalled, was the same number as the original bill of the 67th Congress.

December 6, 1923.—President Coolidge, in his first annual message to Congress, stated: "The Foreign Service of our Government needs to be reorganized and improved."

December 6, 1923.—Sen. Henry Cabot Lodge introduced in the Senate a bill, S. 43, the text of which was identical with the Rogers Bill.

January 14–18, 1924.—Hearings were held by the Committee on Foreign Affairs of the House at which Secretary Hughes, Hon. Hugh Gibson, Minister to Poland; Hon. J. Butler Wright, Third Assistant Secretary of State; Mr. Wilbur J. Carr, Director of the Consular Service, and Mr. Julius G. Lay, testified.

January 29, 1924.—Mr. Rogers reintroduced the bill so as to embody the committee amendments, under the number H. R. 6357.

(Continued on page 259)

A MEMORABLE CELEBRATION

Vice Consul Springer Celebrates His Sixtieth Year of Service

May 17, 1924, was a memorable day for Mr. Joseph Alden Springer, American Vice Consul at Habana, representing the eightieth anniversary of his birth and the sixtieth of his connec-



American Studios Habana

JOSEPH A. SPRINGER
U. S. Vice-Consul, Habana

tion with the American Consular Service. A reception was given by his sisters at his home "Villa Rosa." A letter was received by Mr. Springer from the Director of the Consular Service, Honorable Wilbur J. Carr, conveying the felicitations of the State Department on his many years of faithful and honorable service and expressing the most cordial wishes for his future.

Mr. Leonard Brownson, president of the American Club, presented a testimonial and

voiced the esteem of Mr. Springer's fellow-countrymen for one who had for so many years upheld the high principles of his ancestors in a foreign land. Others attending the reception included the entire personnel of the Embassy and the Consulate General and many of Mr. Springer's friends of the American, British and Spanish colonies as well as a large attendance of Cuban society. The Vice Consul was the recipient of many flowers and choice gifts from his many friends.

The BULLETIN, on behalf of the American Consular Association, extends its heartiest congratulations to Mr. Springer and its cordial good wishes for many more pleasant returns of the day.

COMMERCIAL

During the month of May there were received by the Department 2,796 reports as against 2,876 received during the month of April.

There were transmitted to the Department during the month of May 3,814 Trade Letters as compared with 3,105 in April. The Consulate General in London sent 96, the highest number received from any office, and was followed by Habana with 93, Rio de Janeiro with 92, Buenos Aires with 69 and Kobe with 68.

(Continued from page 258)

February 5, 1924.—The bill, as amended, was reported to the House by the committee.

May 1, 1924.—The bill (H. R. 6357) passed the House by a majority of 134 to 27.

May 13, 1924.—The Committee on Foreign Relations reported the bill to the Senate with four amendments.

May 15, 1924.—The bill passed the Senate by unanimous consent.

May 20, 1924.—The House concurred in the four Senate amendments, thus effectually passing the bill.

May 24, 1924.—President Coolidge signed the bill, making it a law.

June 7, 1924.—The President issued an Executive Order prescribing administrative regulations for the foreign service under the new law.

June 9, 1924.—Secretary Hughes issued two departmental orders setting up the machinery of the executive committee of the Foreign Service Personnel Board and of the Foreign Service School.

The general information sheet which accompanies the Trade Letters from Tientsin contains the following startling announcement: "Climate: The population of this region is similar to that of the northeastern part of the United States except that it is very much dryer." Chinese typesetters evidently have a sense of humor.

The regular monthly luncheon of the Association was held on Wednesday, June 4, at the Shoreham Hotel. Mr. Edward J. Norton, the Vice Chairman, presided and introduced the guest of honor, Mr. Charles Cheney Hyde, the Solicitor of the State Department, who was also the speaker of the occasion. Mr. Hyde gave a most pleasing and valuable talk on what he termed one of the most important phases of consular activity, the protection of the interests of the consul's nationals. He cited many cases which had come to his attention of such work being done by foreign consuls resident in the United States.

