70TH CONGRESS : : : 1ST SESSION

DECEMBER 5, 1927–MAY 29, 1928

HOUSE DOCUMENTS

VOL. 76

UNITED STATES
GOVERNMENT PRINTING OFFICE
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FORTY-FOURTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION

FOR THE FISCAL YEAR ENDED JUNE 30

1927

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UNITED STATES
GOVERNMENT PRINTING OFFICE
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1927

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FORTY-FOURTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C., *November 5, 1927.*

SIR: The commission is gratified to report that in general the spirit and letter of the civil service act have been well observed. Experience demonstrates that the merit system is indispensable to the efficient and economical administration of public affairs, safeguarding the interests alike of appointing officers on the one hand and the rights and welfare of employees and applicants on the other.

The civil service act, which was passed in 1883, has been found both practicable and effective for its purpose and to need no amendment. Whatever changes are needed can be made by appropriate Executive orders and efficient administration. The executive officials can themselves make rules limiting their own discretion. The vast advance that has been made since 1883 in extending the merit system and in improving and regulating the civil service has been accomplished by the means contemplated in the act through executive action without the need of further legislation.

EXTENT OF THE EXECUTIVE CIVIL SERVICE

June 30, 1927, there were 559,138 employees in the entire executive civil service, as against 560,705 at the end of the last fiscal year, which shows a net decrease of 1,567 employees in the entire service. There are 422,998 positions subject to competitive examination under the civil service act, a gain of 698 during the year. The Postal Service, with 308,740 employees, represents 55.22 per cent, and the remaining services, with 250,398 employees, 44.78 per cent of the entire personnel. The Postal Service had a net increase of 2,755 employees, while the other services had a net decrease of 4,322 employees during the past year. Since June 30, 1916, the Postal Service gained 57,855 and the remaining services 65,226 employees.

On June 30, 1926, there were 60,811 employees in and 499,894 employees outside the District of Columbia, while on June 30, 1927, the number employed in the District of Columbia had decreased to 59,800 and outside to 499,338. Of the net decrease of 1,567 employees in the entire service during the year, 1,011 were in the District of Columbia and 536 outside.

Since June 30, 1916, many new governmental activities have been established through legislation, namely, Shipping Board, Alien

Property Custodian, Tariff Commission, Employees' Compensation Commission, Federal Board for Vocational Education, General Accounting Office, Veterans' Bureau, Railroad Administration, War Finance Corporation, National Advisory Committee for Aeronautics, Board of Tax Appeals, and Board of Mediation, with a total of 28,532 employees on June 30, 1927, which partially accounts for the gain of 63,226 employees in the service, exclusive of the Postal Service. The normal increase in the work of the older establishments and work incidental to the war necessitated an increase of 34,694 in personnel and accounts for the remaining increase during this period.

The tables following show these changes for each department and office and the extent of the service on June 30, 1927:

TABLE I.—*Increase or decrease of employment in the Federal executive civil service during the last fiscal year and during the past 11 years*

Department or office	Number of employees		Changes during fiscal year		Number of employees June 30, 1916	Changes during past 11 years	
	June 30, 1927	June 30, 1926	Increase	Decrease		Increase	Decrease
The White House	46	44	2		[1]	[1]	[1]
State	4,359	4,313	46		2,783	1,576	
Treasury	51,532	51,619		87	30,629	20,903	
War	42,292	48,768		6,476	37,695	4,597	
Justice	3,671	3,763		92	2,610	1,061	
Navy	43,425	43,440		15	35,722	7,703	
Interior	16,350	14,735	1,615		19,347		2,997
Agriculture	21,702	20,753	949		18,736	2,966	
Commerce	14,964	14,828	136		9,903	5,061	
Labor	3,987	3,982	5		2,504	1,483	
Government Printing Office	4,080	4,077	3		4,028	52	
Smithsonian Institution	528	506	22		784		256
Interstate Commerce Commission	1,917	1,807	110		2,243		326
Civil Service Commission	457	467		10	[2] 250	207	
Bureau of Efficiency	71	48	23		27	44	
Federal Trade Commission	293	317		24	238	55	
Shipping Board	1,632	1,504	128			1,632	
Alien Property Custodian	208	252		44		208	
Tariff Commission	206	204	2			206	
Employees' Compensation Commission	71	69	2			71	
Federal Board for Vocational Education	68	75		7		68	
Panama Canal	9,926	9,579	347		19,291		9,365
Public Buildings and Public Parks of the National Capital	[3] 2,264	2,453		189	217	[3] 2,047	
General Accounting Office	1,968	1,965	3			1,968	
Veterans' Bureau	23,696	24,397		701		23,696	
Railroad Administration	50	121		71		50	
Commission of Fine Arts	2	2			[1]	[1]	[1]
War Finance Corporation	86	171		85		86	
National Advisory Committee for Aeronautics	169	155	14			169	
Federal Reserve Board	204	204				204	
Board of Tax Appeals	137	102	35			137	
Board of Mediation [4]	37		37			37	
Miscellaneous					165	48	165
Total, excluding Postal Service	250,398	254,720	3,479	7,801	187,172	76,335	13,109
Postal Service	308,740	305,985	2,755		250,885	57,855	
Total, entire service	559,138	560,705	6,234	7,801	438,057	134,190	13,109

[1] Included in miscellaneous figures for 1916.
[2] This is exclusive of details from other Government establishments.
[3] This represents the consolidation of a large number of groups of custodial employees and the administration of the following new activities: Arlington Memorial Bridge Commission, National Capital Park and Planning Commission, Public Buildings Commission, and Rock Creek and Potomac Parkway Commission.
[4] The act of Congress May 20, 1926, creating the Board of Mediation abolished the Railroad Labor Board.

TABLE II.—*Number of employees in each branch of the Federal executive civil service on June 30, 1927* [1]

Department or office	June 30, 1927						
	In District of Columbia			Outside District of Columbia			Total
	Men	Women	Total	Men	Women	Total	
The White House	43	3	46				46
State	325	284	609	2,344	1,406	3,750	4,359
Treasury	6,210	7,890	14,090	30,702	6,740	37,442	51,532
War	2,357	1,744	4,101	34,481	3,710	38,191	42,292
Justice	492	232	724	2,358	589	2,947	3,671
Post Office	3,117	789	3,906	278,314	[2] 26,520	304,834	[3] 308,740
Navy	4,449	1,127	5,576	35,575	2,274	37,849	43,425
Interior	2,225	1,240	3,465	10,701	2,184	12,885	16,350
Agriculture	2,821	2,010	4,831	14,590	2,281	16,871	21,702
Commerce	2,734	1,609	4,343	9,834	787	10,621	14,964
Labor	278	341	619	2,749	619	3,368	3,987
Government Printing Office	3,232	848	4,080				4,080
Smithsonian Institution	391	137	528				528
Interstate Commerce Commission	1,044	328	1,372	532	13	545	1,917
Civil Service Commission	130	208	338	66	53	119	457
Bureau of Efficiency	49	22	71				71
Federal Trade Commission	205	88	293				293
Shipping Board	479	350	[4] 829	613	190	803	1,632
Alien Property Custodian	107	101	208				208
Tariff Commission	123	73	196	9	1	10	206
Employees' Compensation Commission	21	50	71				71
Federal Board for Vocational Education	33	35	68				68
Panama Canal	61	14	75	9,391	460	9,851	9,926
Public Buildings and Parks of the National Capitol	1,722	542	2,264				2,264
General Accounting Office	1,215	753	1,968				1,968
Veterans' Bureau	1,446	3,211	4,657	11,922	7,117	19,039	23,696
Railroad Administration [5]	32	15	47	2	1	3	50
Commission of Fine Arts	2		2				2
War Finance Corporation [5]	26	15	41	28	17	45	86
National Advisory Committee for Aeronautics	11	12	23	139	7	146	169
Federal Reserve Board [5]	99	86	185	19		19	204
Board of Tax Appeals	62	75	137				137
Board of Mediation	26	11	37				37
Total	35,567	24,233	59,800	444,369	54,969	499,338	559,138

[1] Does not include legislative or judicial services, nor the commissioned, warranted, or enlisted personnel of the military, naval, Marine Corps, or Coast Guard services, nor the government of the District of Columbia.

[2] Approximated.

[3] Includes 13,200 clerks at third-class offices, 203 screen-wagon contractors, 274 carriers for offices having special supply, 5,528 clerks in charge of contract stations, 11,215 star-route contractors, and 271 steamboat contractors. Does not include 34,809 clerks at fourth-class offices who are employed and paid by the postmaster, and 22,131 mail messengers not included in previous computations.

[4] Includes administrative offices of Emergency Fleet Corporation, but not workmen at shipyards or in warehouses or employees on vessels.

[5] Positions not subject to the civil service act.

TABLE III.—*War expansion and reduction since armistice*

Date	In District of Columbia	Outside District of Columbia	Total
June 30, 1916	39,442	398,615	438,057
Nov. 11, 1918	117,760	[1] 800,000	[1] 917,760
July 31, 1920	90,559	[1] 600,557	[1] 691,116
July 31, 1921	78,865	518,617	597,482
June 30, 1922	69,980	490,883	560,863
June 30, 1923	66,290	482,241	548,531
Dec. 31, 1923	65,025	479,646	544,671
June 30, 1924	64,120	490,866	554,986
Dec. 31, 1924	66,079	489,540	555,619
June 30, 1925	63,756	500,962	564,718
Dec. 31, 1925	61,509	486,568	548,077
June 30, 1926	60,811	499,894	560,705
Dec. 31, 1926	59,569	486,772	546,341
June 30, 1927	59,800	499,338	559,138

[1] Approximate.

INCLUSION WITHIN THE CLASSIFIED SERVICE

Positions and employees brought into the classified service during the fiscal year 1926–27, with citation of authority:

Executive order of Oct. 9, 1908	2
Executive order of Aug. 22, 1925 (including those appointed without examination under war emergency orders)	58
Executive order of June 2, 1926 (providing that certain Indian boarding schools in the Five Civilized Tribes of Oklahoma be placed within the classified service	62
Executive orders, individual cases (order of Sept. 15, 1926; order of May 18, 1927; order of June 6, 1927)	3
Rule II, section 6, positions and occupants included under (office of Public Buildings and Public Parks of the National Capital, 20; post office, Boston, Mass., 5; Smithsonian Institution, 2; Department of Justice, 1; Immigration Service, 1; United States Veterans' Bureau, 1)	30
Under section 7 (Post Office Service)	305
Rule X, section 10, transfer from Philippine service to naval station at Cavite, P. I.	1
Under section 13, classified for long and meritorious service overseas (naval station, Cavite, 5; experiment station, Fairbanks, Alaska, 1; quartermaster service, Schofield Barracks, Hawaii, 1: Philippine quartermaster depot, Manila, P. I., 1; quartermaster service, Paris, France, 1; quartermaster service, Manila, P. I., 1)	10
Schedule B, Indians appointed under, given a competitive status under the commission's minute 4 of Dec. 30, 1926 (estimated)	270
Act of Mar. 3, 1927, Bureau of Prohibition (see p. 23)	[1] 2,433
Total	[1] 3,174

EXAMINATIONS AND APPOINTMENTS

The number of persons examined by the commission during each of the last three fiscal years for original appointment, promotion, transfer, or reinstatement for positions classified under the civil-service rules, and positions not so classified, and also the number appointed each year as the result of such examination, are shown in the following table:

	Examined			Appointed		
	1925	1926	1927	1925	1926	1927
Under civil-service rules:						
Original appointments	197,450	198,159	245,535	48,804	36,992	38,777
Promotion, transfer, or reinstatement through examination	3,965	4,687	6,144	1,360	1,924	3,286
Total	201,415	202,846	251,679	50,164	38,916	42,063
Not under civil-service rules	14,720	18,812	15,661	4,986	5,231	4,471
Total	216,135	221,658	267,340	55,150	44,147	46,534

[1] In the Bureau of Prohibition the incumbents of the positions classified were not themselves classified.

During the fiscal year 245,535 people were examined for entrance to the classified service, and 38,777 were appointed, an increase over the preceding year. In the general statistical tables the examinations are divided into four groups, according to the requirements and duties of the positions. Analysis shows that by far the largest numbers examined and appointed were in the "Clerical and general business" group, which included 71 per cent of those examined and 53 per cent of those appointed. The Post Office Service with its large force of clerks and carriers added materially to this group, while the navy yard mechanics swelled the numbers in the "Custodial, labor, and mechanical" group, which this year claimed 23 per cent of the total number examined and 40 per cent of the total appointments. Both the "Professional and scientific" and the "Subprofessional" groups had 3 per cent each, of the examined, but appointments to "Subprofessional" positions exceeded those classed as "Professional" by 1 per cent; the former having 4 per cent and the latter 3 per cent of the entire number.

EXCEPTIONS FROM PROVISIONS OF THE RULES

Thirty Executive orders waiving some provision of the civil-service rules were issued during the year. Seventeen orders permitted appointments, 9 authorized reinstatements, 3 restored classified status, 1 permitted a transfer, and 1 waived an age limit. These waivers constitute, as usual, an extremely small percentage of the entire number of appointments made.

A compilation of these orders appears in the appendix of this report.

A statement concerning the positions excepted from competition under Schedules A and B of the rules appears in a table in the appendix of this report.

RETIREMENT

The retirement act as amended July 3, 1926, increased the maximum annuity from $720 to $1,000 and the average annuity has increased from $544.64 to $721.39. Deductions from salaries were increased from 2½ per cent to 3½ per cent to meet this additional expenditure.

The act was extended to 3,469 positions, principally on the Panama Canal, presidential postmasters appointed from the classified service, and municipal employees under the recorder of deeds and the register of wills.

The act provides for the assignment of laborers to the 65-year age group. The 62-year group was broadened to include employees who had served 15 years in the Tropics and employees whose occupation

is hazardous, or requires great physical effort, or exposure to extreme heat or cold. Assignments to age groups are made by joint action of the commission and the department concerned.

To insure uniformity of practice in the continuance of employees beyond retirement age, the act sets up a method of ascertaining efficiency and directs the issuance of continuance " as of course " when the efficiency of an employee has been established.

We have not felt warranted in concurring in all assignments to the 62-year retirement age group proposed by the departments. Any considerable number of such assignments would increase the cost of the system. The committee report of the retirement bill to the House explained that there were certain small groups whose character of work is so wearing and so hazardous that their efficiency is impaired at an earlier age than the ordinary classes of employees. There will no doubt be many changes in retirement legislation based upon experience and cost of maintenance, and as changes prove necessary it will be easier to lower the ages than to raise them. We have therefore been conservative in concurring in assignments to the 62-year group.

It is in the interest of the Government and the employees alike that assignments to the 62-year class should not be overdone. After August 20, 1930, retirement of an employee in the 62-year group will be compulsory at 66, regardless of his fitness or the need for his services; and the employee so assigned will have to give up his life work and salary and accept a smaller income in the form of annuity. Such assignment will shorten by several years the period of productive activity regardless of the needs of the service or the desire of the employee.

It does not follow that because an occupation is rated hazardous by insurance companies the employee should be assigned to the 62-year age group. The company may accept or decline any risk, its interest being prospective profit. The Government has no option. It must do the work and accept the hazard. Unless that hazard is increased by retaining an employee beyond 62, there is no gain, but a loss, especially in experience, in retiring him at 62. To justify assignment to that group it should be shown that the hazard, great effort, or exposure of the employee in performance of his duties (1) tend to break down mental or physical powers at an earlier age than do the other occupations; or (2) tend to increase the danger to him or his fellow workers by reason of that slowing of mental and physical faculties which normally accompanies advancing age.

In passing upon proposed assignments to the 62-year age group need is felt of a provision permitting optional retirement at any time after 30 years of service and reaching 60 years of age. This would permit an employee failing in health to retire without reduc-

ing the retirement age of an entire group to meet the needs of its weakest members. It would make the system flexible and humane, and the reluctance of able employees to retire would lessen its abuse. The need of flexibility is indicated by the fact that of all employees who reached retirement age or whose prior continuance expired during the past fiscal year, nearly 60 per cent were continued on certificates of appointing officers indicating unimpaired, or only slightly impaired, efficiency.

Assignment to an early retirement age group is neither in the interest of the employees nor the Government. Those who desire it are usually far below retirement age. In theory it may be desirable; in practice, not. The giving up of his life work and salary for an annuity below a living wage makes but slight appeal to a normal employee when confronted by it. If he has dependents he can rarely afford it.

The commission in its last report mentioned several provisions in the retirement act which in its opinion should be remedied, among them the following:

An employee at $3,000 per annum pays into the retirement fund twice as much as one at $1,500 and gets no larger annuity.

