Description of railroad position	Railroad Salary	Description of industrial position	Industrial Salary
Assistant engineer erecting power sub-stations.....	\$160	In charge of erecting nickel reduction plants.....	\$400
Chief draftsman.....	135	Chf. Engr. explosives company.....	325
Draftsman and ass't engr. in charge of construction.....	105	Ass't. Supt. power plant.....	275
Assistant engineer.....	160	Consulting engineer for wire company	350
Assistant engineer.....	160	Designing engineer for chemical company.....	200
Draftsman.....	100	Engr. U. S. Engineers.....	121
Assistant engineer.....	135	Ensign, U. S. N. in charge of projectile inspection.....	175

"The table of averages, the general statement, and the few specific examples given above must, of course, be considered in connection with many other data. Local conditions affect rates of pay. Railroad managements differ in their policies in this matter; some have fully or at least in a measure during the past year and a half met the conditions which have arisen. Rates of pay for steady employment with a railroad company, cannot be directly compared with rates for industrial engagements, often of limited duration, and involving extra expenses. All the necessary information is doubtless subject to your call. Engineering Council may be able to assist in collecting, supplementing and analyzing the data especially relating to civil engineer employees. It offers its services. Its desire is that the compensation of technical employees of the railroads of the country may receive full consideration and a fair determination.

"In conclusion, we would bring to your attention the fact, which must be known to you, that upon the intelligence skill, and efficiency of the technical engineers the maintenance, operation and progress of the country's railroad systems largely depends. These men deserve just compensation. In order to inspire them to the services which will yield the highest benefits to the community as well as to the railroads, they should receive liberal pay. An increase

in their compensation is urgently called for by circumstances at this time."

THE DOINGS OF THE ELEVENTH (RAILWAY) ENGINEERS "OVER THERE"

BY ROSSITER W. RAYMOND

This regiment, originally known as the First Engineer Reserve, will be remembered as the one recruited in New York City through the efforts of the Joint Military Committee of the National Engineering Societies. It was sent to England in August, 1917, and, after a few days, forwarded to France and attached for immediate service to the British Expeditionary Force, without any opportunity for further field-training. This circumstance has led in some quarters to the impression that the regiment was one of engineers and mechanics merely, and had never been drilled under arms; whereas, in fact, it had received such instruction at Fort Totten for some time previous to its embarkation. It is true that in the famous affair of the German counter-attack after Byng's victory near Cambrais, the men of the Eleventh Engineers fought with pick-axes and tools, as well as with rifles borrowed from dead or wounded soldiers; but that was because they had left their own arms in camp, while doing the railroad-building work to which they had been detailed. The

accomplishment of that work is really more remarkable than the behavior of the men under a German surprise-attack.

It was before that counter-attack and immediately after Byng's advance that Field-Marshal Haig issued his despatch, announcing that the engineers deserved as much credit for that victory as the infantry, having performed miracles in keeping the railway-transportation up to the fighting-line.

Indeed, the subsequent scrimmage, of which so much has been said, was made possible only by the extraordinary position of the engineers at the very front, instead of in the rear, as might have been expected of them.

A letter recently received from an officer of the regiment says:

"We have only recently been receiving the New York papers of early December, in which our regiment seems to have received much favorable mention. The stories were, in the main, true. Our men behaved themselves creditably, and certain of the officers received special mention for valor. Two of our 2nd Lieutenants were promoted to 1st Lieutenant rank by special orders of General Pershing for 'gallant conduct in action,' and about four others would have been decorated by the British, if our laws permitted the acceptance of foreign decorations. It is too bad that it is so, for the British were very keen to do it; and as such honors go, these were well earned.

"The senior U. S. officer present was the senior captain of my battalion who was there with the bulk of his company with some detachments from two companies of the Second Battalion. He was 'cited' for going through the barrage three times to bring back groups of his men who were caught out along the track. The shortest man in the regiment is a little 2nd Lieutenant (one of those promoted) who was struck in the head by a bullet which went clean through both sides of his steel helmet, and chipped the upper edge of his forehead on the way. If he had been one

quarter of an inch taller it would have finished him. He is now back from the hospital. He was hit while going down the track to collect his men. While he was being led back to the dressing station his only comment was an order to one of the men to go back and 'get that tin hat, 'cause I want to keep it.' He was put on a stretcher at the dressing station, and loaded on a narrow-gauge rack-car to be transported to the C. C. S. (Casualty Clearing Station), and while lying there a Bosch aeroplane swooped down over the village and peppered everything in sight with a machine-gun, he lying on his back looking right up at it as it passed directly over him and shot down six Tommies just across the street. Another of our men, a Corporal, was wounded in three places before he got to the ambulance, and then as he lay in the ambulance got another bullet through the arm from an aeroplane, probably this same one.