Mr. Allen W. Dulles, Chief of the Near Eastern Division of the Department of State and Mr. Charles Lee Cooke of the Third Assistant Secretary's Office were guests of the Association at the luncheon. There were present also, beside those officers on duty in Washington, fourteen consular officers who are at present on leave of absence in this country.

CAREFUL SCRUTINY OF HIDDEN POINTS

(Continued from page 253)

that July 1 will divide the service into four categories:

- (a) Those who will retire.
- (b) Those who will take the classification prescribed in the law.
- (c) Those who will take a lower classification.
- (d) Those who will be dropped.

The subject of official bonds is, perhaps, an uninteresting one, but the wording of Section 9 requires one bond and one bond only of every foreign service officer. By a slight change in the wording of the old bond it has been made to cover the new requirements so that the readjustment at this point should be easy.

Section 10 retains, in the case of foreign service inspectors, all the powers, duties, and prerogatives of consuls general at large as now prescribed by statute. These functions, however, relate entirely to the consular service, whereas nothing is prescribed by statute with respect to the inspectors of diplomatic missions. This seeming omission is



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entirely intentional, for it very properly leaves the duties of such inspectors to the determination of the Secretary of State.

Perhaps there is no feature of the bill which will appeal more directly to the men in the field than Section 15, which makes it possible for the Secretary of State to order foreign service officers home on leave at government expense. Naturally there will not be a great many cases of this kind, and they will always be limited by available appropriations, but even a few instances here and there will overcome serious embarrassments and render remote



Photo from Charles E. Allen

LIGHT CRAFT ON THE GOLDEN HORN ABOVE THE GALATA BRIDGE



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BONDS

SHORT TERM NOTES

ACCEPTANCES



posts far less staggering to the imagination of those who are to fill them.

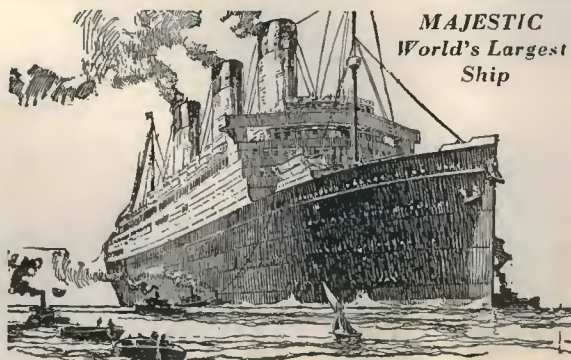
4. The Retirement Provision

The retirement section has been written and rewritten five times. In its final form it seems to provide an equitable system which amply guards the service interest while offering substantial benefits to the men and high returns to the Government. It will be noted that the contributions by the Government are not to exceed those by the men. The report of the actuaries showed that in order to carry the burden of those men now in the service who will retire without having contributed to the retirement fund for each year of service, the Government would have to provide a fraction more than half the expense. To offset this difference sub-section (f) was devised, requiring contributions from annuities.

To determine the application of sub-section (f) in a given case, let us imagine an officer whose basic salary is \$6,000, whose length of service is 30 years and who has contributed for only five years. Thirty years of service would rank him in Class A, entitling him to 60 percent of his basic salary, or \$3,600 per annum. Having contributed for five years there would be 25 years in which he has not contributed. Therefore, he would have deducted from his annuity the same proportion of 5 percent thereof as 25 years to 30. In other words, the formula would be $30:25::5\%:(x)$. Resolving this equation we get \$150 as the amount to be deducted annually from his annuity. Sub-section (k) relating to unhealthful posts in tropical countries presents several interesting aspects. Of course, there may be unhealthful posts elsewhere than in the tropics and many tropical posts are very healthful; but, as a rule, Americans find the tropical risk to be by far the gravest. The list of unhealthful posts has not been determined and may be expected to develop by slow and cautious action. Should a particular post be classed as unhealthful, in all probability its unhealthful status would date from the signing of the Executive Order and would not be retroactive. In other words there would be no additional credit allowable for time served at such post before it is declared unhealthful.