An employee retiring after 40 years of service pays 25 per cent more into the fund than one retiring after 30 years, the salaries being equal, and gets no larger annuity.

An employee who enters the service at the age of 20 receives no greater annuity on retirement at 70 than one who entered at 40, although the Government compels him to serve 20 years longer to obtain it.

The fact that all employees or their representatives will draw out all or more than they contributed does not justify these discriminations against employees with higher pay or longer service. Varying charges should not be imposed for the same benefits.

Employees continue to suffer from their own ignorance or the ignorance of their superiors of the provisions of the retirement act and rulings. Congress has twice validated service rendered by those who had served beyond retirement age without the requisite prior approval of the commission; but this does not restore to the service those who were forced out before validating action was taken, nor does it prevent the occurrence of further cases.

The Chief of Engineers, War Department, urges that the law be amended to permit the retention of an employee who makes request for continuance before reaching retirement age even though the required certificate of the commission is not requested and issued before he reaches that age. The Secretary of War is of opinion that the matter should be presented to the proper committees of Congress, and other heads of departments have concurred in this.

The total number of employees continued beyond retirement age since the passage of the retirement act is 9,530, of which number

5,294, or 55.6 per cent, are still in the service. Services of 434, or 4.6 per cent of these employees, were terminated by death. Continuances, as compared with age retirements, by fiscal years, are as follows:

	1921	1922	1923	1924	1925	1926	1927
Continuances	2,965	980	1,806	1,448	2,068	2,039	2,852
Retirement for age	6,186	1,166	1,875	1,529	1,482	1,266	1,904

Because of the bearing of physical condition on retirement the commission does not authorize reinstatement without a medical certificate by a Government physician or, if that is impracticable, by an outside physician in good standing.

The practice of requiring medical certificates in connection with original appointments has been extended as widely as availability of physicians in the Government service would permit. There is even greater reason for requiring such certificates in connection with reinstatements. In many cases employees proposed for reinstatement have had enough previous service so that in case of development of total disability soon afterwards they may become an immediate charge upon the retirement fund. The disclosures as to physical condition, both in the case of original appointment and reinstatement, are also of value to the Employees' Compensation Commission in considering claims for injuries and other disabilities alleged to have been incurred in the Government service.

VETERAN PREFERENCE

The act of Congress providing for veteran preference makes the general requirement that preference in appointment be given to persons honorably discharged from the Army, Navy, or Marine Corps, to their widows, and to their wives in case the veterans are physically incapacitated. The specific preferences allowed are set forth in the civil-service rules. Every advantage consistent with the interests of the service has been granted those entitled to preference.

Five points are added to the earned average rating of veterans, except that in the cases of those disabled 10 points are added. In other words, a person entitled to preference, but not disabled, need make only 65 per cent in an examination to attain a passing grade, and disabled veterans need make only 60 per cent, the minimum passing grade for nonveterans being 70 per cent.

The extent to which veterans profit by the provisions of the rules in their favor is shown by the graphic chart on page 10 and the table of figures on page 11.

An analysis of the chart on page 10 shows that during the year 245,535 persons entered examinations for the classified service, of whom 48,114, or 19.59 per cent. were given preference. Of 38,777 appointments, 9,947, or 25.65 per cent, were of preference eligibles, whereas only 19.59 per cent of all the applicants were in the preferred class. The number of preference eligibles appointed is 20.67 per cent of all preference applicants, whereas the number of nonpreference appointees is only 14.6 per cent of the whole number of nonpreference applicants.

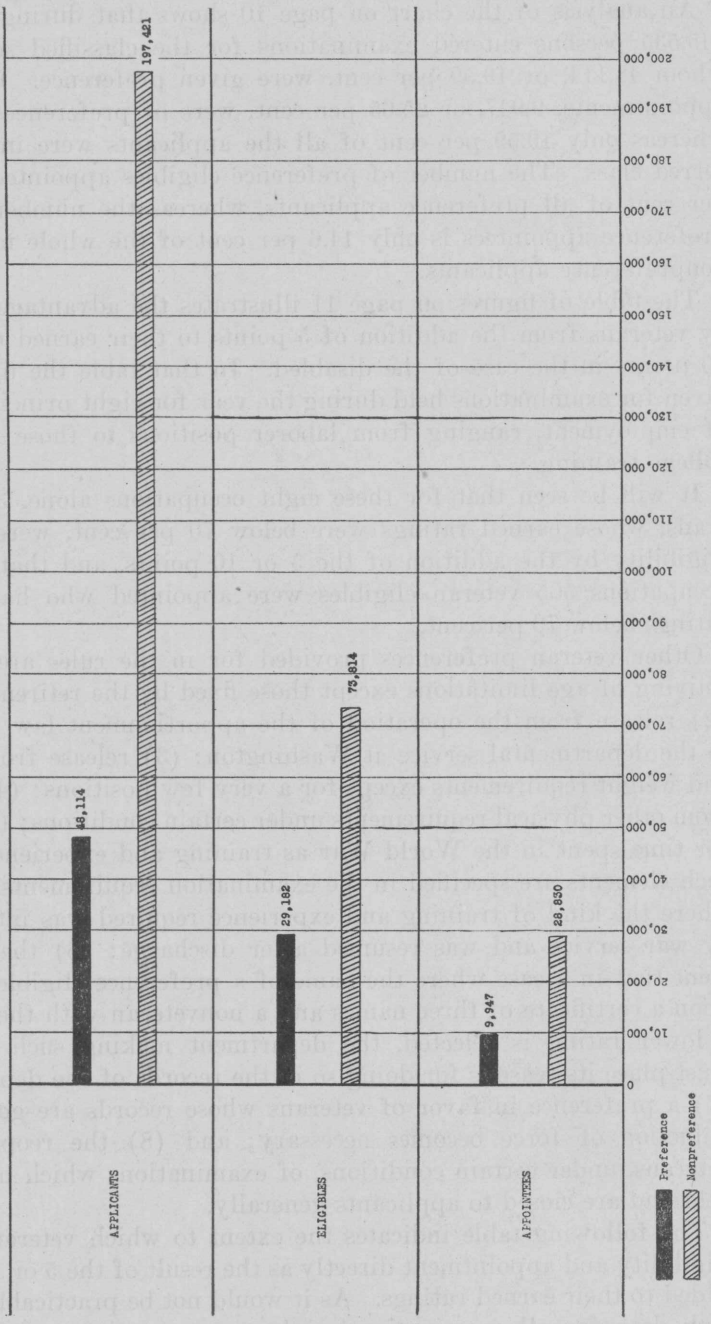
The table of figures on page 11 illustrates the advantage received by veterans from the addition of 5 points to their earned rating, or 10 points in the case of the disabled. In that table the figures are given for examinations held during the year for eight principal kinds of employment, ranging from laborer positions to those requiring college training.

It will be seen that for these eight occupations alone, 3,484 veterans, whose earned ratings were below 70 per cent, were allowed eligibility by the addition of the 5 or 10 points, and that in these occupations 505 veteran eligibles were appointed who had earned ratings below 70 per cent.

Other veteran preferences provided for in the rules are (1) the waiving of age limitations except those fixed by the retirement law; (2) release from the operation of the apportionment law applying to the departmental service at Washington; (3) release from height and weight requirements except for a very few positions; (4) release from other physical requirements under certain conditions; (5) credit for time spent in the World War as training and experience, where such elements are specified in the examination requirements, in cases where the kind of training and experience required was interrupted by war service and was resumed after discharge; (6) the requirement that in a case where the name of a preference eligible appears upon a certificate of three names and a nonveteran with the same or a lower rating is selected, the department making such selection must place its reasons for doing so in the records of the department; (7) a preference in favor of veterans whose records are good when reduction of force becomes necessary; and (8) the reopening to veterans, under certain conditions, of examinations which have been held and are closed to applicants generally.

The following table indicates the extent to which veterans attain eligibility and appointment directly as the result of the 5 or 10 points added to their earned ratings. As it would not be practicable to give such data for all examinations, eight representative registers have been selected from the records for the year ended June 30, 1927.

TOTAL NUMBER OF PREFERENCE APPLICANTS, ELIGIBLES, AND APPOINTEES, OF THE CLASSIFIED SERVICE, COMPARED WITH THE TOTAL NUMBER OF NONPREFERENCE APPLICANTS, ELIGIBLES, AND APPOINTEES, FOR THE FISCAL YEAR ENDED JUNE 30,1927.



Register	Number of eligibles				Number appointed			
	Total	Veterans		Non-veterans	Total	Veterans		Non-veterans
		Total	With earned ratings below 70 per cent			Total	With earned ratings below 70 per cent	
Assistant lay inspector	277	112	24	165	76	29	0	47
Junior veterinarian	188	103	7	85	64	28	6	36
Immigration patrol inspector	895	700	85	195	249	199	27	50
Junior patent examiner	106	18	8	88	80	13	5	67
Auditor (corporation audit division)	380	193	59	187	218	96	26	122
General clerical	3,292	985	279	2,307	478	160	15	318
Clerk-carrier	47,434	12,690	2,993	34,744	12,381	3,380	425	9,001
Laborer (Postal Service)	4,555	1,540	29	3,015	1,115	408	1	707
Total	57,127	16,341	3,484	40,786	14,661	4,313	505	10,348

PRESIDENTIAL POSTMASTERS

It is gratifying to report that during the year there were 345 instances of promotion to presidential postmaster.

On June 30, 1927, there were 308,740 postal employees, of whom 254,525 were in the classified service. There are 15,651 presidential postmasters outside the classified service. Most of the Presidents and many Postmasters General for the past two decades have recommended legislation that these presidential positions be classified, given a tenure of good behavior instead of being subject to a term of four years, and opened as a career for subordinate employees. There can be no doubt that the elimination of politics from the appointment of postmasters would promote the efficiency of the service. In a recent annual message to Congress, President Coolidge said:

> The merit system has long been recognized as the correct basis for employment in our civil service. I believe that first, second, and third class postmasters should be brought within the classified service by statute law. Otherwise Executive order of one administration is changed by the Executive order of another administration and little real progress is made.

Under an Executive order the commission holds open competitive examinations for these positions and the Postmaster General selects one of the highest three for appointment, but the salutary restrictions of the civil service act and rules are not imposed in selection and tenure, and they are not given the benefit of annuity retirement unless promoted from the classified service.

During the year ended June 30, 1927, the commission held 1,199 examinations for postmaster at offices of the presidential classes, with 4,727 individual applicants, as against 1,396 examinations and about 5,600 applicants during the year previous. This diminution of 15 per cent both in number of examinations and in number of indi-

vidual competitors was due to the expiration of fewer terms of office than in the preceding year.

The normal turnover due to deaths, resignations, and removals averages nearly 6 per cent of the number of offices, or some 800 to 900 each year. In addition, there is a turnover due to the fact that these postmasters are not in the classified service, and are commissioned for a term of four years. At the expiration of a term the Postmaster General may under the Executive order of May 10, 1921, either recommend the incumbent for reappointment without further examination or request a new examination.

During the past two years there has been an opportunity for the first time to learn the results of the examination as a measure of the efficacy of present methods. This arises from the fact that appointees chosen from the registers established by the earlier examinations under the Executive order have recently completed their first four years of service. Quite consistently from month to month 84 per cent to 88 per cent of the expirations are followed by reappointment without further examination. This indicates that the service has been acceptable to the Post Office Department. It must by no means be inferred, however, that in the remaining cases the service has not been acceptable, since it very generally occurs when a new examination is held, that the present incumbent is one of the competitors and that the service record is found to be either "excellent," "good," or at least "fair," and usually a large majority of the confidential vouchers from patrons of the office are commendatory.

The only change of procedure within the year is that involved in the Executive order of November 5, 1926, which lays upon the Postmaster General the responsibility for determining that eligibles who met the residence requirements at the date of examination have continued as patrons of the office to the time when an appointment is made.

POLITICAL ACTIVITY OF CLASSIFIED EMPLOYEES

There was an increase over the previous year in the number of cases involving political activity on the part of classified employees, the numbers being 84 and 128. In 52 of the 128 cases considered the charges of political activity were not sustained. In 65 cases the employees were warned and reprimanded. In eight cases persons were removed, and in three cases persons were either suspended for a short period or reduced in salary.

In three of the cases of removal service charges were also considered. In one case the eligible had been guilty of collusion in an examination in addition to political activity. In the case of one removal the employee was serving temporarily. While his political activity was not such that removal was warranted for that

reason alone, eligibles were available on a certificate in the hands of the department and he was separated from the service and appointment made from the register.

With few exceptions the department agreed with the commission. Two carriers from Manchester, N. H., were apparently guilty of working in the interest of a poltical candidate but the department felt that they were only intending to stir up interest in an impending convention of a letter-carrier association. One employee in the Postal Service was recommended for suspension for two weeks, but the commission later changed the recommendation to warning and reprimand. However, the department suspended the employee for six days. In several cases the department accepted resignations where removal had been recommended.

The following statement shows the number of cases in which the commission took action during the year, the nature of the charges, and the result:

Nature of political activity investigated	Action taken			Charges not sustained	Total
	Warning and reprimand	Removal	Suspension and reduction of salary		
Transporting voters to polls	2	1			3
Candidate for or holding political office	26	3		18	47
Taking active part in campaigns or elections	21	1		11	33
Soliciting of political contributions	1			3	4
Serving on election boards	3				3
Miscellaneous (minor offenses and 2 or more charges)	12	3	3	20	38
Total	65	8	3	52	128

SALE OF OFFICES

In certain States appointment to local positions, such as postmasters, have been made by virtual purchase of the office through the guise of political contributions. The subject has been discussed in the House of Representatives and investigations made by the commission. If the persons to whom the contributions were made were not connected with the Government service and the solicitation and receipt were not made on Government premises, there was apparently no criminal statute, other than the bribery and conspiracy statutes, to warrant prosecution until the passage of an act approved December 11, 1926, which made this practice unlawful for the person seeking office and the person who receives the contribution. Punishment of imprisonment for not more than one year or a fine of not more than $1,000, or both fine and imprisonment, is provided for violation.

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A second act of the same date requires the filing of an affidavit by every person appointed to a Federal office stating that "neither he nor any one acting in his behalf has given, transferred, promised, or paid any consideration for or in the expectation or hope of receiving assistance in securing such appointment. No salary may be paid to the appointee until the required affidavit has been filed."

These two laws are in accord with the declaration in the national platform of the Republican Party in 1924:

> The sale of influence resulting from the holding of public position or from association while in public office, or the use of such influence for private gain or advantage, is a perversion of public trust and prejudicial to good government. It should be condemned by public opinion and forbidden by law.

TEMPORARY APPOINTMENTS

There has been no marked increase or decrease in the number of temporary appointments during the past year. Temporary appointments are allowed in the absence of eligibles for permanent appointment or for a particular job of work at the completion of which the services of an additional employee will not be required. Such appointments are so far as practicable confined to eligibles on the registers and to applicants awaiting examination or whose papers are in the course of rating. When such persons are not available for appointment a proposed temporary appointee to a scientific, technical, or professional position is required to show that he has the requisite qualifications.

The act of March 3, 1927, brought into the classified service all positions in the Prohibition Service except that of Commissioner of Prohibition. Persons occupying these positions were appointed without reference to the civil-service rules under section 38 of the original national prohibition act. Their terms of office expired on October 1, 1927, but their temporary appointments have been approved to continue until such time as the vacancies may be filled permanently through open competitive examination. General authority was also given for temporary appointment to fill vacancies from among the applicants for the various examinations held for the Prohibition Service.

The continued lack of eligibles for nurse, dietitian, and medical officer qualified in some of the more restricted specialties, who are willing to accept appointment where vacancies occur, make temporary appointments necessary in the Veterans' Bureau and Public Health Service. It has also been necessary to authorize temporary appointment of social workers in the Veterans' Bureau. These persons are required to file applications for the examination and usually qualify and later receive probational appointment.

As is usually the case during the summer months, a number of temporary appointments were made in the Department of Agriculture in connection with various research investigations in the field service. College students are in most cases employed on this work and return to college in the fall.

The greater number of the employees on the veterans' adjusted compensation work have been dropped but some have been made permanent in the War Department or transferred to permanent positions in other departments under the provisions of the Executive order of June 7, 1927. This order provides for the making permanent of employees on work incident to the adjusted compensation act whose work for the two years and six months preceding the date of the order was exceptionally commended by the heads of the departments in which they were serving and who were otherwise eligible under the civil-service rules and regulations.

