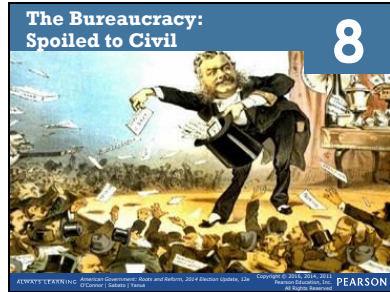




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## Slide 1



## Slide 2

**Study Guide Questions** 8

What was the "spoils system" and what was wrong with it? **Page 223**

How did the "merit system" change the federal bureaucracy and what event helped create it? **Page 223**

When did the federal bureaucracy grow the most and why did it happen? **Pages 225-226**


What is the Hatch Act and what does it do? How is it different from the Pendleton Act? **Pages 233-234**

The federal bureaucracy, also known as the thousands of government agencies and institutions that administer federal laws and programs.

## Slide 3

What was the "spoils system" and what was wrong with it?

Patronage system:  
Federal jobs given to loyal supporters



Over the years the patronage system, in which federal government jobs were given to friends and supporters of successful political candidates, had become the norm. By the time James A. Garfield was president, reformers were calling for changes in the loyalty system, also known as the spoils system.

Garfield's predecessor, Rutherford B. Hayes, had favored the idea of replacing the spoil's system with a merit system, in which federal employment is based on qualifications, test scores, and ability, rather than on loyalty. Congress, however, failed to




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pass the legislation he proposed. Garfield took up the cause, but was assassinated, ironically, by a frustrated job seeker.

## Slide 4

How did the "merit system" change the federal bureaucracy and what event helped create it?

- Merit system
  - Jobs given according to ability
- Civil Service system
  - Current system based on merit



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Public reaction to Garfield's death led Congress to create the beginnings of the current merit-based civil service system, which now covers 90 percent of federal employees. The United States Civil Service Commission was created by the Pendleton Civil Service Reform Act of 1883. The law required federal government employees to be selected through competitive exams and basis of merit; it also prevented elected officials and political appointees from firing civil servants, removing civil servants from the influences of political patronage and partisan behavior.




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## Slide 5

When did the federal bureaucracy grow the most and why did it happen?

- ▣ Franklin D. Roosevelt
- ▣ World War II veterans benefits
- ▣ Lyndon B. Johnson's Great Society



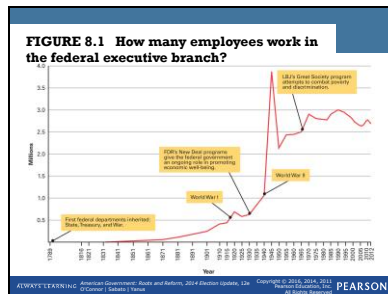
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The stock market crash of 1929 and the resulting Great Depression called for government action. President Franklin D. Roosevelt responded with a series of programs and agencies that regulated business practices and other aspects of the national economy.

The Japanese attack on Pearl Harbor launched the U.S. into World War II, and jobs were created to support the war effort. Tax rates went up to pay for the new federal agencies and programs needed during the war, and those rates never went back down. The revenues were used after the war to expand the federal bureaucracy even more to support veterans with schooling under the GI Bill and housing.

Lyndon B. Johnson's Great Society, with its focus on creating equal opportunity through the recognition of civil rights and reduction of poverty, created even more government programs.

## Slide 6



The size of the federal executive branch has fluctuated with the needs of the nation. The line graph above tracks these changes from the country's creation to the twenty-first century. Notice the overall growth marked by periods of decline.

Source: Office of Personnel Management,  
<http://www.opm.gov/feddata/historicaltables/totalgovernmentsince1962.asp>.



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## Slide 7

**Government Workers and Political Involvement**

- Hatch Act
  - Limits federal employees' political activities
- Amendments to Hatch Act
  - Rules relaxed somewhat



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As the number of federal employees grew in the 1930s, many Americans began to fear that these workers would play major roles in electing members of Congress and even the president. In response, Congress passed the Political Activities Act of 1939, commonly called the Hatch Act. It prohibited federal employees from becoming directly involved in a political campaign.

Critics said it was too harsh, however, and it was later amended to allow federal employees to run for public office in nonpartisan campaigns, contribute money to political organizations, and campaign for or against political candidates—but not during working hours.

## Slide 8

**Exit Question** **8**

How have The Pendleton and Hatch Acts changed the federal bureaucracy? Be specific and use details and examples in your answer.

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