5. Incentives to Stay

Subsection (1) is intended to discourage separation from the service to accept business offers. A brief example will illustrate how great has become the discouragement. Suppose an officer enters the service in Class 9, receives a promotion at the end of the first year and a promotion



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regularly every two years up to Class 1, where he then serves ten years, completing a total service of 25 years. He will have contributed \$4,400; he will have earned \$4,320 a year for the rest of his life after the age of 65 years. As the expectancy, or average experience, is approximately 11 years after retirement, his vested interest in the retirement fund would be \$47,520, whereas the longer he lived the more he would receive. To resign the service he would surrender 25 percent of his total contributions, amounting to \$1,100, in addition to his vested interest, making his total surrender for the acceptance of an outside position equivalent to \$48,620.

Under subsection (m) a retired officer may accept a business position equal to the amount of his annuity but if he goes above that figure his annuity is curtailed correspondingly. This is intended not only to protect the retirement fund against paying annuities to men who do not need them, but in cases where the President may desire to retain an officer on active duty under subsection (d) it would forestall attempts to force retirement where a business prospect is in view.

Another influence in the promotion of career officers to the grade of minister is seen in sub-

section (o) which permits the retention of all retirement benefits in the case of officers thus promoted. By referring back to subsection (c) it will be noted that salaries in excess of \$9,000 shall be treated as \$9,000, which means, in the case of an officer promoted to the grade of minister, that he will continue his contributions at the same rate as a foreign service officer of Class 1 and earn the same annuities.

There is an important point in subsection (p) which computes the period of service from the date of original oath of office. The title "vice consul" is used. Plainly written this means that non-career vice consuls who eventually enter the career service will get credit for all time served as vice consuls, without any contributions for such time. It really means a 5 percent increase in salary for such officers, thus putting a substantial premium on the vice consular commission.

Section 24 is one which will appeal widely to the service sentiment, for it rewards Mr. Carr. Further comment on this feature would be trite.

The Administrative Regulations

There is so much to be said about the new Executive Order and the Departmental Orders that the BULLETIN would have to print a supplement to do them justice. We witness here the inspiring reassurances of a solid service permanently installed and splendidly protected. First, there is the combined examination, broad in its scope and raising the service standard to the qualifications of the highest type of candidate. Then there is the period of probation in the Foreign Service School, under intensive instruction and practical laboratory work in the Department of State. The possibilities here afforded for post graduate instruction in the specialized subjects of our foreign relations are almost unlimited when we consider the resources of the Government in providing expert instructors and lecturers.