The number of temporary appointments made in the various Government offices in Washington and in the field service which come under the immediate jurisdiction of the commission's central office was 3,758, of which 2,212 were made to permanent positions for which there were no eligibles and 1,546 for job employment. Nearly one-third of the appointees were selected from the registers of eligibles.

During the fiscal year a total of 91,619 persons were temporarily appointed in the field services under the district system, usually for very brief periods, and at the end of the year 9,056 were still employed. Many of these temporary appointments were of laborers and mechanics under various field branches of the War Department. Appointments were made from the registers so far as possible. At the Christmas holidays it becomes necessary to employ for a few days only a very large number of persons, usually students, as clerks and carriers to handle the mail. Many field activities are carried on during the summer only, and there is much work of a seasonal character which requires additional employees for short periods. Appointments of this class are largely of college students during their vacation period.

The following table shows the distribution of temporary appointments in the various Government offices during the year ended June 30, 1927, exclusive of those made under the district system. Very few of these appointments extend beyond six months.

Department or office	Pending filling of vacancy permanently		Job employment	
	Through examination	Without examination	Through examination	Without examination
Agriculture	3	100	159	324
American Battle Monuments Association			1	
Arlington Memorial Bridge Commission			2	
Board of Tax Appeals			2	
Civil Service Commission	4		24	4
Commerce	4	52	135	58
Efficiency		2	4	12
Employees' Compensation Commission			1	
Federal Board for Vocational Education		1	4	9
Federal Trade Commission			1	
Fine Arts Commission			1	
General Accounting Office			4	3
Government Printing Office		24	6	2
Interior	2	[1] 865	7	36
Interstate Commerce Commission		29	17	
Justice	2	14		9
Labor		47	33	21
Metropolitan Police Department		5		
National Advisory Committee for Aeronautics			1	
National Capital Park and Planning Commission		1		1
Panama Canal		2	1	6
Post Office	1	1	106	
Public Buildings Commission			6	
Public Buildings and Public Parks of the National Capital	6	12	149	16
Smithsonian Institution	2	1	47	14
State			48	2
Tariff Commission			7	
Treasury	1	[2] 336	86	75
Veterans' Bureau	139	[2] 555	62	3
War		1	32	5
Total	164	2,048	946	600

[1] Includes Indian field service, in which service it is frequently necessary to make several temporary appointments to a position before it is filled permanently.

[2] These are chiefly physicians and nurses in the Public Health Service and hospitals of the Veterans' Bureau.

THE FIELD SERVICE

The extent and importance of the field service is shown by the fact that there are 499,338 positions in the executive civil service outside of Washington, of which about 375,000 are subject to competitive examination under the civil-service rules. About 250,000 of these competitive field positions are in the Postal Service.

About 60 per cent, or 225,000 of the whole number of competitive positions in the field, are under the district system for the purposes of administering the civil-service rules and especially of examination and certification for appointment. There are 13 districts, each in charge of a district secretary, with 4,778 local boards of examiners having a total membership of 12,550. Such a board has been established during the year at Juneau, Alaska, in addition to five already existing in Alaska, and another has been created at Montreal. The district secretaries establish contact in the field with the heads of local offices with the view of establishing prompt and efficient methods for handling personnel problems.

The administrative program of economy in Government expenditure is reflected in a decrease in the number of appointments made

in the field services, and the records show a still further decrease in this respect for 1927. However, there was an increase of more than 11,000 in the number of applications received by the district offices of the commission, which is evidence of an increasing interest on the part of the public in the civil service and the opportunities it offers for employment. This is further evidenced by the fact that there were 493,617 visitors to the various field bureaus of information, an increase of 53,737 over the previous year.

Owing to the diversion of funds for travel, from district inspection work to the investigative work for Prohibition Service, and because of the assignment of district officials to such investigations, it was not possible for many local boards to be visited during the past year. As a result the number of such inspection trips was reduced from 1,264 for 1926 to 595 for 1927.

Additional positions have been placed under the district system, including engineer-draftsman, senior, and assistant engineer-draftsman in the Bureau of Public Roads; subprofessional positions in the Bureau of Mines; teacher of power sewing, Federal Industrial Institution for Women; junior scientific aid, Forest Service; and—perhaps the most interesting—airplane pilots and airplane mechanics in the Bureau of Entomology, employed in connection with experiments in distributing poisons by airplane for the destruction of insects.

The largest military center in the United States is located at San Antonio, Tex.; major activities of practically all branches of the Army are carried on here. The employment of the large number of civilians necessary in these Army activities at San Antonio and vicinity has been materially expedited by the establishment of a local board at Fort Sam Houston, which practically serves as a subdistrict office with respect to mechanical trades and unclassified positions.

It has been unnecessary in some localities to hold examinations as frequently as in the past. The increased pay for the Post Office Service also tends to attract a better class of applicants, and there is a smaller turnover.

In one district special emphasis has been placed on the checking of statements in applications concerning arrest or other court record. In 1926 there were 920 persons barred from examination because they had sworn falsely that they had never been arrested or charged with crime or misdemeanor; in 1927 there were 534 cases of debarment for similar reasons. Federal officials have expressed appreciation of the action of the district offices in furnishing information as to court records of employees.

Character investigations have been conducted at the larger post offices in the fourth, sixth, and ninth districts, as a result of which

16 persons have been barred from competing in examinations and 29 applications have been canceled. Aside from these results, the postmasters have been furnished with positive information as to the character of eligibles reached for appointment. Fingerprinting of eligibles has been continued in Boston, New York, Chicago, Milwaukee, Detroit, St. Louis, and Philadelphia; and the records show that 175 applicants have been barred as a result of the fingerprint identifications; at New York and St. Louis alone, out of those called in for fingerprinting, 1,043 failed to report. It is assumed that some of these eligibles failed to report because of fear of identification. Undoubtedly, the knowledge that all persons will be fingerprinted before appointment has been a deterrent to the unfit. About 16 per cent of those who pass field examinations for New York City and vicinity are subsequently eliminated through the medium of the fingerprint. The commission is indebted to the police officials in the cities where searches are carried on for their cooperation. In St. Louis the results obtained through fingerprinting eligibles for the post office were so favorable that the postmaster has requested that no appointee, even temporaries during rush periods, be permitted to enter on duty until his fingerprint has been taken and the police records searched.

WOMEN IN THE SERVICE

Women in the Government service are increasing both in numbers and in the importance of their duties. Their advance is especially noticeable in the biological, economic, and physical science branches, and in law.

There are nearly 80,000 women employees in the executive civil service. Women probably fill more than half the positions for which men and women are equally suitable. Positions of letter carrier, railway postal clerk, and mechanic, of which there are large numbers at navy yards, arsenals, and on other public work, are illustrations of positions not suitable for women.

In its first report in 1883 the commission said:

> Nowhere on the part of the commission or its subordinates is there any favor or disadvantage allowed by reason of sex. Only under free, open, competitive examinations have the worthiest women the opportunities, and the Government the protection, which arise from allowing character and capacity to win the precedence and the places their due. The need for political influence or for importunate solicitations, especially disagreeable to women, for securing appointments in the classified service exists no longer.

A survey of several Government departments in 1925, made by the Department of Labor, to ascertain the percentage of women in the higher-paid positions, showed that 16.2 per cent were receiving $1,860 and more per annum. In commenting on the survey, the

Women's Bureau in its latest bulletin points out the fact that there is a widening field for women's service in the Government departments, and adds:

> Even the two-thirds of the women receiving salaries of $1,860 and over in the establishments included in the study were in clerical or stenographic and typing positions, the other third had entered many occupations which require specialized education and experience.

THE APPORTIONMENT

The civil service act and rules establish the principle of equal distribution of appointments in Washington on the basis of relative population through certification "as nearly as the conditions of good administration will warrant." [2]

A slight change has been made in the method of certification under the apportionment. The system of certification by division of States into five groups, described in the Thirtieth Report, which was followed in filling clerical and certain other positions, has been replaced by the simplified method already in use in filling scientific and technical positions. Under this system (described in the Twenty-eighth Annual Report) eligibles are certified down to a certain average from the group of States in arrears, followed by certification in their order from the States in excess, the District of Columbia being last. Eligibles entitled to military preference and surplus employees whose names appear on the reemployment register are, however, excepted, by Executive order, from the apportionment, although required to establish residence.

The principle of apportionment through certification gives States themselves power largely to regulate the share of appointments they shall receive, by the relative numbers and classes of eligibles they furnish.

A survey of past examination records of the various States in arrears—usually those most distant from Washington—discloses a lack of eligibles, corresponding closely with the shortage of apportioned appointments; the registers for the apportioned service show a preponderance of eligibles from States in excess. This condition repeated annually makes, of course, for an increasing disparity in the apportionment, with no possibility of reducing the inequality already existing.

For many positions requiring specialized training, eligibles from States in excess must be certified after the list from the States in arrears is exhausted. For instance, it was necessary at times during the past year to certify junior stenographers with low averages from

[2] The arrangement of States for certification to carry this principle into effect is shown in Table 3 of the appendix of this report.

the District of Columbia, the lists from all the States having been exhausted. With the hope of increasing the share of eligibles available from States in arrears, a junior stenographer examination was opened only to citizens of such States.

Despite this and similar measures, and the widespread publicity given examinations to secure greater competition from States in arrears, no decided improvement is noticeable in the apportionment.

Only about 7 per cent of classified positions are subject to the apportionment. The bulk of these positions are clerical, paying an initial salary usually of $1,320 per annum, and subclerical, paying less. The low salaries paid, compared with those obtainable in the industries, do not attract eligibles from a distance, but the absence of industrial enterprise in Washington makes it easy to recruit from the immediate vicinity in filling these positions. The apportionment situation, however, is such as to afford excellent opportunity to citizens of States in arrears, especially with respect to positions of a scientific, professional, or technical character.

CLASSIFICATION ACT

During the year an Executive order was issued having as its object the amendment of the Executive order of June 19, 1924, for the purpose of bringing further into coordination the civil service act and the classification act of 1923, in the light of experience gained and decisions made since the latter act went into effect on July 1, 1924.

The second paragraph of the Executive order of June 19, 1924, provides that:

> Employees will be permitted to remain in the positions to which they have been allocated in accordance with the classification act of 1923 and receive the compensation attaching to such allocations, although contrary to existing provisions of the civil-service rules, but shall not thereby be given any different status for promotion or transfer than they had acquired under the civil-service rules prior to such allocation.

This order, it will be recalled, was issued in anticipation of the effective application of the classification act of 1923, under which positions in the departmental service at Washington were required to be allocated on the basis of the duties performed, regardless of the civil-service status of the then incumbents. As a result of this fundamental requirement of the act, some employees were allocated "out of status," i. e., they were found in positions for which they had not properly qualified, or were receiving higher salaries than those to which their civil-service status would normally entitle them, or were performing skilled or classified manual duties although actually possessing only an unskilled laborer or unclassified status. The object of the order was to permit employees who were allocated out of

status to remain, nevertheless, in the positions they were occupying on July 1, 1924, without the necessity of qualifying regularly therefor, and to establish the restriction that such permission did not carry with it an exemption from future tests of fitness in the event of proposed promotion or transfer to different positions. In other words, the order was intended to convert a de facto status into a de jure status with a condition against further promotion or transfer except by passing such tests of fitness as were regularly required for such promotion or transfer.

According to the Comptroller General, the order likewise gave rise to the result that proposed salary increases of employees who were allocated out of status were restricted to the maximum pay to which such employees would have been entitled had they been allocated in positions corresponding to their civil-service or examination status, unless such employees later regularly qualified for their positions through regular examination. (4 Comp. Gen. 174, 524.) For example, since, under the classification act, "Minor clerical" work is allocated to grade 1 of the clerical, administrative, and fiscal service, carrying a range of pay from $1,140 to $1,500 per annum, a person with a minor clerical examination status was thereby limited to a maximum of $1,500 per annum, although the grade of the position which he was occupying on July 1, 1924, i. e., the evaluation of the duties of such position, might extend, for example, to as much as $1,680 or $1,860 per annum.

It developed, accordingly, that some out-of-status employees who were, under the Executive order of June 19, 1924, entitled to hold their positions, to which positions a certain maximum pay had been attached as a reward for high efficiency, consistently maintained, were unable to reap such reward, even if, on the basis of their service and their work records, they deserved such material recognition.

Another phase of the administration of the Executive order of June 19, 1924, that was deserving of attention was that in a certain limited class of cases it worked undue hardship on out-of-status employees who, without any fault or delinquency on their part, did not continue to occupy the same class of positions they were holding on July 1, 1924, either because of their voluntary resignation, separation from the service on reduction of force, or reassignment to a lower class of positions. When such employees were nominated for reinstatement or for promotion back to the class of positions they had been occupying on July 1, 1924, it was necessary for them to qualify regularly, whereas if they had remained continuously in such class of positions, no further examination would ever have been necessary.

Accordingly, in the interests of good administration, the commission recommended an Executive order to the President, which was signed on October 18, 1926, to remove what appeared to the commission to be restrictions not warranted by existing conditions and to smooth the course of the personnel operations of the various departments and establishments in making salary increases, promotions, and reinstatements with due regard to the civil service act, the classification act, the efficiency rating system, the "average provision" of the appropriation acts, and the availability of funds for personal services.

This Executive order changed the existing civil-service regulations and practices as to examination requirements in the departmental service in the following respects:

1. Persons allocated out of status were, under the previous order of June 19, 1924, limited to a salary conformable to their civil-service status, although less than the maximum of the compensation range for the class of positions occupied by them on July 1, 1924. Under the Executive order of October 18, 1926, they are declared eligible, under the civil-service rules, without further examination, for salary increases up to the maximum of such compensation range, within the discretion of the head of the department or establishment, while occupying a position of the same class as that occupied on July 1, 1924. Such salary increase must also, of course, be permissible under the efficiency rating rules and regulations promulgated by the Bureau of Efficiency and approved by the Personnel Classification Board, the "average provision" of the appropriation acts, or other restrictions duly authorized or enacted.

2. Persons allocated out of status on July 1, 1924, who were subsequently separated from the service or demoted by reason of a reduction of force or for other reasons not involving fault, delinquency, misconduct, or inefficiency on their part, may now be reinstated or promoted back, as the case may be, without examination, to the same class of positions as that occupied on July 1, 1924, when nominated by the same department or establishment as that in which they were employed on July 1, 1924, upon a finding by the commission that the reinstatement or promotion back is otherwise in accordance with the civil-service rules and in the interests of the service. After such reinstatement or promotion they have the same status as if they had remained continuously in the position since July 1, 1924.

EXTENSION OF THE MERIT SYSTEM

The expansion of the competitive classified service from 13,780 positions in 1883 to 422,998, or 75 per cent of the total number of Federal employees, has been brought about in large part through the exercise by successive Presidents of the authority conferred by the civil service act to bring additional classes of employees into the competitive system by Executive order. The civil service act, however, excludes from its operation "any person who has been nominated for confirmation by the Senate," without the direction of the Senate. The Senate in no instance has given such direction and

political appointments in this most important class are still made. They are chiefly field officers, such as postmasters, collectors of customs and internal revenue, and marshals, about 16,700 in number. In its recent opinion in the Myers case the Supreme Court said that it is the intervention of the Senate in the appointment of these officers which prevents their classification into the merit system, and added:

> If such appointments were vested in the heads of departments to which they belong they could be entirely removed from politics, and that is what a number of Presidents have recommended. * * * The extension of the merit system rests with Congress.

There is one other element which helps to make these positions political and that is the tenure of office act which vacates the offices each four years. No effective tradition of appointment upon a basis of merit, or by promotion, and tenure during good behavior, can be assured, and stability of expert administration obtained while the principle of rotation in office is automatically presented upon each change of administration.

Another important group of employees which remain subject to the patronage system consists of about 6,000 positions, with salaries ranging from $1,200 to $7,500 a year, which are excepted from examination by specific legislation, principally deputy collectors of internal revenue and deputy marshals. By a rider on a deficiency appropriation in 1913 Congress provided that deputy collectors of internal revenue and deputy marshals may be appointed "without regard" to the civil service act. This provision has been construed to allow of the appointment without examination of large numbers of mere clerks, typewriters, etc., under the nominal designation of "deputy collector."

In the creation of a number of new bureaus since 1913 Congress has excepted some or all positions from examination. Such exceptions are unnecessary since the President has power to make all needful exceptions. Classified employees as a rule are reluctant to accept promotion or transfer to these unclassified positions, thereby sacrificing stable tenure and subjecting themselves to political influence.

