KEY TERMS - placed in chronological order

PATRONAGE/SPOILS SYSTEM
The various pieces of machinery within the bureaucracy became places to reward people who helped you politically (relationship with people in power mattered more than qualification or performance/ Presidents and Senators with their appointment/AC powers did this a lot until the passage of the **Pendleton Civil Service Act.**

PCSA
This created a **system of merits** that gave jobs out based on skill and whatnot rather than relationships to the President. This was largely in response to Charles Giteau shooting then president Garfield; Giteau believed he was entitled to a job after he "won Garfield the election", and when he did not his reward as "promised" he shot Garfield. This eventually pushed people to end the spoils system.

In order to manage this process, the **Civil Service Commission** was created in order to ensure that the old practices of the spoils system were not being used anymore.

Civil Service Reform Act
During the Carter admin. Carter desired to reform the bureaucracy, so he worked with Congress to pass the CSRA. It:
- changed how people working for the bureaucracy were fired or let go
- limited veteran status as a consideration for jobs
- created the **Office of Personnel Management,** which runs the merit system and took over in the CSC's wake.

National Performance Review
During the Clinton admin, the NPR was released, which gave recommendations as to how to reduce red tape and make the bureaucracy generally more conducive to getting shit done while spending less money and empowering the workers of the bureaucracy.