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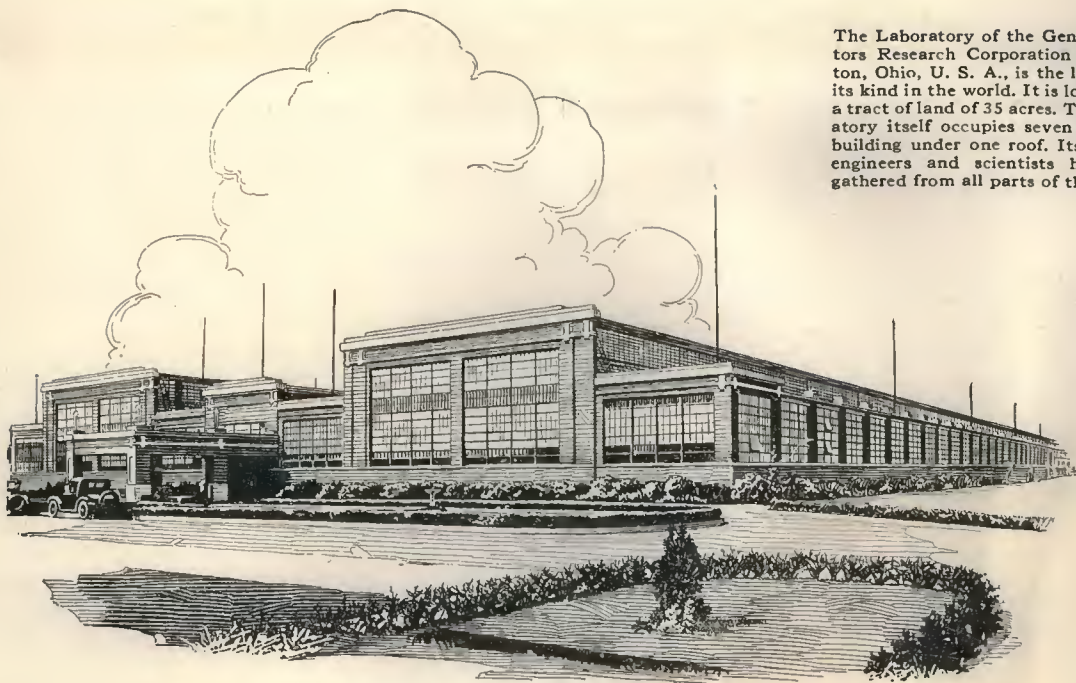
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machinery of elimination is constantly operative; for those who lag behind may receive notice of their rating from the Personnel Board, under Section 6 of the Executive Order. This is a new form of Section 6 certificate! The purpose of interchangeability is to place men in their right places. Therefore, if an officer in the consular service demonstrates qualities which seem to fit him particularly for diplomatic work the board will draft him to that branch and order his transfer. Conversely, if serving in the diplomatic service and his abilities are plainly consular, the board again will make the appropriate adjustment.

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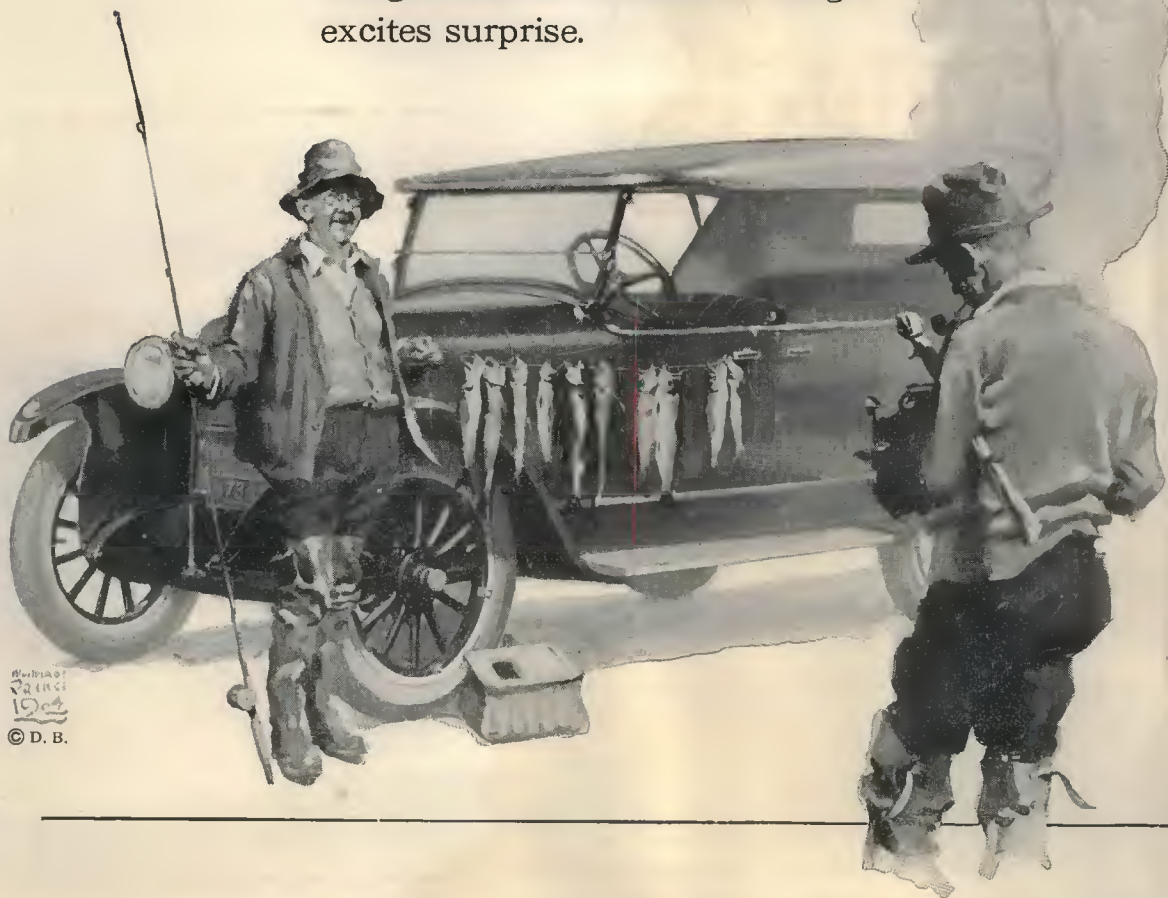
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THE ROGERS BILL