THE BUREAU OF PROHIBITION

An act of Congress of March 3, 1927, created the Bureau of Prohibition in the Treasury Department and brought under the provisions of the civil service law all positions in that bureau, excepting the single position of commissioner.

The act provided that:

> The Commissioner of Prohibition, with the approval of the Secretary of the Treasury, is authorized to appoint in the Bureau of Prohibition such employees

in the field service as he may deem necessary, but all appointments of such employees shall be made subject to the provisions of the civil service laws, notwithstanding the provisions of section 38 of the national prohibition act, as amended. The term of office of any person who is transferred, under this section, to the Bureau of Prohibition, and who was not appointed subject to the provisions of the civil service laws, shall expire upon the expiration of six months from the effective date of this act.

It became necessary, therefore, that those already employed should be competitively examined, be reached for certification, and be selected for appointment on the same basis with all other persons.

The commission promptly announced open competitive examinations for the various positions under the bureau. Approximately 19,000 formal applications were filed. Owing to the failure of passage of the deficiency appropriation bill by the last Congress, the commission was not provided with funds for this unusual examination task. Because of this failure there will be delay in the completion of the rating of examinations and the certification of eligibles.

All of the 19,000 applications have been given preliminary consideration and the written examinations have been given in all cases where such examinations were required. With its present facilities the commission plans to complete the full examination process for the administrative positions without much delay. The administrative positions are assistant commissioner, chief of special agents, field supervisor, administrator, assistant administrator for enforcement work, assistant administrator for permissive work, and deputy administrator. The oral tests for the administrative positions have been given. The character investigations for the administrative positions are now being made. It is expected that late in the fall the commission will be able to make certifications of eligibles for such administrative vacancies as have not been filled through transfer, promotion, or reinstatement of employees already possessing a classified civil-service status.

The rating of the papers resulting from the written examination is proceeding as rapidly as the limited funds now available will permit. The procedure of oral tests, character investigations, and fingerprinting will be carried out in examinations for positions other than the administrative positions named above when funds are provided for the purpose.

The incumbents of the 2,433[3] positions are now serving under temporary appointments in accordance with the rules. If they are competitors for retention, they are receiving the same tests that are applied to all other applicants. The temporary appointees will be permitted to retain their temporary status until the examinations for

[3] Two hundred and fifty-one of these positions are in the department at Washington and 2,182 in the field service.

their positions are completed and eligibles are certified, unless removed by the department for administrative reasons. The prohibition work, therefore, proceeds without interruption, notwithstanding the delay in the completion of the examinations and the certification of eligibles.

In a letter of September 30, 1927, the Commissioner of Prohibition said:

* * * The act placing the Prohibition Service in the classified civil service and subject to competitive examination will, no doubt, have the effect of stabilizing the service and there will not be upsets with each change of administration or prohibition administrator. The agent, too, will feel that he is under obligation to no one for his appointment and will be in a better position to see only his duty and do it.

If there is one service in the Government which should be removed from the realms of partisan politics, it is believed that that service is law-enforcement work. If a person enters the Prohibition Service without obligation to anyone for his job and feels that he has a reasonably permanent tenure, conditioned on good behavior only, and does not feel that he has a place while his political party is in power or while his sponsor is in office, it is believed it will be much easier for that person to go the straight and narrow path than if the bootlegger is able to appeal to the agent that he had "better get his while the getting is good" and, at best, holds a temporary place.

We have not, as yet, been able to feel the good effects of placing our agents in the classified civil service but it is believed we will be able to feel them within the next year.

Unfortunately, Congress did not give the Civil Service Commission adequate funds to mark the papers for the Prohibition Service, and on that account the work of establishing eligible lists for the Prohibition Service has been delayed.

APPROPRIATIONS AND EXPENDITURES

The appropriations and expenditures for the fiscal year 1927 were as follows:

APPROPRIATIONS

Salaries:	
Office	$470,000.00
Field force	330,000.00
Expert examiners	2,000.00
Traveling expenses	18,000.00
Contingent and miscellaneous expenses	38,000.00
Rent of building	24,592.00
Printing and binding	58,000.00
Total regular appropriation	940,592.00
Salaries and expenses, employees' retirement act	35,000.00
Salaries and expenses, presidential postmaster examinations	26,000.00
Total funds available during 1927	1,001,592.00

EXPENDITURES

Classification of objects of expenditure as set forth in General Accounting Office Bulletin No. 1, of May 11, 1922:	
Personal services	$856,630.68
Supplies and materials	16,936.91
Subsistence (care and storage of motor vehicles)	2,770.63
Communication service	6,852.55
Travel expenses	21,752.87
Transportation service	922.74
Printing and binding	55,730.00
Rents	24,592.00
Repairs and alterations	693.83
Special and miscellaneous current expenses	532.29
Equipment	9,968.69
Total expenditures	997,383.19
Unexpended balance	4,208.81
	1,001,592.00

The appropriations for the fiscal year 1928 are as follows:

Salaries:	
Office	$506,500.00
Field force	330,000.00
Expert examiners	2,000.00
Traveling expenses	20,000.00
Contingent and miscellaneous expenses	40,350.00
Rent of building	24,592.00
Printing and binding	58,000.00
Total regular appropriation	981,442.00
Salaries and expenses, presidential postmaster examinations	26,000.00
Total funds available during 1928	1,007,442.00

The item for salaries and expenses, employees' retirement act, was combined by action of Congress with the item for salaries, office force.

SUGGESTIONS

The civil service act provides for suggestions in the reports of the commission "for the more effectual accomplishment of the purposes of this act."

(1) We renew the suggestion made in previous reports for legislation to place field presidential positions which are nonpolicy determining, such as collectors of customs and internal revenue and postmasters, in the classified service, dispensing with confirmation by the Senate and the four-year term of office, leaving to the President his discretionary power of making such rules and exceptions as he may deem necessary.

(2) We suggest legislation to extend the acts of Congress applying the competitive system of the police and fire services to all the municipal departments of the government of the District of Columbia, as is done in other large cities of the country.

(3) We recommend legislation that the positions of deputy collector of internal revenue and of deputy marshal be restored to the classified service.

We have the honor to be,

Very respectfully,

WILLIAM C. DEMING,
G. R. WALES,
JESSIE DELL,
Commissioners.

The PRESIDENT,
The White House.

ANNUAL REPORT OF THE CHIEF EXAMINER

OCTOBER 6, 1927.

The COMMISSION:

The following table contains the number of persons examined and appointed during the fiscal year ended June 30, 1927:

Examinations	Examined	Appointed
Classified service:		
For entrance—		
Professional and scientific service	7,823	1,072
Subprofessional and subscientific service	7,287	1,529
Clerical, administrative, and general business	174,351	20,664
Custodial, labor, and mechanical	56,074	15,512
Total for entrance	245,535	38,777
For promotion, transfer, and reinstatement	6,144	3,286
Total, classified service	251,679	42,063
Unclassified service:		
Foreign service, Department of State	307	----------
Designation to Military and Naval Academies [1]	1,383	----------
Postmaster (first, second, and third classes)	4,304	917
Philippine service (various examinations)	210	55
Unskilled laborer	7,944	3,499
Entrance to Naval Academy [2]	1,513	----------
Total, unclassified service	15,661	[3] 4,471
Total, classified and unclassified service	267,340	46,534

[1] Report showing the results of the examinations of all persons for designation as cadet or midshipman made to the Member of Congress for whom such examinations are held.

[2] The work of the commission in connection with examinations for entrance to the Naval Academy is confined to the conduct of examinations, the papers for the examinations being furnished by the Navy Department and returned to that department as soon as received by the commission from the various examination places.

[3] Appointments in unclassified services are only partially reported to the commission.

The number of different occupations or kinds of positions for which examinations were held is 949, in addition to those held for mechanical trades and similar occupations. This number is 29 less than that for the fiscal year 1926. There was an increase of 45,682 in the total number of persons examined. For the classified service the increase in number examined was 48,833. The number of persons examined for postmaster (first, second, and third class) under the Executive order of May 10, 1921, decreased 363 from the preceding fiscal year.

For classified positions in the several branches of the Postal Service the following table gives the number examined during the fiscal years 1926 and 1927:

Title	Persons examined in fiscal year 1927	Persons examined in fiscal year 1926
Clerk-carrier	84,205	75,154
Laborer, Postal Service	4,144	5,070
Postmaster, fourth class	3,021	3,034
Railway postal clerk	29,481	113
Rural carrier	10,244	11,444
Total	131,095	94,815

The number of information circulars, application forms, and cards distributed during the year was 4,017,891, as compared with 3,540,815 for the preceding year. The number of visitors at the information office in Washington was 86,503, as against 87,707 for 1926. The number of letters and other communications received in the application division, aside from formal applications, was 376,950, as compared with 311,330 for 1926. The number of formal applications received in the division was 150,199, as compared with 96,498 the preceding year. Preference claims of 54,033 ex-service men were investigated, 17,065 being considered in the commission's Washington office and 36,968 in its district offices.

The number of persons debarred from future examinations was 1,340, of which number 1,145 were barred because of false statements in applications, 140 because of unsuitability, 32 for copying or collusion in examinations, 11 for submitting fraudulent theses or vouchers, etc.

APPEALS AND INVESTIGATIONS

The division of investigation and review considered 5,356 appeals from ratings made by examiners in the examining division. Changes in ratings on appeals numbered 149.

This division supervised 135 field investigations and made investigations in 31 cases in which an Executive order was proposed waiving some provision of the civil-service rules. Decisions were rendered in 7,143 cases as to whether a further examination was required in connection with proposed changes in status of employees in the service. Personal investigations as to the suitability and fitness of 230 applicants for policeman and fireman in the District of Columbia were made, while oral examinations were given to 570 persons who competed for positions of detective or investigator.

I wish to invite special consideration to the report herewith of the director of research. It shows further advance in the direction of improved and more adequate tests for entrance to the service.

In view of the fact that my service as chief examiner began only a little more than three months prior to the close of the fiscal year, I have chosen not to discuss at this time, or to make recommendations concerning, the different activities within the jurisdiction of the chief examiner's office. Among the problems which have pressed for administrative solution the most urgent relate to the varied examinations for the newly organized Bureau of Prohibition. Types of examinations were devised and written tests were held during the closing months of the fiscal year. The rating of the tests and oral examinations and investigations as to the honesty, integrity, and character of competitors are problems for the current fiscal year, and their discussion may well be postponed to the next annual report.

Respectfully submitted.

H. A. EDSON, *Chief Examiner.*

REPORT OF THE DIRECTOR OF RESEARCH

The COMMISSION (through Chief Examiner):

A major problem of the research division during the past year has been in connection with the selection of employees for the Prohibition Bureau. Selection of these employees has necessitated the use not only of written tests but also of oral tests specially designed to measure certain qualifications which can be best determined through that means. The development of these tests has been complicated by the difficulty of insuring similar opportunities to those who have and those who have not been in the prohibition service.

This selection has also necessitated development of procedure for making thorough investigation of the character of each applicant who passes the written and the oral parts of the examination.

The research division has devoted particular attention to extending its policy of establishing cooperative connections with other departments of the Government. Such cooperation has made possible trials by which the relative difficulty of certain of the examinations could be determined. It has secured for the commission invaluable assistance in the development and establishment of the above-mentioned procedure for investigating the character of each individual applying for any of those positions which require such investigation.

The division has cooperated with the Air Service of the Army in the development of improved methods of selecting men to receive flying training, the object being to select only those whose aptitude for aviation work is sufficient to warrant giving them the thorough training that military aviators need.

The division was preparing to make final trials of the series of general adaptability tests which were discussed at length in last year's report. As a result of legislation in connection with the Prohibition Bureau, however, it became imperative that the selection of the personnel of that bureau receive immediate attention, and the trials were therefore postponed.

The standardized material for use in construction of spelling tests has been reviewed and organized so as to be available for use. The following report includes a discussion of the entire study through which this material has been developed.

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PERSONNEL SELECTION FOR THE PROHIBITION BUREAU

THE PROBLEM

When Congress passed the bill creating a separate Prohibition Bureau and requiring that all employees of that bureau acquire a civil-service status through the usual channels of competitive examination, a heavy responsibility was placed on the Civil Service Commission. To the commission was given the problem of determining, on the basis of a personal investigation and a competitive examination, which of the men already in service and willing to compete for retention were qualified and could be retained, and which were not qualified and hence should be dismissed; which were able to do the work of higher-grade positions, and which were qualified only for less responsible positions than those they had held in the past.

The new act necessitated a complete reorganization. It was required that every position, with the exception of that of commissioner, be filled from registers of applicants who had passed civil-service examinations.

The difficulties which this reorganization involved are obvious. Many of the persons affected by this law have been in prohibition work since the first Federal prohibition law became effective, seven years ago. Regardless of their efficiency, it is probable that the majority of these persons feel that they have filled their positions satisfactorily and that they should be retained.

In order to retain their positions, it became necessary, according to the new law, for these employees to compete with men outside the service. Merely passing the civil-service examination and securing a place on a register of eligibles could not insure a man's remaining in the service. He had to demonstrate his abilities in comparison with those of men who, although they did not have experience in the Prohibition Unit, might in many cases be better fitted for the work than the average employee was.

The Civil Service Commission endeavored to insure absolutely fair and unquestionably just selection of eligibles under this new law. All applicants were required to take an open competitive examination—no one was rated solely on the basis of past experience. For executives, it is true, the careful investigation of experience records took the place of the written part of the examination, but these applicants were given a special oral examination. All applicants other than those for executive positions, however, were required to take a specially devised written examination in addition to the oral examination. No applicant for any of the positions was exempt from a most thorough character investigation.

The development of the oral examinations and the procedure followed in conducting them are explained later in this report. The remainder of this section of the report is concerned only with the development of the written examination used for applicants for nonadministrative positions.

WRITTEN EXAMINATION

Content

The content of the written examination was determined through an analysis of the work of the Prohibition Bureau.

Special abilities which might be tested in this written examination were considered with respect to their necessity for success in prohibition work. For instance, ability to deal with legal or investigative problems was noted as being possibly a necessary qualification. The capacity of exercising judgment in

dealing with such problems is essential, and problems designed to test this ability were included in the examination. Legal knowledge, however, such as would be gained in a formal course in law, is not necessary in a person entering the prohibition service.

It is true that the prohibition officer must have a certain knowledge of regulations and methods of procedure before he can serve competently, but this information can be readily acquired, provided that the individual has sufficient general adaptability. To measure knowledge usually gained after entrance into the service would give an unfair advantage to numerous applicants who had previously been in the service, and who, even though they may have been discharged because of incompetence, would have gained valuable information to which persons outside the service have no access.

Character traits were not considered in connection with this part of the examination, since character can not be reliably measured by any written examination now available. Such of the character traits as are essential for prohibition work are dealt with in the investigation that is undertaken after the applicants have passed the written examination.

The study of the duties of agents, investigators, and inspectors in the prohibition force indicated the desirability of securing for appointment men of superior mental qualities. Aside from character traits and good physical condition, general adaptability is the chief qualification which is essential for success in investigative work. The written examination, as finally constructed, was designed to measure this qualification.

Principles considered in construction

When the nature of the content of the written examination had been decided, attention was given to the form in which it should be presented. Every item of the test was made to conform to the following principles of test construction:

1. *Examination material should be objective in so far as possible;* that is, answers to problems should be so controlled as to eliminate any doubt as to the fairness of the credit given to any competitor.

This principle was considered especially important because it was expected that there would be numerous requests for reviews of competitors' papers as soon as ratings were assigned on the basis of this examination, and it was desirable that there could be no question as to the fairness with which a competitor's paper was rated. With each of the questions included in the objective part of the examination there are five suggested answers, only one of which is a correct answer. The competitor simply indicates the number of the answer he considers correct. His answer is definitely right or wrong; no partial credits need be allowed.

2. *Examination material should be practical, and also appear practical.* Problems presented should be of types which prohibition officers actually meet.

All the material used in the written examination was closely related to prohibition work. While problems based on general subject matter could be used to measure the mental ability necessary, they might appear impractical both to applicants taking the examination and to officials interested in the examination. For this reason the commission prepared a special examination in which the subject matter dealt entirely with prohibition work, and this test was used in preference to the tests of general adaptability already in use in other examinations. Before the objective items of the new prohibition test were adopted, however, they were given to a trial group who also took one of the general adaptability tests already in use. This trial was made in order to establish the fact that the new test actually does measure general adaptability.

Three types of items were included in the objective section of the tests—case items, items requiring interpretation of regulations, and vocabulary items. Samples of these are shown on page 35.