"A story has reached us through the Tommies, that one of our men who was found dead on the field from bayonet wounds had three dead Germans in front of him, killed by the R. R. pick he had wielded valiantly. A wounded British officer reported that two of our men had been shot down while carrying him off the field, but we have never been able to find these men; perhaps they were only wounded and carried away as prisoners. There were 10 wounded and 18 missing, of whom we have since accounted for 3 as killed and 1 a prisoner in Germany. Since that things have been pretty quiet, though we have had a little excitement with aero-bombing parties now and then.

"Really, the fuss that has been made over our little incident is out of all proportion to the serious things going on about us all the time, and hardly given a second mention, so it makes us feel a little embarrassed. Of course, this incident was given prominence, because it was one of the first encounters in which American troops took part, and more particularly as they were

popularly supposed to be not trained for fighting (though they are, only they didn't have their guns with them on the work that day). But we ran up against British officers every day, who have come out of engagements with a mere handful of men, the remnant of a company or a battalion, and some of them have done it several times over. Nothing at all is made of it, for it is an old story with them.

"We do not know yet, nor can our public comprehend what it all means. It is as yet only a sort of thrilling moving-picture show. But there is no use talking, it is a great old show, even in the calm times like the present, and a trip along the road between my camp and the front gives one glimpses of men and things that would adorn many a tale if one had the pen to describe them, and old Mr. Censor would permit. When a little more time is passed, it may be proper for me to send you an account of what I saw the day of the 'big push,' when I followed out in the path of the tanks to a point way beyond the Hindenburg line, with the British batteries coming into position and banging away over my head, the German trenches full of Tommies in reserve, the thickets of barbed wire entanglements either trampled under foot by the steel monsters, or torn up by the roots, by their huge derricks, the pioneers clearing the felled trees from the highways, and finally the thrilling sight of the cavalry and the Indian Lancers going out to battle, many, many thousands of them, on *their day*, for which they had waited for three years!

"That was the day we got busy, and proceeded with the work we came here to do, that is, the special job we had been scheming for and dreaming of at night, and wondering which of the companies would be the lucky ones to be on the work. Well, we did the trick, and connected up with the ends of the Bosch R. R. tracks. This has, so far as I know, never been mentioned in any of the accounts, but to me is the real thrilling point to the whole episode, so

far as our regiment achievements are concerned; for, for the first time in three years, there was through rail-connection established from Paris to Berlin! What more could we do to win the war? A fine straight road, but no one had the nerve to travel it! Well, that road lasted just about 18 hours. There are a lot of our tools out there yet that we can't recover, and perhaps some of the missing men—nobody knows.

"Some of the other American units over here think we are getting more than our share of honors, and perhaps we are. As a matter of fact, we were the first in the zone of the advance, and had the first casualties; and then came the little affair which brought us into the lime-light; until now I understand some envious wag down at Gen. H. Q. remarked, paraphrasing Mr. Dooley—'The —th Engineers, *Alone in France*'!"

Another thing that the fighting engineers of the Eleventh have done deserves mention. At Christmas, the men of the first (Major Arthur S. Dwight's) battalion sent 10,000 cigarettes and a lot of smoking tobacco to Mrs. Dwight to be distributed by her among 1,000 French soldiers in a Paris hospital. Mrs. Dwight is a favorite with the battalion, having shown its members much hospitality at her mansion near Fort Totten on Long Island, before they went abroad; and this evidence of their affection and their sympathy with her work in Paris was accompanied with the message, "For our French brothers, hoping that they will enjoy the smoking as much as we do the giving!

One can understand a good deal of ordinary generosity among our fine fellows at the front; but to give away 10,000 cigarettes—now—in France!—really, it taxes credulity! Yet Maj. Dwight writes me that his men are still bringing in additional contributions, and that he will have to make another shipment of cigarettes before long.