(Continued from page 244)

period thereof and the necessary period of transit to and from the place of gathering: *Provided further*, That the Secretary of State is authorized to prescribe a per diem allowance not exceeding \$6, in lieu of subsistence for Foreign Service officers on special duty or Foreign Service inspectors.

SEC. 15. That the Secretary of State is authorized, whenever he deems it to be in the public interest, to order to the United States on his statutory leave of absence any Foreign Service officer who has performed three years or more of continuous service abroad: *Provided*, That the expenses of transportation and subsistence of such officers and their immediate families, in traveling from their posts to their homes in the United States and return, shall be paid under the same rules and regulations applicable in the case of officers going to and returning from their posts under orders of the Secretary of State when not on leave: *Provided further*, That while in the United States the services of such officers shall be available for trade conference work or for such duties in the Department of State as the Secretary of State may prescribe.

SEC. 16. That the part of the Act of July 1, 1916 (Public, Numbered 131), which authorizes the President to designate and assign any secretary of class one as counselor of embassy or legation, is hereby amended to read as follows:

"Provided, That the President may, whenever he considers it advisable so to do, designate and assign any Foreign Service officer as counselor of embassy or legation."

SEC. 17. That within the discretion of the President, any Foreign Service officer may be appointed to act as commissioner, chargé d'affaires, minister resident, or diplomatic agent for such period as the public interests may require without loss of grade, class, or salary: *Provided, however*, That no such officer shall receive more than one salary.

That section 1685 of the Revised Statutes as amended by the Act entitled "An Act for the improvement of the Foreign Service, approved February 5, 1915," is hereby amended to read as follows:

"SEC. 1685. That for such time as any Foreign Service officer shall be lawfully authorized to act as chargé d'affaires ad interim or to assume charge of a consulate general or consulate during the absence of the principal officer at the post to which he shall have been assigned, he shall, if his salary is less than one-half that of such principal



officer, receive in addition to his salary as Foreign Service officer compensation equal to the difference between such salary and one-half of the salary provided by law for the ambassador, minister, or principal consular officer, as the case may be."

SEC. 18. The President is authorized to prescribe rules and regulations for the establishment of a Foreign Service retirement and disability system to be administered under the direction of the Secretary of State and in accordance with the following principles; to wit:

(a) The Secretary of State shall submit annually a comparative report showing all receipts and disbursements on account of refunds, allowances, and annuities, together with the total number of persons receiving annuities and the amounts paid them, and shall submit annually estimates of appropriations necessary to continue this section in full force and such appropriations are hereby authorized: *Provided*, That in no event shall the aggregate total appropriations exceed the aggregate total of the contributions of the Foreign Service officers theretofore made, and accumulated interest thereon.