Case items were designed to test the extent of the applicant's judgment in solving problems such as arise in prohibition work. These items ranged in difficulty from those requiring judgment on the most complicated investigative problems to those requiring simple reasoning on fairly obvious points. The practicability of a test which measures reasoning ability is apparent when it is realized that a prohibition officer in the field must often rely upon his own judgment in handling important situations.

Items designed to measure the applicant's ability to interpret orders or rulings were included, because the prohibition officer must base his actions on his interpretation of orders and rulings issued by headquarters.

Vocabulary items were included to test knowledge of the meaning of the words used in rules and regulations. Obviously, rules and regulations can not be correctly interpreted without a knowledge of the meaning of the words in the regulations—hence the importance of testing knowledge of the words. Previous studies, moreover, have indicated that vocabulary items have, in addition to their value for testing knowledge of words, a high value in selecting individuals of superior general intelligence.

Items of the types included in the written test were previously tried in experimental tests given to investigators, detectives, and narcotic agents, in order to determine the validity and the difficulty of such questions.

3. *The difficulty and the time allowance should be suitable and fair.* The examination should be of such difficulty and the time allowed the competitor for answering the questions should be such as to make it evident that any person who fails to make a passing score does not possess the qualifications that would justify his being assigned to a position in the prohibition service.

The difficulty of the items was determined by carefully conducted trials. Items included in the examination were selected on the basis of the findings of these trials and on standards of difficulty indicated by previous studies for positions of similar nature. The time required by civil-service employees for taking the examination indicated that no one could profitably devote more than two hours to it; so that time allowance was fixed. The two-hour period proved more than ample—the majority of competitors turned in their papers before the time limit required them to do so.

4. *Special care should be taken to make problems which are absolutely fair* and which do not give an advantage to any one group of applicants. Because of an unusual circumstance in connection with this examination—the fact that a large percentage of the competitors were already actually employed at the work for which they were competing—the application of this principle was especially difficult.

While all the problems were expressed in terms of prohibition work, they were designed to test only judgment or reasoning and not to measure knowledge of the policies of the Prohibition Bureau, or aptness in supplying a law to fit a case. For example, questions which involve knowledge of law, such as knowledge of the circumstances under which arrests can be made without a warrant, were not included.

Since laws of different States differ on such matters as the use of intoxicants for medicinal purposes, fairness to all applicants demanded that, in any test item involving such a question, there should be a definite statement as to the ruling which applied.

Efforts to secure fairness were not confined to the original preparation of test material. When a large number of items had been constructed, a thorough study was made of them. They were reviewed and criticized by all the members of the personnel of the commission who were connected with the project. They were given to a test group, for purposes of trial, and were then revised and criticized again before they were finally approved.

In order to obviate the possibility that any objection might be made to the examination on the grounds that the method of presentation was unfamiliar and therefore unfair to the applicant, sample questions, with directions for answering them, were sent out with the announcement of the examination. The announcement included the following explanation of the objective test form and the advantages of its use:

> There are several ways in which you can explain, in a written examination, the action which you think should be taken in any given situation such as will be presented to you in the mental tests.
>
> In some cases a situation which might arise is presented and you are asked to write 100 or 150 words telling what you think should be done.
>
> *In other cases a situation which might arise is presented, and following this there are five suggestions as to the action which might be taken. When the problem is presented in this way you merely indicate which of the five suggested answers is the best procedure to take. * * * With this kind of question, you do not take the time to write long answers; for each question you write only one number—the number indicating the correct answer.*

To provide for the possibility that these samples may have been overlooked, time was provided for the competitors to study the sample test just before the regular examination was taken. As shown in the following reproduction, this sample test contains a clear explanation of the method of arriving at the answers to the questions. In order to make certain that each competitor received a copy of the sample test and in order to simplify examination procedure, the sample test was printed on the front page of the folder on which the examination was printed.

Directions and sample questions

Do not write out the answers to these questions; for each of the questions, you write only ONE NUMBER—the NUMBER indicating the best answer.

In answering questions based on cases of law violation, you are to assume that the only facts or clues which are known in the case are those given in the question. You are to indicate which of the suggested actions you, as a prohibition agent, would take in order to meet the situation or solve the problem.

SAMPLE 1. An inspector of a bonded winery discovers that, on a large number of casks which were sealed for storage, the seals have been cut and glued together again. Which of the following is the BEST action for the inspector to take? (1) Have the seals examined to find out whether or not they are genuine. (2) Take a sample of the contents for a chemical test and then reseal the casks. (3) Weigh the casks to discover whether part of their contents has been removed. (4) Open the casks and, if they are full, have them resealed in his presence. (5) Open the casks and, if they are not full, have them destroyed . . . . . ——

This question is based on a case which is typical of those with which the prohibition officer must deal. If you were the inspector, ought you to do (1) or (2) or (3) or (4) or (5)? You know that the seals have been cut and, therefore, that the casks have probably been opened. If a cask was opened, the contents may have been diluted or changed. The only way you can determine positively whether this has been done is by having a chemical test made. So (2) is the only correct answer. Write "2" on the line at the right.

You are also to assume, in answering questions of this type, that the events upon which the questions are based occur in a State where a *licensed physician is permitted to issue pre-*

Directions and sample questions—Continued

scriptions for intoxicating liquor and to have in his office a certain amount of liquor for medicinal use. Drug stores may secure permits to make legal sales of liquor to persons presenting either doctors' prescriptions or permits to buy.

SAMPLE 2. A Federal prohibition agent, who is passing a car which is parked near the curb while the owner is changing a tire, notices a half-emptied flask lying on the seat of the car. The flask is partially covered by the man's coat, but the whisky label on it is plainly visible. The agent sees no prescription label on the flask. He questions the man, who claims that he obtained the liquor on prescription from a near-by drug store which he names. Which of the following actions would it be BEST for the agent to take first? (1) Accompany the man to the drug store to see whether the druggist has a record of the prescription. (2) Destroy the bottle and its contents in the presence of the owner. (3) Use the testimony of the man in order to convict the accused druggist. (4) Arrest the doctor who issued the prescription. (5) Arrest the man and seize his automobile. . . . . ——

(2) is not the best action for the agent to take first, because unless the man's statement is false he possesses the liquor legally. Neither should the agent do (4) without securing further evidence, because a physician has a legal right to issue prescriptions for liquor. If the liquor was sold on prescription, there is no evidence that the druggist has done anything wrong, so (3) is not an answer. The agent ought not to do (5) until he is sure that the law has been violated (1) is the correct answer, for if the man has secured the liquor legally, he can prove it. Write "1" on the line at the right.

SAMPLE 3. Which one of the five following suggestions is the BEST reason why fingerprints are a means of identification of criminals (1) Fingerprints are easily obtained. (2) Fingerprints indicate the character of the individual. (3) Fingerprints are easily filed. (4) No two fingerprints are exactly alike. (5) Fingerprints may be obtained without the knowledge of the criminal. ——

Fingerprints may be easily obtained, but that does not make them a means of identification, so (1) is not the answer. (2) is not the answer, because fingerprints do *not* indicate the *character* of the individual and could not be used as a means of *identification* even if they did. The fact that fingerprints are easily filed does not make them a means of identification, so (3) is not the answer. Fingerprints are sometimes obtained without the knowledge of the criminal, but that fact does not make them a means of identification, so (5) is not the answer. The answer is (4)—fingerprints are a means of identifying criminals *because no two fingerprints are alike.* Write "4" on the line at the right.

Questions of the second type are based on statements which must be interpreted. *You are to base your answer to each question only upon the information that is contained in the statement before the question.*

SAMPLE 4. "The padlock law is intended to punish the particular establishment guilty of violation of the prohibition law—be it a cigar store, a cabaret, or a prominent hotel—rather than the individual waiter, clerk, or bartender who happens to be engaged in passing out the liquor at the time the place is raided."

According to this statement, which of the following is true with regard to the padlock law? (1) It is aimed at the person buying liquor, not at the person selling it. (2) It is used to prosecute a guilty proprietor instead of his employee. (3) It protects the rights of property owners. (4) It prevents the necessity of taking court action. (5) It is aimed only at those large establishments which disregard all laws. . . ——

If you read the statement carefully you will see that, of the suggested answers, (2) is the only one that is indicated in the statement. Therefore, (2) is the only possible answer. Write "2" on the line at the right.

SAMPLE 5. The word "individual" as used in line 6 of Sample 4, means most nearly (1) guilty (2) hired (3) suspected (4) foreign (5) particular. . . . . ——

Items like the one above are used to test your understanding of the words used in regulations and orders. *Particular* is the only word given which has the same meaning as *individual* has in the statement. Write "5" on the line at the right.

ORAL EXAMINATIONS

Mental ability, although it is a very important quality of a prohibition officer, is not the only important element contributing to his success. The prohibition officer must be energetic and self-confident; he must be tactful in his dealings with people, yet he must be firm in his decisions; he must possess such qualities as courage, forcefulness, loyalty, and persistence, and above all, he must be honest and reliable. In no other branch of the Government service is it so important for an officer to command the respect and to secure the complete confidence of the public. It was extremely important, then, that the commission, in selecting prohibition officers, should consider the impression which the applicant would give to others.

Since the personality and character traits of an applicant can not be determined satisfactorily by means of a written examination, it was found necessary to supplement the written part of the examination with character investigations and oral examinations. Through the character investigation the commission attempts to learn the applicant's past record for honesty and efficiency. The oral examination makes it possible for the examiner to obtain a definite impression of the applicant's personality and of his fitness to deal with the public.

Analysis of qualities to be measured by oral examinations

The first step in connection with preparing an oral examination was to determine what characteristics are essential and must be possessed by an applicant in order that he may qualify for the position in question.

The work of prohibition officers of all grades was carefully analyzed in order to determine what traits are desirable in each position. These traits were then studied for the purpose of determining which are most necessary and which can be rated in an oral examination. The oral examination and the rating scale on which the results of the examination were to be recorded were developed simultaneously. Traits were selected and were included in the rating scale only if they were of special importance in prohibition work, and if a reliable basis for rating them could be obtained in the oral examination. Some of the traits which are often included in rating scales were omitted because any rating on them would be unreliable when based on so short an observation of the applicant as is possible in the interview. Subjective ratings on such traits as "ambition" or "interest in work" may be sufficiently reliable in the rating of employees by executives, because, during a period of several months, employees would have an opportunity to display these traits. In the present case, however, the rating scale was to be used by examiners having no previous knowledge of the persons rated. Because of this fact, it was advisable to consider only those traits which could actually be brought out through the interview.

Rating scale

In the preparation of a suitable scale to be used for recording ratings of the traits, it was the aim to make an instrument by means of which the interviewers could definitely record the important information which the interview revealed concerning the applicant—an instrument which would yield comparable ratings when used by different interviewers and which would give records that could be objectively evaluated. On such a scale, the interviewers should be able to record a picture of the applicant's reactions and of the impressions received from the applicant during the interview. At the same time, the scale should not be so involved nor so long as to hamper the interviewer in conducting the oral examination.

The following section illustrates the form of the major part of the scale used in the oral examinations for rating applicants for positions in the prohibition force. The extent to which methods hitherto considered subjective have been made objective is illustrated by the procedure followed in determining the competitor's skill in questioning. A practical problem, not requiring knowledge of the policies or procedure of the Prohibition Unit, was designed to test this quality. This problem was so constructed as to give the examiner a definite basis for rating skill in questioning. It consisted in presenting one important element of a practical situation to the competitor, who then was required to assume the rôle of investigator and to secure, by questioning the examiner, the additional information essential for dealing with the situation.

The examiner, in rating the applicant on his demonstration of his ability to question others, was guided as follows:

SKILL IN QUESTIONING.—Does the applicant plan and ask his questions in such a way as to bring out the most important facts?

_____Is unable to plan questions; has no idea of how to proceed with inquiry.
_____Asks unrelated and pointless questions.
_____Forms a definite plan for questioning, but often is led away from it by rambling or evasive answers.
_____Is skillful in stating questions, but could improve his plan and sequence of asking them.
_____Shows exceptional skill in stating questions and arranging them in sequence.

Comments: _____
_____

The chief advantage of arranging the rating scale in this manner is that it allows space for descriptions which are long enough to be definite, thereby tending to make uniform the different interviewers' interpretations of the scale on which they record the results of their interviews. In many cases a descriptive phrase is made more concrete by reference to the specific position in question, as "Is sufficiently alert to do satisfactory administrative work under general supervision."

The number of descriptive phrases is limited to the degrees in which it is important for the commission to make differentiation. For example, it is not necessary to make fine distinctions among applicants who are obviously unable to answer questions in such a way as to make themselves useful as witnesses in court. One rating line, worded "Usually gives rambling, irrelevant, and inaccurate answers," is sufficient to cover this entire unacceptable group. It is important, on the other hand, for the commission to distinguish among those possessing a barely acceptable degree and those possessing the highest degree of this ability. For the high end of the scale, therefore, three different steps for rating are provided, with descriptions as follows: "Answers questions directly and with a fair degree of accuracy, but sometimes with unnecessary explanations or lack of self-confidence"; "Answers directly, makes few errors, usually appears sure of himself"; and "Answers directly, accurately, and with assurance."

There are many qualities which have bearing on the desirability of an applicant, but which can not be treated, like those already referred to, with phrases descriptive of different degrees. The scale contains a number of such qualities, grouped as indicated by the following example:

To what degree does each of the following phrases apply to the applicant? For instance, if the applicant's memory is worthy of note, place a check mark on the line before "Has accurate memory." If the applicant has a particularly good memory, place

two check marks on the line. If the applicant does not display the trait, simply cross it off the list to indicate that you have considered that trait.

------Has accurate memory.	------Has poor memory.
------Is observant of details.	------Overlooks many important details.

In addition, the interviewer is required to indicate in which of the several classes of people the applicant "could, as an investigator, move without appearing conspicuous," and to indicate whether the applicant is physically conspicuous, as he would be if crippled, unusually tall, etc. Finally, the interviewer summarizes his decisions by making checks to indicate for which of the various grades of positions he believes the applicant is qualified, and to indicate whether he believes him to be barely eligible, clearly eligible but not superior, or worthy of the highest rating for that grade of position.

Developing a technique for oral examinations

Another step in the problem was to organize a standard interview which would give all applicants the same opportunity to display their good points and their defects, and which would give the examiner in a single interview a sufficient basis for rating the applicant on all the traits included in the scale.

Questions were constructed, each one designed to bring out a particular one of the traits to be rated by means of the oral examination. As has been indicated, one gives the competitor an opportunity to demonstrate how he would go about questioning individuals who probably could give him valuable information; another makes it possible to determine whether his judgment is good or whether he is unable to foresee the result of an action; another requires him to decide how he would act when his course depended upon a question of ethics. Other questions likewise were designed to reveal the degrees of other traits possessed.

The technique used in the construction of problems for the oral examination is a valuable contribution in the field of interviewing. It consists in constructing each problem in such a way as to determine, to a great extent, the major questions which can be based on that problem, the possible answers that can be given to each of these questions, and the follow-up questions which can be used to develop the thought contained in those answers.

A requirement of every problem included in the oral examination for prohibition executives was that it should serve as a basis for several practical, meaningful questions, each of which could be reasonably answered in a number of different ways. Some of these answers were, of course, superior to others, but for each possible answer—whether it was good or poor—new questions along that line of reasoning were prepared. Each problem was so constructed that it was impossible to give an answer which would not permit further questioning.

The major questions, based on the original statement of the problem, were constructed with particular care; it is not easy to devise questions which in themselves demand judgment on the part of the competitor, and which at the same time provide openings for continued reasoning.

To a certain extent the principles governing the construction of the main questions were observed in the construction of the follow-up questions. The questions were so arranged as to lead the competitor to develop and justify his line of reasoning.

The problems were tested in preliminary trial interviews, and the necessary revisions were made. Wherever the need for such changes was indicated by the trial, questions were reworded, and new follow-up questions were added.

This new method of interviewing proved even more effective than had been anticipated. The trial interviews clearly indicated that it is possible to

control the problem presented orally, to devise questions for which various answers can be predicted with a high degree of accuracy, and to develop subsequent questions which add materially to the testing value of the problem.

Another advantage of this method is that it makes it possible to secure comparable results from oral examinations. Although each of a number of competitors gives a different answer to a question, all are required to deal with approximately the same number of follow-up questions. The follow-up questions prepared for each answer are approximately equal, in so far as difficulty is concerned, to those prepared for every other answer.

Suppose, for example, the following problem is presented to the applicant: "You are a prohibition administrator. As such, you are required to consider the possible adoption of a policy which involves placing the responsibility for the granting of permits on a commission made up of one representative of the Prohibition Bureau, one representative of the industry involved (as the near-beer industry or the industrial-alcohol industry), and a third disinterested member who has never been connected with either the bureau or the industries mentioned."

One of the questions based on this problem and one of the possible answers to that question are as follows:

Question 1. What would be the advantages of such a policy?

Possible answer A. It would tend to lessen criticism of methods of prohibition enforcement.

Follow-up questions for A:

1. Why would it do that?
2. Isn't there a possibility that criticism from some sources might even increase?

   If answer is "yes," ask—

   (*a*) From what sources would you expect continued criticism?

   (*b*) On what grounds might they attempt to justify their criticism?
3. What is to be gained by avoiding criticism of prohibition enforcement?

Such a follow-up question as No. 1 under A is asked in order to preclude the possibility of the examiner's misinterpreting the competitor's meaning. Many examiners are prone to read into a statement more than is actually meant by it; others are inclined to consider only the thought that is stated, and to give no credit to the train of thought underlying a simple statement. Thus the same answer may be rated high or low, depending upon the examiner, unless it is supplemented by follow-up questions that bring out the competitor's ideas and give the examiner a fair basis for rating him.

Leading questions, such as No. 2, are occasionally asked in order to secure answers that pave the way for subsequent questions, and in order to give the competitor an opportunity either to support or to contradict the answers which he has already given.

The detailed follow-up questions for various answers are intended to insure that each applicant will give, during the discussion, some basis for rating him on the traits which the problem is designed to bring out. This detailed development also makes it possible for the examiner to keep a record of the responses of each applicant. At the time the problem is presented to the applicant, the examiner can check off the answers given and the follow-up questions used. Such a notation serves as an aid to the examiner when completing his rating of the applicant, for it refreshes his memory of the answers given and the speed or directness with which the applicant arrived at his answers.

All the problems were designed so as not only to be practical but to appear practical to the applicant. Many men, who are exceptionally keen and accurate in reasoning on problems of a type related to their work, seem completely at

a loss when faced with problems which are of an abstract nature or which deal with subjects outside their field. In preparing this oral examination, general questions such as those requiring the applicant to discuss matters of current political or social interest were avoided. Instead, the questions present situations likely to be faced by a prohibition officer. The questions were so constructed as to measure practical judgment; they do not give an unfair advantage to those who have been in service.

Each series of problems, as presented to applicants, consists of varied types. This variety requires the applicant to show his ability to adapt himself to the many different phases of a prohibition officer's work. It also gives him a fair opportunity to show many sides of his character.

Alternative series were prepared so that they would be of approximately equal difficulty, and so that each series would present problems of the same types.

All problems were tested by a preliminary trial in which they were given to persons of known ability. The questions were then revised and tested in another trial before they were considered ready for use in examining actual competitors.

Trial interviews

As soon as the rating scale and the examination questions were complete, all those persons who were to conduct the examinations met in a series of conferences. By means of these conferences it was insured that all the examiners should be familiar with the material and the methods that they were to use in conducting the interviews. In connection with the conferences the examiners conducted trial interviews, presenting the test problems to employees of the commission just as though these employees were applying for positions in the prohibition service. This procedure provided opportunity to compare the manner in which different examiners presented the examination material and to observe the differences in their personal reactions to the candidates' answers to the questions. Such observations were made the subject of frank comment. The exchange of criticism proved valuable in that it aided in eliminating individual differences in methods of presentation. Each of the examiners realized that the object was to secure uniformity in the use of examination material without sacrificing the abilities of any examiner.

Before the scales were used for rating applicants, they were thoroughly tested by these preliminary try-outs. The examiners rated according to the scale a number of individuals of various degrees of aptitude for prohibition work. The ratings which the different examiners gave on the separate traits were compared in order to determine how well the examiners agreed in their understanding of the terms. Where there were different interpretations of the descriptions, the scale was revised and tested again so as to avoid similar misinterpretations in the future.

Adoption of common standards of rating

An important purpose of the trial interviews was to determine upon actual individuals to serve as common standards. Such a "man-to-man" rating scale has been used in the Army with good results. It assists officers in keeping one set of standards in mind while making ratings. For each degree of a given quality the officer decides upon an individual who possesses that degree. The officer's image of the individuals thus chosen as exemplifying the different degrees of the different traits assists him in keeping his ratings on a comparable basis. An objection to this plan, however, is that each rating officer must

determine upon the group of individuals to serve as his standards, since there is no one group of men sufficiently widely known and sufficiently well known to serve as the standards for all officers making the ratings.

In planning the scale for rating prohibition applicants this objection was adequately met. During the conference of interviewers, different men selected from those interviewed in the trials were agreed upon as typical of various steps on the scale. No man was selected to serve as a standard in rating applicants on a particular trait, unless there was absolute agreement among the examiners as to his place on the scale.

The trial interviews, however, and the standards established as a result of them, were used only to familiarize the examiners with the content and the technique of the oral examination. When these trial interviews had been completed, a number of actual competitors were called in, and each was given the oral examination. Although only two examiners took part in interviewing each competitor, the examining room was so arranged that the entire group of examiners were able to follow each interview without disturbing the competitor or handicapping him by their presence. Each of these competitors was rated by all the examiners. Then the ratings were compared, and for each trait, certain of the competitors were agreed upon as common standards. Thus the examiners were able to assign to the men competing for positions in the Prohibition Bureau comparable ratings based on standards typified by actual competitors.

The first selection of men, typifying the various degrees of ability, which was made during the trial interviews served to clarify and to clinch the meaning of the various descriptive phrases in the minds of the examiners. The common standards selected later from the ranks of actual competitors made it possible for the different examiners, when rating applicants in every part of the country, to use the rating scale with approximately equal results.

Summary of points of oral examinations

Important advantages of the new oral examinations may be summarized as follows:

A. They consist of problems so designed as to bring out the particular traits which are essential.
   1. The problems are thoroughly developed, with follow-up questions so planned as to lead the discussion in the most profitable direction.
   2. The problems are practical both in appearance and in actual usage.
   3. The problems are grouped in series of approximately equal difficulty.
   4. The problems have been tested and their value demonstrated.

B. The results of the examinations are recorded on a rating scale which is specifically adapted for use in rating applicants for positions in the prohibition service.
   1. The scale includes only those traits which are essential for prohibition officers.
   2. The scale includes only those traits which can, with practicability, be determined in a single interview.
   3. The rating scale requires the rater to make distinctions only to a degree to which it is reasonable to attempt to make distinctions on the basis of a single interview with the person rated.
   4. The scale is so convenient to use that the rating can be made during the interview.

C. The technique of rating provides that all examiners use a common standard in rating applicants. The "man-to-man" plan of using actual individuals as exemplifying the various degrees of different traits has been specifically adapted for this examination, in that the same individuals serve as standards for the entire group of examiners.

DEVELOPMENT AND STANDARDIZATION OF NONDICTATED SPELLING TESTS

Some time ago the research division undertook to develop an improved form for the spelling test which is a part of certain civil-service examinations. The problem was to construct a spelling test which would lose none of the testing value of the dictated form, yet which would, in so far as possible, avoid the unfairness of that form and the difficulties involved in administering it.

A spelling test that is dictated varies widely in difficulty when it is administered under different conditions and by different examiners. Dictation is a fair enough method when all competitors are examined under the same conditions and by the same person, and when that person is a trained examiner. It is not so fair a method, however, for use in civil-service examinations, since conditions affecting the clearness of the dictation can not be made constant. Frequently examinations for a single position in the civil service are given in all parts of the country; they are given on the same day in all localities, and must, therefore, be given by many different local examiners. It is to be expected that these examiners differ greatly in the clearness with which they pronounce words, as well as in manners of speech peculiar to different localities.

Even if it were possible to train the thousands of examiners needed to administer the dictated spelling test when it is given in connection with various civil-service examinations throughout the country, the cost of such training would be prohibitive. In some cities the spelling test must be given on the same day to a number of groups taking different examinations. That means that a number of persons serving temporarily as examiners must administer the test. It is seldom that such persons have been trained to do more than pass out and collect papers, and it would be impossible to require that they have more than that amount of training.

For many positions the names of successful competitors from all parts of the country are placed, according to their examination scores, on a single register of eligibles. The applicant from one State thus must compete for appointment with all other applicants from all 48 States. This fact makes it essential that the spelling test should present to competitors in the most remote village exactly the same difficulty that it presents to those in Washington, D. C.

It is impossible to make a dictated spelling test uniformly fair, not only because of differences in examiners but also because of variations in the examining rooms. One room in which examinations are given may be so large and so crowded that the competitors seated farthest from the examiner find it difficult to hear the word dictated; another may be so located that railroads or street cars disturb the competitor and make it impossible for him to hear the dictated test. Thus the place of an examination may be a very serious handicap to some competitors.

In another respect also the dictated spelling test presents a different problem to different individuals. When the test is dictated it is necessary to allow only a fixed amount of time for each word. The competitor who ponders for an extra 10 seconds over one word may miss hearing the next that is dictated. The person who habitually writes slowly or spells a word mentally before he writes it is at a marked disadvantage.

An additional objection to the dictated spelling test is that the cost of administering it is high, since the dictated test demands the full attention of the examiner during the time that it is being given. When nondictated tests are given, many examinations may be simultaneously conducted in one room and by one examiner.

All these difficulties were taken into consideration when the new form of spelling test was developed. The research division proposed to develop a test which would avoid the disadvantages and which at the same time would retain all the advantages of the dictation method.

Another purpose of this research study was to standardize a large quantity of material which could be used for testing knowledge of spelling, so that examinations of any desired difficulty could be assembled.

COMPARISON OF FORMS OF SPELLING TESTS

In order to make a comparison of the different forms which might possibly be used for a nondictated test of spelling, several trial examinations were given. Five forms of nondictated tests were tried, together with the old dictated spelling test.

In all the nondictated forms the test words were contained in sentences. In one form, each sentence included three words of approximately equal difficulty. In some of these sentences one of the three words was misspelled in an inconspicuous manner, as in the sentence "The judge introduced the gentelman to us." In other sentences all the words were spelled correctly. The difficulty and the scope of this test were increased by the fact that each sentence required the applicant to make three judgments. The difficulty of constructing the test was correspondingly increased, however, since it is often very hard to select three words of practically equal difficulty which can be combined in a reasonable sentence.

Another form tried was merely a slight variation of the one just described. In this second form the test word, correct or slightly misspelled, was underlined thus, "The judge introduced the gentelman to us." The underlining, of course, made it unnecessary for the competitor to examine the spelling of all words in the sentence, and thus made it unnecessary to select three words of equal difficulty for each sentence. An objection to this form, as well as to the one discussed above, was that the slight misspelling tends, by wrong suggestion, to confuse the competitor and to make it difficult for him to think of the correct spelling. Moreover, the competitor is confused even by correct words when it is suggested to him that they may be misspelled.

A third form was designed to meet this objection. In it the test word was underlined and was always misspelled. This misspelling was not, as it was in the other forms, a slight variation or a misspelling commonly seen. The attempt was made to present the word in such a way that the person tested would not be influenced either by a correct combination of letters or by an incorrect combination frequently seen. For example, when the spelling test in connection with a particular word involved the decision of whether the ending was *-ence* or *-ance*, *-ceive* or *-cieve*, neither one of these combinations was presented in the test. The test word was presented as nearly as possible in purely phonetic form; thus, in effect, the competitor was required, not to correct the word, but to dictate it to himself and then to spell it. In this test form, the word was presented as follows: "The judge introduced the jentellman to us."

Even before the trial examinations were given it was seen that this form of presenting the problems of spelling was more like the dictated spelling test than were the first two forms mentioned. In actual practice, the person who is not a proof reader is seldom required to correct spelling errors in printed words, as he must in the first test discussed. Neither is he required to pay to details the close attention which is necessary in order to detect the transposition of letters or similar inconspicuous errors in printed matter. The average person's spelling ability is exercised only when he writes. When

he wishes to write a word, whether it be dictated mentally by himself or orally by another person, he must be able to spell that word. Usually he writes it without being conscious of choosing the letters necessary to spell it correctly. He will probably write *supersede* or *liquefy* without hesitation when he is not confused by a suggestion of a probable misspelling. But let him be confronted, as in the second test form, by the problem of deciding whether *supercede* or *liquify* is correct or incorrect, and he is immediately beset by doubts which influence his judgment.

The disadvantages common to the first two test forms are avoided in the third. In dealing with such a test item as "If the rain seesez, we need not carry an umbrella," one observes the printed form *seesez* only to pronounce it; he ignores the combination of letters which convey the sound of the word to him, and he proceeds to spell *ceases* with no more prejudice than if the word had been dictated to him.

The sole function of the sentence in which the test word was presented was to enable the competitor to recognize the word as quickly as possible. For this reason the sentences were simple in structure and, with the exception of the test words, composed of such simple words that no one could fail to recognize the test word because of failure to grasp the meaning of the sentence.

The two other forms considered were multiple-choice forms—that is, forms which required the person tested to choose the correct spelling from among several spellings given.

TRIAL OF THE TESTS

The five forms considered were given a preliminary trial in order to compare the results of the various tests with the results secured when the words were dictated, and also to compare the various forms of nondictated spelling. Three different groups, one made up of eighth-grade pupils, one of business-college students, and one of university students, took the tests in this trial.

A dictated spelling test was given to the business-college students and to the eighth-grade pupils. This dictated test was administered under conditions as nearly ideal as possible. The words were dictated to the trial groups by one trained examiner, who pronounced each word distinctly and used it in a sentence. The trials were made in classrooms where it was possible to reduce to a minimum the disturbing factors that might handicap the competitor.

This dictated test was used as a criterion for determining the validity of the nondictated tests. There was found to be a correlation of +0.916 between the scores made by business-college students on the dictated test and their scores on the nondictated test in which phonetically spelled words were presented in sentences. In the case of the public-school group the correlation between the dictated test and this form of the nondictated test was +0.910.

SELECTION OF A NONDICTATED TEST FOR CIVIL-SERVICE USE

These results, and the results of similar trials made with civil-service employees, showed conclusively the practicability of substituting a nondictated spelling test for the dictated test. An analysis of presentation methods was sufficient to indicate that the nondictated test is by far the more reliable of the two.

As had been expected, the correlation was highest between the scores on the dictated tests and those on the nondictated form in which the words were spelled phonetically. Because of this fact, and because this form of nondictated test had, as has been discussed, advantages not found in the others, it was adopted for civil-service use.

CONSTRUCTION OF SPELLING-TEST ITEMS

A large quantity of material for this type of nondictated spelling test was then prepared so that it might be standardized for use in civil-service examinations.

Those preparing the material were guided by the following rules:

Rules for construction of spelling-test items

The following sample illustrates the form of presentation:

The underlined word is misspelled, but is spelled according to its sound. Spell it correctly on the line at the right.

"He will graduate from kollejj this year." . . . . *college*

Selection of words:

1. Select words which are in fairly common use in the positions for which spelling tests are given. Avoid rare words and words whose meaning can not be brought out by sentences appropriate for a civil-service examination. For example, such words as *sedative*, *hyacinth*, *guttural*, *guerrilla*, and *eucalyptus* are inappropriate.

2. Select words which have only one correct spelling.

3. Avoid any word likely to be confused with other words of similar pronunciation, unless the sentence in which the word is used shows beyond any doubt which word is intended. *Foreigner* and *forerunner*, for example, could be easily confused.

Phonetic spelling:

4. Follow dictionary phonetic spelling wherever it clearly indicates the sound of the word without the use of special signs.

5. Whenever it is possible, indicate the long sound of a vowel by a combination of letters, as *ee* or *yu*.

6. Indicate the short sound of a vowel by doubling the following consonant, whenever the word might otherwise be misread. *Lack*, for example, should be spelled *lakk*, since *lak* might be either *lake* or *lack*.

7. Avoid common misspellings. Where the letter *e* is correct and *i* is the common misspelling, use neither letter if it is possible to use some other without distorting the sound.

8. For the plural *-ies*, use *-eze* rather than *-ees* or *-ys*.

9. Change the spelling of every syllable if it can be done without distorting the sound. *Compensation*, for example, should be presented as *kompennsayshun* rather than *kompensashun*.

10. Avoid using as the phonetic spelling of a word the correct spelling of another word. For example, use *rewt*, rather than *root* as the phonetic spelling of *route*.

11. Do not use *c* in the phonetic spelling of a word unless it is used with *k* or *h*, and its sound is thus clearly shown. In all other cases, use *s* or *k*.