(b) There is hereby created a special fund to

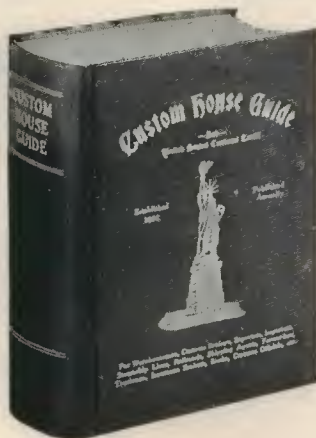
be known as the Foreign Service retirement and disability fund.

(c) Five per centum of the basic salary of all Foreign Service officers eligible to retirement shall be contributed to the Foreign Service retirement and disability fund and the Secretary of the Treasury is directed on the date on which this Act takes effect to cause such deductions to be made and the sums transferred on the books of the Treasury Department to the credit of the Foreign Service retirement and disability fund for the payment of annuities, refunds, and allowances: *Provided*, That all basic salaries in excess of \$9,000 per annum shall be treated as \$9,000.

(d) When any Foreign Service officer has reached the age of sixty-five years and rendered at least fifteen years of service he shall be retired: *Provided*, That the President may in his discretion retain any such officer on active duty for such period not exceeding five years as he may deem for the interest of the United States.

(e) Annuities shall be paid to retired Foreign Service officers under the following classification, based upon length of service and at the following percentages of the average annual basic salary for the ten years next preceding the date of retirement: Class A, thirty years or more, 60 per

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(f) Those officers who retire before having contributed for each year of service shall have withheld from their annuities to the credit of the Foreign Service retirement and disability fund such proportion of 5 per centum as the number of years in which they did not contribute bears to the total length of service.

(g) The Secretary of the Treasury is directed to invest from time to time in interest-bearing securities of the United States such portions of the Foreign Service retirement and disability fund as in his judgment may not be immediately required for the payment of annuities, refunds, and allowances, and the income derived from such investments shall constitute a part of said fund.

(h) None of the moneys mentioned in this section shall be assignable, either in law or equity,

or be subject to execution, levy, or attachment, garnishment, or other legal process.

(i) In case an annuitant dies without having received in annuities an amount equal to the total amount of his contributions from salary with interest thereon at 4 per centum per annum compounded annually up to the time of his death, the excess of the said accumulated contributions over the said annuity payments shall be paid to his or her legal representatives: and in case a Foreign Service officer shall die without having reached the retirement age the total amount of his contributions with accrued interest shall be paid to his legal representatives.

(j) That any Foreign Service officer who before reaching the age of retirement becomes totally disabled for useful and efficient service by reason of disease or injury not due to vicious habits, intemperance, or willful misconduct on his part, shall, upon his own application or upon order of the President, be retired on an annuity under paragraph (e) of this section: *Provided, however,* That in each case such disability shall be determined by the report of a duly qualified

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physician or surgeon designated by the Secretary of State to conduct the examination: *Provided further*, That unless the disability be permanent, a like examination shall be made annually in order to determine the degree of disability, and the payment of annuity shall cease from the date of the medical examination showing recovery.

Fees for examinations under this provision, together with reasonable traveling and other expenses incurred in order to submit to examination, shall be paid out of the Foreign Service retirement and disability fund.

When the annuity is discontinued under this provision, before the annuitant has received a sum equal to the total amount of his contributions with accrued interest, the difference shall be paid to him or his legal representatives.

(k) The President is authorized from time to time to establish, by Executive order, a list of places in tropical countries which by reason of climatic or other extreme conditions are to be classed as unhealthful posts, and each year of duty at such posts, while so classed, inclusive of regular leave of absence, shall be counted as one year and a half, and so on in like proportion in

reckoning the length of service for the purposes of retirement.