12. Do not use *g* to indicate the soft sound of that letter. Use *j* and avoid confusion.

13. Use a single final *e* only when it is necessary to indicate that the sound of the preceding vowel is long. *Sign*, for instance, may be spelled *syne*, the *e* being needed for accurate pronunciation. *Beam* may be spelled *beem* or *beme*, but not *beeme*, since in that case the final *e* might be read as an extra syllable.

14. A final syllable which has the sound of long *e* should be indicated by *ie*, or *ee*, never by a single *e*.

Construction of sentences:

15. Make sentences which bring out clearly the meaning of the words. For example, avoid a meaningless statement such as: "The *kappitul* is on a hill." The following sentence is much better: "The building where the State legislature meets is the *kappitul.*"

16. Make sentences as short as possible.

17. Avoid using any words, either as test words or as other words in the sentences, which can not be easily understood by the person taking the examination.

STANDARDIZATION OF SPELLING-TEST ITEMS

Through the cooperation of Dr. Jessie LaSalle, director of tests and measurements in the schools of Washington, D. C., and of the principals and the teachers of both the elementary and the junior high schools, it was possible to make the final trial for standardization in 50 Washington schools. Seventy-nine classes, comprising 2,549 pupils, took part. The words tried numbered 3,489, and included, in addition to the words selected by the research division, all the words, except the simplest, from the Ayres Scale, the Buckingham Extension of the Ayres Scale, and the Sixteen Spelling Scales prepared by Columbia University. Thus it was insured that the study should include all the most commonly used words of difficulty suitable for civil-service examinations.

The words were divided, according to estimated difficulty, into sets A, B, C, D, and E, each designed for one day's trial. Each set was then divided into eight series of approximately equal difficulty. With this organization of test material it was possible to keep results comparable, since every series was tried in each class and no particular set or series of words was confined to any one class. For example, when the 2,549 pupils took set A on the first day, equal numbers of each of the eight series into which that set was divided were distributed among the members of each class. This plan provided that each item should be tried by about 300 persons, and made it improbable that test results would be influenced by the fact that some classes were superior or inferior to others.

In order to determine whether or not failure to recognize the test word had caused an appreciable percentage of the errors which the trial group made on any one word, the various misspellings given for each test item were tabulated. In any case where it was found that one particular misspelling of a word was given by a considerable percentage of those missing the item, that misspelling was analyzed. If it was found to indicate the sound of the test word, the item was considered fair, but if the misspelling appeared to be an attempt to spell an entirely different word, it was conceded that the construction of the item was faulty, and the item was either revised or discarded.

After records of the difficulty of each item had been secured through this trial, the sentences were arranged in a card file, with each sentence typed on a separate card. The following explanation was provided for those who are to use the sentences:

1. These cards are arranged according to the difficulty of the spelling items—the easiest items first. The difficulty of each underlined word is indicated by the figure in the upper right corner of the card. This figure indicates the percentage of eighth-grade pupils who spelled that word correctly in the trial. A high percentage, therefore, indicates that a large number were able to spell that word correctly.

2. In selecting items, care should be taken to avoid choosing as test words any words which are in the heading or the directions on the examination paper, or any words which appear, correctly spelled, in other sentences on the page.

3. Space has been allowed on each card for noting in what series the item is used, so that repetition of combinations of items may be avoided.

RELATIVE VALUE OF THE SPELLING TEST

The question of how much weight the applicant's ability to spell should have in determining his final rating is one which must be decided separately for each examination in which a spelling test is included.

In the clerical examination, for instance, spelling is used as a test of specific ability. The work of clerks involves a considerable amount of writing, and it is important, therefore, that they be able to spell. The correlation between the scores which 74 clerks made on a nondictated spelling test and their ratings on efficiency is +0.511. It was determined statistically that, in computing competitors' ratings on the clerical examination that is given by the commission, the relative weight of 20 points out of a hundred should be given to the spelling test.

The spelling ability of the stenographer should obviously be even greater than that of the clerk, for the stenographer must be able to spell not only the words in her own working vocabulary but those in the vocabulary of the dictator as well.

The weighting of the applicant's ability to spell must depend primarily upon the relation between that ability and the duties of the position for which he is being examined.

Respectfully submitted.

L. J. O'ROURKE,
Director of Personnel Research.

APPENDIX

HISTORICAL REGISTER OF THE UNITED STATES CIVIL SERVICE COMMISSION

COMMISSIONERS:

WILLIAM C. DEMING, *Wyoming*, President.
GEORGE R. WALES, *Vermont*.
MISS JESSIE DELL, *Georgia*.

HOWARD A. EDSON, *Chief Examiner*.
JOHN T. DOYLE, *Secretary*.

List of commissioners, chief examiners, and secretaries since 1883

Name	Whence appointed	Date of oath of office	Date of retirement
COMMISSIONERS			
Dorman B. Eaton	New York	Mar. 9, 1883	Resigned Apr. 17, 1886.
John M. Gregory	Illinois	do	Resigned Nov. 9, 1885.
Leroy D. Thoman	Ohio	do	Do.
William L. Trenholm	South Carolina	Nov. 9, 1885	Resigned Apr. 17, 1886.
Alfred P. Edgerton	Indiana	do	Removed Feb. 9, 1889.
John H. Oberly	Illinois	Apr. 17, 1886	Resigned Oct. 10, 1888.
Charles Lyman	Connecticut	do	Resigned May 24, 1895.
Hugh S. Thompson	South Carolina	May 9, 1889	Resigned June 23, 1892.
Theodore Roosevelt	New York	May 13, 1889	Resigned May 5, 1895.
George D. Johnston	Louisiana	July 14, 1892	Removed Nov. 28, 1893.
John R. Proctor	Kentucky	Dec. 2, 1893	Died Dec. 12, 1903.
William Gorham Rice	New York	May 16, 1895	Resigned Jan. 19, 1898.
John B. Harlow	Missouri	May 25, 1895	Resigned Nov. 14, 1901.
Mark S. Brewer	Michigan	Jan. 19, 1898	Died Mar. 18, 1901.
William A. Rodenberg	Illinois	Mar. 25, 1901	Resigned Mar. 31, 1902.
William Dudley Foulke	Indiana	Nov. 15, 1901	Resigned Apr. 30, 1903.
James Rudolph Garfield	Ohio	Apr. 24, 1902	Resigned Feb. 25, 1903.
Alford W. Cooley	New York	June 18, 1903	Resigned Nov. 6, 1906.
Henry F. Greene	Minnesota	June 20, 1903	Resigned Apr. 30, 1909.
John C. Black	Illinois	Jan. 16, 1904	Resigned June 10, 1913.
John A. McIlhenny	Louisiana	Nov. 30, 1906	Resigned Feb. 28, 1919.
James T. Williams, jr	North Carolina	May 5, 1909	Resigned May 25, 1909.
William S. Washburn	New York	May 26, 1909	Resigned June 30, 1913.
Charles M. Galloway	South Carolina	June 20, 1913	Resigned Sept. 7, 1919.
Hermon W. Craven	Washington	July 3, 1913	Resigned Mar. 16, 1919.
Martin A. Morrison	Indiana	Mar. 13, 1919	Resigned July 14, 1921.
George R. Wales [1]	Vermont	Mar. 17, 1919	
Mrs. Helen H. Gardener	District of Columbia	Apr. 13, 1920	Died July 26, 1925.
John H. Bartlett	New Hampshire	July 15, 1921	Resigned Mar. 12, 1922.
William C. Deming	Wyoming	Mar. 31, 1923	
Miss Jessie Dell	Georgia	Sept. 18, 1925	
CHIEF EXAMINERS			
Charles Lyman	Connecticut	May 11, 1883	Apr. 17, 1886.[2]
William H. Webster	do	Aug. 28, 1886	Died Mar. 23, 1896.
A. Ralph Serven	New York	June 8, 1896	Resigned June 7, 1903.
Frank M. Kiggins	Tennessee	June 8, 1903	Died Oct. 26, 1908.
George R. Wales [2]	Vermont	Dec. 16, 1908	Resigned Mar. 16, 1919.
Herbert A. Filer [3]	Maryland	May 25, 1920	Died Feb. 10, 1927.
Fay C. Brown	Iowa	Mar. 14, 1927	Resigned Mar. 16, 1927.
Howard A. Edson	District of Columbia	Mar. 21, 1927	
SECRETARIES			
William S. Roulhac	North Carolina	June 11, 1883	Died Apr. 17, 1884.
Robert D. Graham	do	Apr. 25, 1884	Resigned Sept. 15, 1886.
John T. Doyle [4]	New York	Sept. 15, 1886	

[1] Mr. Wales when appointed by the President as commissioner had served on the force of the commission for 14 years as clerk, examiner, law clerk, chief of division, and assistant chief examiner, and 10 years as chief examiner.

[2] Appointed commissioner.

[3] Mr. Filer when appointed by the President had been on the force of the commission for 22 years as clerk and examiner.

[4] Mr. Doyle was appointed stenographer to the commission Mar. 9, 1883, and promoted upon appointment by the President from that position to secretary.

RETENTION BEYOND RETIREMENT AGE

Statistics pertaining to retirements and refunds of deductions will be found in reports of the Commissioner of Pensions, but those relative to continuances are entirely within the province of the commission.

Continuances in service beyond retirement age under the act of May 22, 1920, as amended July 3, 1926, by fiscal years

	1921	1922	1923	1924	1925	1926	1927	Total
Number of first continuances approved	2,965	862	905	895	1,055	1,077	1,771	9,530
Number of second continuances approved	-------	118	901	553	581	529	589	3,271
Number of third continuances approved	-------	-------	-------	-------	432	314	332	1,078
Number of fourth continuances approved	-------	-------	-------	-------	-------	119	160	279
Total number approved	2,965	980	1,806	1,448	2,068	2,039	2,852	14,158
Number of requests disapproved	14	8	3	3	1	6	30	65
Terminations by death of those continued	74	70	63	52	44	74	57	434
Terminations otherwise of those continued	376	622	1,059	446	454	401	444	3,802
Total terminations	450	692	1,122	498	498	475	501	4,236
Employees retired for age	6,186	1,166	1,875	1,529	1,482	1,266	1,904	15,408
Total employees retired for age plus employees continued	9,151	2,146	3,681	2,977	3,550	3,305	4,756	-------
Per cent continued of those of or beyond retirement age	32.40	45.67	49.06	48.64	58.25	61.69	59.97	-------
Number serving beyond retirement age	2,515	2,685	2,468	2,865	3,422	4,024	5,294	-------

Continuances beyond retirement age are authorized in two-year periods. At the end of the two-year period an employee must be again continued or dropped. The second and third continuances swell the figures in the table for 1923 and 1925. The services of 434, or 4.6 per cent, of the 9,530 who were continued terminated by death. The services of 3,802, or 39.9 per cent, terminated otherwise, leaving 5,294 or 55.6 per cent, still in the service.

PRESIDENTIAL POSTMASTERS

On July 1, 1927, there were 50,266 post offices, 34,615 of which were of the fourth class. The remaining 15,651 were of the presidential class, 1,129 of which were of the first class, paying a salary of $3,200 per annum or more; 3,419 were of the second class, paying an annual salary of from $2,400 to $3,100, inclusive; and 11,103 were of the third class, the annual salary being from $1,100 to $2,300, inclusive.

Between the date of the issuance of the President's order of May 10, 1921, and July 1, 1927, 18,511 examinations for post offices were requested under the order, 989 of which were for the first class, 3,573 for the second class, and 13,949 for the third class. The commission has reported to the Post Office Department the results of 976 examinations for first-class offices, 3,527 examinations for second-class offices, and 13,761 examinations for third-class offices.

During the same period the Post Office Department reported 15,628 nominations for appointment as the result of examinations, 901 being for first-class offices, 3,149 for second-class offices, and 11,578 for third-class offices. Of the total number nominated 2,765 were ex-service men.

Postmaster positions filled through promotion during the period mentioned number 72 for the first class, 114 for the second class, and 2,915 for the third class. The greater part of the promotions in the third class were the result of the retention of the postmasters who were serving when the offices were advanced from the fourth to the third class.

Postmaster positions filled through reappointment during the period mentioned number 505 for the first class, 1,528 for the second class, and 5,115 for the third class.

Of the 15,651 presidential postmasters within the United States 6,255 postmasters had previous employment in the Postal Service.

The following statement shows the number and cause of vacancies in postmasterships of the presidential class reported for the year ended June 30, 1927; also the number of post offices for which eligibles were supplied through examinations, and the number of promotions, including those carried over from the preceding year:

Number of vacancies reported at first-class offices:	
Resignations	10
Removals	1
Deaths	16
Expiration of commission	35
Total	62
Number of post offices for which eligibles were supplied	65
Number of promotions authorized	6

Number of vacancies reported at second-class offices:	
Resignations	32
Removals	20
Deaths	30
Expirations of commissions	112
Advanced to the presidential class	1
Total	195
Number of post offices for which eligibles were supplied	217
Number of promotions authorized	6
Number of vacancies reported at third-class offices:	
Resignations	188
Removals	72
Deaths	87
Expirations of commissions	254
Advanced to the presidential class	54
Total	655
Number of post offices for which eligibiles were supplied	723
Number of post offices receiving authority for promotion of postmasters to the third class	3

FOURTH-CLASS POSTMASTERS

During the fiscal year ending June 30, 1927, the department reported 1,524 vacancies at offices paying as much as $500 per annum; 1,113 of which were caused by resignation, 202 by removal, 184 by death, 8 by declination of persons to accept appointment, 7 by relegation of the office from the third to the fourth class, and 10 separations by transfer. There were 1,100 persons reported as appointed; 457 women and 643 men, of whom 154 were ex-service men.

Appointments at offices having an annual compensation of less than $500 are made upon the reports of post-office inspectors detailed to obtain information as to their suitability. A copy of the inspector's report in each case is forwarded by the Post Office Department for review and approval by the commission. During the year 2,476 such appointments were reported, 1,584 being males and 892 females. Of these appointments 338 were at newly established offices, 1,712 were to fill vacancies caused by resignation, 192 by removal, 217 by death, and 17 by declination of appointments by persons selected.

The following table shows the number of vacancies reported during the year in fourth-class offices including those paying a minimum salary of $500 per annum and those paying less, the number of certifications issued, the number of appointments, and the number of separations:

Vacancies reported at offices paying a minimum of $500 per annum:	
Resignations	1,113
Removals	202
Deaths	184
Declinations	8
Relegated from third class	7
Separations by transfer	10
Total	1,524
Certifications issued	1,081

Appointments reported:	
Male	643
Female	457
Total	1,100
Separations and appointments reported at offices paying less than $500:	
Separations—	
Resignations	1,712
Removals	192
Deaths	217
New offices	338
Declinations	17
Total	2,476
Appointments—	
Male	1,584
Female	892
Total	2,476

RURAL CARRIER SERVICE

On June 30, 1927, the number of rural routes in operation in the United States was 44,730, service being rendered on these routes by 44,599 carriers. During the fiscal year ended June 30, 1927, there were 1,377 appointments, of which 1,054 were made through examination, 37 by reinstatement, and 286 by transfer from other branches of the service. Women received 10 of the appointments made through examination and one of the appointments made through reinstatement. Of the total number of appointees, 494 were granted military preference.

During the year the declinations of appointment numbered 79, resignations 457, deaths 257, removals for cause 169, separations without prejudice 19, separations by transfer 192, separations during probation 2, and discontinuances under the provisions of the retirement act of May 22, 1920, 389, making a total of 1,564 separations. The department also reported the establishment of 133 new routes.

A large number of rural routes upon which vacancies occurred were discontinued, thus eliminating the necessity of making new appointments. It was found by the department upon investigation that the territory of the discontinued route could be absorbed by other routes in the locality.

EXECUTIVE ORDERS

GENERAL ORDERS AMENDING THE CIVIL-SERVICE RULES

AMENDMENT OF RULE X, SECTION 3, SUBSECTION (2), RELATING TO RETRANSFER FROM THE LEGISLATIVE SERVICE

December 28, 1926.

Subsection (2) of section 3 of civil-service Rule X is amended by the elimination of the words, "* * * if he entered the classified service upon competitive examination and the legislative service by transfer therefrom."

As amended the subsection will read:

(2) In the legislative service.

NOTE.—The amendment eliminates a restriction upon transfer of a small class of employees who properly entered the classified service without examination, an arbitrary distinction which appeared to be unjust.

ORDERS AMENDING SCHEDULE A

EXCEPTING FROM EXAMINATION CARETAKERS AND LIGHT ATTENDANTS EMPLOYED IN CONNECTION WITH EMERGENCY LANDING FIELDS AND OTHER AIR-NAVIGATION FACILITIES

November 3, 1926.