(l) Whenever a Foreign Service officer becomes separated from the service except for disability before reaching the age of retirement 75 per centum of the total amount of contribution from his salary without interest shall be returned to him.

(m) Whenever any Foreign Service officer, after the date of his retirement, accepts a position of employment the emoluments of which are greater than the annuity received by him from the United States Government by virtue of his retirement under this Act, the amount of the said annuity during the continuance of such employment shall be reduced by an equal amount: *Provided*, That all retired Foreign Service officers shall notify the Secretary of State once a year of any positions of employment accepted by them stating the amount of compensation received therefrom and whenever any such officer fails to so report it shall be the duty of the Secretary of State to order the payment of the annuity to be suspended until such report is received.

(n) The Secretary of State is authorized to expend from surplus money to the credit of the

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(o) Any diplomatic secretary or consular officer who has been or any Foreign Service officer who may hereafter be promoted from the classified service to the grade of ambassador or minister, or appointed to a position in the Department of State shall be entitled to all the benefits of this section in the same manner and under the same conditions as Foreign Service officers.

(p) For the purposes of this Act the period of service shall be computed from the date of original oath of office as secretary in the Diplomatic Service, consul general, consul, vice consul, deputy consul, consular assistant, consular agent, commercial agent, interpreter, or student interpreter, and shall include periods of service at different times in either the Diplomatic or Consular Service, or while on assignment to the Department of State, or on special duty, but all periods of separation from the service and so much of any period of leave of absence as may exceed six months shall be excluded: *Provided*, That service in the Department of State prior to appointment as a Foreign Service officer may be included in

the period of service, in which case the officer shall pay into the Foreign Service retirement and disability fund a special contribution equal to 5 per centum of his annual salary for each year of such employment, with interest thereon to date of payment compounded annually at 4 per centum.

SEC. 19. In the event of public emergency any retired Foreign Service officer may be recalled temporarily to active service by the President and while so serving he shall be entitled in lieu of his retirement allowance to the full pay of the class in which he is temporarily serving.

SEC. 20. That all provisions of law heretofore enacted relating to secretaries in the Diplomatic Service and to consular officers, which are not inconsistent with the provisions of this Act, are hereby made applicable to Foreign Service officers when they are designated for service as diplomatic or as consular officers, and that all Acts or parts of Acts inconsistent with this Act are hereby repealed.

SEC. 21. That the appropriations contained in Title I of the Act entitled "An Act making appropriations for the Departments of State and Justice and for the Judiciary and for the Departments of Commerce and Labor for the fiscal year ending June 30, 1925, and for other purposes," for



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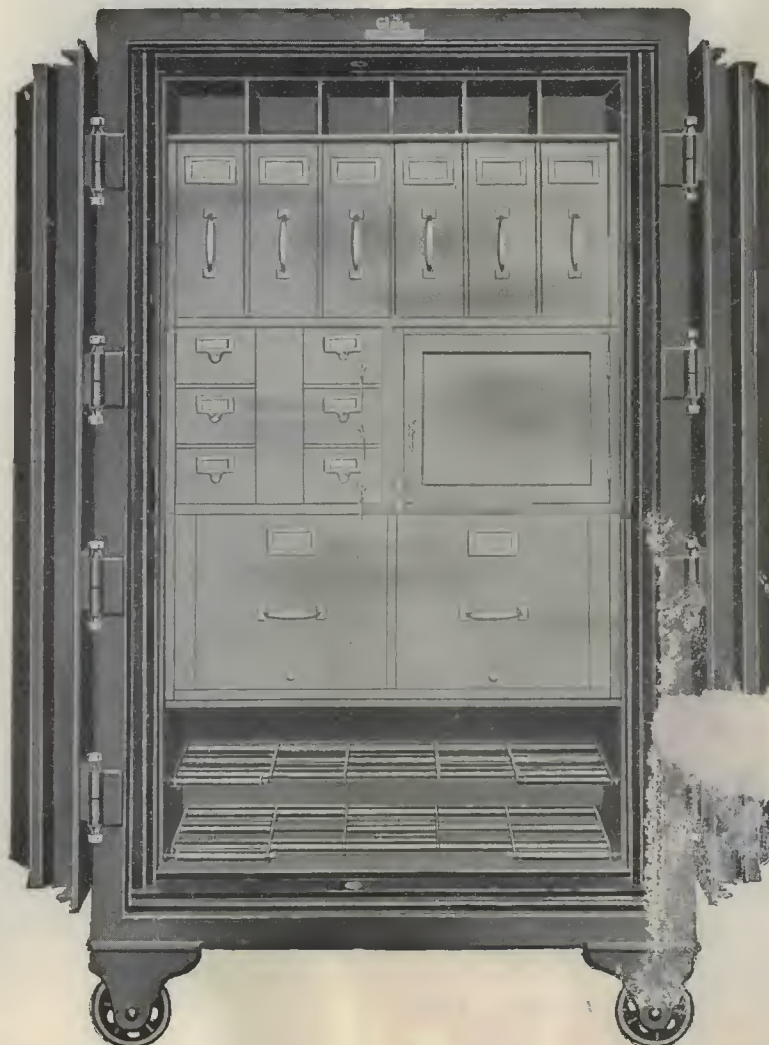
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such compensation and expenses as are affected by the provisions of this Act are made available and may be applied toward the payment of the compensation and expenses herein provided for, except that no part of such appropriations shall be available for the payment of annuities to retired Foreign Service officers.

SEC. 22. The titles "Second Assistant Secretary of State" and "Third Assistant Secretary of State" shall hereafter be known as "Assistant Secretary of State" without numerical distinction of rank; but the change of title shall in no way impair the commissions, salaries, and duties of the present incumbents.

There is hereby established in the Department of State an additional "Assistant Secretary of State," who shall be appointed by the President, by and with the advice and consent of the Senate, and shall be entitled to compensation at the rate of \$7,500 per annum.

The position of Director of the Consular Service is abolished and the salary provided for that office is hereby made available for the salary of the additional Assistant Secretary of State herein authorized.

SEC. 23. That this Act shall take effect on July 1, 1924.

Approved, May 24, 1924.

(Continued from page 248)

State, the Foreign Service, the other executive departments of the Government, and other available sources in the discretion of the School Board.

29. The term of instruction in the Foreign Service School is one year, which shall be considered a period of probation during which the new appointees are to be judged as to their qualifications for advancement and assignment to duty. At the end of the term, recommendations shall be made to the Secretary of State by the Personnel Board for the dismissal of any who may have failed to meet the required standard of the Service.

30. The Secretary of State is authorized to prescribe rules and regulations for the governance of the Foreign Service School.

CALVIN COOLIDGE.

THE WHITE HOUSE,
June 7, 1924.
[No. 4022]

To the Consular Representatives of the United States:

The United States Fidelity and Guaranty Company puts at your disposal its services in writing your bond. Special attention is given to the requirements of consular officers, our Washington manager, Mr. Lee B. Mosher, having formerly been in the Consular Service. When you have in mind any form of bond, this company will be pleased to write it for you.

JOHN R. BLAND, President.

United States Fidelity and Guaranty Company

RESOURCES OVER \$34,000,000.00

Washington Branch Office
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General Pershing Says--

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The Leviathan, the George Washington, the President Harding, the President Roosevelt, the America and the Republic of the United States Lines, provide an unexcelled service to Europe.

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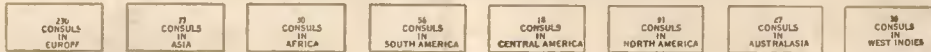
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American Consuls serve practically every branch of our Government, every business man and, either directly or indirectly, every private citizen. This chart shows how information gathered by them is concentrated in the Department of State and then distributed to the various governmental agencies and to private concerns and individuals. A Consul's more important duties are shown, but by no means all of them.