Schedule A of the civil-service rules, positions excepted from examination, is hereby amended by adding an eighth paragraph to Subdivision XI, Department of Commerce, to read as follows:

8. Caretakers and light attendants employed in connection with emergency landing fields and other air-navigation facilities under the air commerce act of 1926. Continuance of this exception beyond a period of three years from the date of its adoption shall be dependent upon the joint agreement of the Department of Commerce and the Civil Service Commission.

PERMITTING PAYMENT OF AS MUCH AS $1,200 PER ANNUM TO PART-TIME PHYSICIANS IN THE INDIAN SERVICE

January 19, 1927.

Schedule A, Subdivision VIII, paragraph 8, of the civil-service rules, which exempts from the requirement of examination physicians employed in the Indian Service and receiving not more than $1,000 per annum, is hereby amended by increasing the compensation permitted to $1,200 per annum. As amended, the paragraph will read as follows:

8. Physicians employed in the Indian Service and receiving not more than $1,200 per annum salary, who may lawfully perform their official duties in connection with their private practice, such employment, however, to be subject to the approval of the commission.

It is represented by the Interior Department that considerable expenditures on a fee basis for surgical operations can be avoided and a saving effected by paying part-time physicians at certain stations as much as $1,200 per annum; and that a little wider latitude is otherwise desirable. The Civil Service Commission concurs.

WITHDRAWAL FROM LIST OF EXCEPTIONS FROM EXAMINATION, POSITIONS OF ATTORNEYS IN THE UNITED STATES VETERANS' BUREAU

March 12, 1927.

Schedule A, positions excepted from examination under the civil-service rules, is amended by the addition to paragraph 4, applying to the entire classified

service, the words "except those in the Veterans' Bureau." As amended the paragraph will read:

4. Attorneys, assistant attorneys, and special assistant attorneys, except those in the Veterans' Bureau.

Schedule B, positions which may be filled upon noncompetitive examination, is hereby amended by the addition of a new subdivision and paragraph as follows:

IX. VETERANS' BUREAU

1. Attorneys of all grades.

The effect of this order is to require that appointments to the positions named shall hereafter be made upon noncompetitive examination.

The order is jointly recommended by the Civil Service Commission and the Director of the United States Veterans' Bureau.

EXCEPTING FROM EXAMINATION CONSULTING ENGINEERS AND ECONOMISTS ON RECLAMATION WORK IN AGRICULTURE

March 29, 1927.

Paragraph 12, Subdivision VIII of Schedule A of the civil-service rules excepting from examination consulting engineers of the Reclamation Service is hereby amended to read as follows:

12. Consulting engineers and economists on reclamation work in agriculture.

This Executive order is recommended jointly by the Secretary of the Interior and the Civil Service Commission.

MAKING POSITIONS OF INSPECTING ENGINEER AND INSPECTORS IN THE PURCHASING DEPARTMENT, WASHINGTON OFFICE, PANAMA CANAL, SUBJECT TO THE CIVIL-SERVICE RULES

July 15, 1927.

Paragraph 2, Subdivision X, the Panama Canal, of Schedule A of the civil-service rules, which permits the appointment of one inspecting engineer and all inspectors in the purchasing department of the Washington office of the Panama Canal without examination, is hereby revoked. Employees appointed under this exception whose names appear in letter of July 7, 1927, from the chief of office of the Panama Canal, are brought with their positions into the competitive classified service.

This order is recommended by the governor of the Panama Canal and the Civil Service Commission.

REVOCATION OF PARAGRAPH 1, SUBDIVISION IV, WAR DEPARTMENT, BRINGING CERTAIN POSITIONS AS CABLE ENGINEERS, ETC., WITH THEIR OCCUPANTS WITHIN THE COMPETITIVE CLASSIFIED SERVICE

September 12, 1927.

Schedule A, Subdivision IV, War Department, of positions excepted from the requirement of examination under the civil-service rules is hereby amended by revoking paragraph 1, which excepts from examination "All cable engineers, cable electricians, and cable foremen" and by striking out of paragraph 2 the words "and cable seamen receiving not more than $1,260 per annum."

The effect of the above amendment is to bring the positions named with their present occupants within the competitive classified service.

ORDERS AMENDING SCHEDULE B

APPOINTMENT OF ATTORNEYS OF ALL GRADES IN THE UNITED STATES VETERANS' BUREAU MADE SUBJECT TO NONCOMPETITIVE EXAMINATION

March 12, 1927.

Schedule A, positions excepted from examination under the civil-service rules, is amended by the addition to paragraph 4, applying to the entire classified service, the words "except those in the Veterans' Bureau." As amended the paragraph will read:

4. Attorneys, assistant attorneys, and special assistant attorneys, except those in the Veterans' Bureau.

Schedule B, positions which may be filled upon noncompetitive examination, is hereby amended by the addition of a new subdivision and paragraph as follows:

IX. VETERANS' BUREAU

1. Attorneys of all grades.

The effect of this order is to require that appointments to the positions named shall hereafter be made upon noncompetitive examination.

The order is jointly recommended by the Civil Service Commission and the Director of the United States Veterans' Bureau.

TRANSFER FROM NONCOMPETITIVE TO COMPETITIVE CLASS OF POSITIONS OF SPECIAL AGENT AND COMMERCIAL AGENT ALLOCATED TO GRADES 5 AND 6 (LESS THAN 2,400) OF THE CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

June 6, 1927.

Schedule B of positions which may be filled upon noncompetitive examinations is hereby amended so that paragraph 2 of Subdivision III, Department of Commerce, will read as follows:

> 2. Commercial attachés and assistant commercial attachés, trade commissioners and assistant trade commissioners, district managers and assistant district managers, experts, and commercial agents and special agents whose initial salary is $2,400 or more, to investigate trade conditions abroad and in the United States, including the insular possessions, with the object of promoting the foreign commerce of the United States.

The above amendment based on the act of March 3, 1927, establishing the Foreign Commerce Service of the United States, specifically sets forth the present practice, and transfers from the noncompetitive to the competitive class the positions of special agent and commercial agent, allocated to grades 5 and 6 (less than $2,400) of the clerical, administrative, and fiscal service.

ORDER RELATING TO THE RETIREMENT ACT OF JULY 3, 1926

EXCLUSION OF NONEDUCATIONAL EMPLOYEES IN THE INDIAN IRRIGATION SERVICE INTERMITTENTLY AND IRREGULARLY EMPLOYED AND EMPLOYEES ON DAILY RATES SIMILARLY EMPLOYED FROM THE OPERATION OF THE RETIREMENT ACT

December 8, 1926.

There are hereby excluded from the operation of the retirement act of July 3, 1926, noneducational employees in the Indian Irrigation Service intermittently and irregularly employed, and educational employees on daily rates similarly employed. This order is deemed desirable because of the intermittent character of the employment and the exceedingly frequent changes in personnel.

ORDER AMENDING THE EXECUTIVE ORDER OF JUNE 19, 1924

STATUS OF EMPLOYEES WHO WERE OCCUPYING POSITIONS ON JULY 1, 1924, WITHIN THE SCOPE OF THE CLASSIEICATION ACT OF 1923 FOR WHICH THEY DID NOT POSSESS THE REQUISITE CIVIL-SERVICE STATUS

October 18, 1926.

The final paragraph of the Executive order of June 19, 1924, is amended to read as follows:

> Employees will be permitted to remain in the positions they were occupying on July 1, 1924, and, upon the attainment and maintenance of the appropriate efficiency ratings, may receive salary increases up to the maximum of the grade to which such positions have been allocated, although contrary to existing provisions of the civil-service rules, if otherwise permissible. They shall not, however, thereby be given any status for promotion, transfer, or reinstatement different from that which they have regularly acquired under the civil-service law and rules, except that the Civil Service Commission, in its discretion, may, without examination, permit reinstatement or a promotion in the same department or establishment back to the same class of positions as that occupied on July 1, 1924, after a separation or demotion without fault or delinquency, if otherwise in accordance with the civil-service law and rules.

ORDERS RELATING TO THE REEMPLOYMENT REGISTERS

AMENDING THE EXECUTIVE ORDER OF NOVEMBER 29, 1918, REQUIRING CERTIFICATION OF ELIGIBLES FROM THE REEMPLOYMENT REGISTERS INSTEAD OF THE REGULAR REGISTERS

January 28, 1927.

The Executive order of November 29, 1918, providing for the placing on reemployment registers of the names of certain employees separated from the service by reason of the reduction of force as amended by the Executive order of April 30, 1919, is hereby amended to read as follows:

> The names of persons in the competitive classified service with unrestricted status who were appointed, either permanently or probationally, and who have served less than three years, and who are separated from the service because of a reduction of force, and who are recommended for further employment by the Government because of demonstrated efficiency in the office from which they are separated, will, upon request, be entered by the Civil Service Commission upon appropriate registers for reappointment, eligibility thereon to continue for one year from date of separation.
>
> Such reemployment registers will be separate and apart from the registers of the commission resulting from current examination, and eligibility thereon, and certifications and appointments therefrom shall in all respects conform to the usual practice and procedure, except that certifications of persons formerly in the apportioned service shall be made without regard to the apportionment.
>
> When departments or establishments make requisition on the Civil Service Commission for certification of eligibles the commission will make certifications from the reemployment registers so long as there are eligibles thereon with the necessary qualifications.

This amendment will require the certification of eligibles from the reemployment registers instead of the regular registers, so long as there are on the reemployment registers eligibles with the necessary qualifications.

The Civil Service Commission concurs.

AMENDING THE EXECUTIVE ORDER OF JANUARY 28, 1927, BY OMISSION OF THE WORDS "AND WHO HAVE SERVED LESS THAN THREE YEARS" FROM THE BODY OF THE ORDER

February 18, 1927.

The Executive order of November 29, 1918, providing for the placing on reemployment registers of the names of certain employees separated from the service by reason of the reduction of force as amended by the Executive order of April 30, 1919, is hereby amended to read as follows:

> The names of persons in the competitive classified service with unrestricted status who were appointed, either permanently or probationally, and who are separated from the service because of a reduction of force, and who are recommended for further employment by the Government because of demonstrated efficiency in the office from which they are separated, will, upon request, be entered by the Civil Service Commission upon appropriate registers for reappointment, eligibility thereon to continue for one year from date of separation.
>
> Such reemployment registers will be separate and apart from the registers of the commission resulting from current examination, and eligibility thereon, and certifications and appointments therefrom, shall in all respect conform to the usual practice and procedure, except that certifications of persons formerly in the apportioned service shall be made without regard to the apportionment.
>
> When department or establishments make requisition on the Civil Service Commission for certification of eligibles the commission will make certifications from the reemployment registers so long as there are eligibles thereon with the necessary qualifications.

This amendment will require the certification of eligibles from the reemployment registers instead of the regular registers, so long as there are on the reemployment registers eligibles with the necessary qualifications.

The Civil Service Commission concurs.

This order amends the similar order of January 28, 1927, by omission of the words "and who have served less than three years" from the body of the order.

ORDERS MAKING EXCEPTIONS FROM OPERATION OF THE EXECUTIVE ORDER OF JANUARY 17, 1873

EMPLOYEES OF THE ALASKA RAILROAD PERMANENTLY RESIDING IN MUNICIPALITIES ON THE LINE OF THE RAILROAD PERMITTED TO BECOME CANDIDATES FOR MUNICIPAL OFFICE

October 22, 1926.

In accordance with a recommendation of the Secretary of the Interior and the general manager of the Alaska Railroad, employees of the railroad permanently residing in municipalities on the line of the railroad are hereby permitted to become candidates for municipal office therein, or may hold such office, provided the attention required by such employment does not, in the judgment of the general manager, interfere with the regular and efficient discharge of the duties of their positions under the railroad.

EMPLOYMENT AS SPECIAL ADVISER IN CONNECTION WITH THE DEVELOPMENT OF THE COLORADO RIVER

April 7, 1927.

Frank C. Emerson, Governor of Wyoming, may be employed by the Secretary of the Interior as special adviser in connection with the development of the Colorado River, notwithstanding Executive order of January 17, 1873, regarding the appointment of persons holding State or municipal offices.

ORDER GOVERNING HOURS OF LABOR

FOUR HOURS TO CONSTITUTE A DAY'S WORK ON SATURDAYS FROM THE FIRST SATURDAY OF JUNE TO THE LAST SATURDAY OF SEPTEMBER

May 9, 1927.

It is hereby ordered that from the first Saturday of June to the last Saturday of September, both inclusive, of each year, until further notice, four hours, exclusive of time for luncheon, shall constitute a day's work on Saturdays for all clerks and other employees of the Federal Government wherever employed; and all Executive or other orders in conflict herewith, except the Executive order of April 4, 1908, relating to certain naval stations, are hereby revoked.

Provided, however, That this order shall not apply to any bureau or office of the Government, or to any of the clerks or other employees thereof, that may for special public reasons be excepted therefrom by the head of the department or establishment having supervision or control of such bureau or office, or where the same would be inconsistent with the provisions of existing law.

ORDER RELATING TO EMPLOYEES ON WORK INCIDENT TO THE ADJUSTED COMPENSATION ACT OF 1924

CONFERRING UPON EMPLOYEES MEETING CERTAIN CONDITIONS ELIGIBILITY FOR TRANSFER OR REINSTATEMENT TO PERMANENT POSITIONS IN THE CLASSIFIED SERVICE

June 7, 1927.

Employees now in the service whose employment on work incident to the execution of the provisions of the adjusted compensation act of 1924 was authorized by the Civil Service Commission and whose work for the last two years and six months is especially commended by the heads of the departments in which serving may, if otherwise eligible under the civil-service rules and regulations, be transferred or reinstated in appropriate positions in any part of the classified service upon approval of the Civil Service Commission.

ORDERS RELATING TO EXAMINATIONS FOR PRESIDENTIAL POST OFFICES

DETERMINING THE RESIDENCE OF THE CANDIDATE SELECTED

November 5, 1926.

When a vacancy exists or hereafter occurs in the position of postmaster at an office of the first, second, or third class, if such vacancy is not filled by nomination of some person within the competitive classified civil service who has the required qualifications, then the Postmaster General shall certify the fact to the Civil Service Commission, which shall forthwith hold an open competitive examination to test the fitness of applicants to fill such vacancy, and when such examination has been held and the papers in connection therewith have been rated, the said commission shall certify the results thereof to the Postmaster General, who shall submit to the President the name of one of the highest three qualified eligibles for appointment to fill such vacancy unless it is established that the character or residence of any such applicant disqualifies him for appointment: *Provided*, That at the expiration of the term of any person appointed to such position through examination before the Civil Service Commission, the Postmaster General may, in his discretion, submit the name of such person to the President for renomination without further examination.

No person who has passed his sixty-fifth birthday, or who has not actually resided within the delivery of such office for two years next preceding the date of examination, shall be given the examination herein provided for. The Postmaster General shall determine before sending a name to the President that the candidate so selected has continued to reside within the delivery of the post office since the examination and up to the time of such selection.

If, under this order, it is desired to make nomination for any office of a person in the competitive classified service, such person must first be found by the Civil Service Commission to meet the minimum requirements for the office.

WAIVER OF AGE REQUIREMENT

February 25, 1927.

That part of the Executive order of May 10, 1921, which pertains to the age requirement of candidates for presidential postmastership examinations is hereby waived so as to permit the examination papers of R. M. C. Hosford, a candidate for the position of postmaster at Winona, Miss., to be rated by the Civil Service Commission.

EXECUTIVE ORDERS EXCEPTING PERSONS NAMED FROM THE REQUIREMENTS OF THE RULES

The following statement gives (1) date of Executive order; (2) name of person; (3) nature of waiver; (4) action allowed; (5) basis; (6) by whom recommended (where the commission concurred it is so stated):

October 5, 1926. Mrs. T. R. Egbert; examination waived; appointed as clerk or typewriter, United States Naval Academy; widow of officer who died in line of duty; with one minor child; recommended by the Secretary of the Navy.

October 11, 1926. Mrs. Barbara Glascock; examination waived; appointed as stenographer and typewriter, naval service, San Diego, Calif.; widow, with no means of support, of a naval officer who died in line of duty; recommended by the Secretary of the Navy.

October 23, 1926. Mrs. Susan T. Waite; time limit on eligibility for reinstatement waived; appointed to clerkship in Labor Department; former Government employee, under temporary appointment from a register of eligibles but not eligible for reinstatement or appointment; husband a hopeless invalid, a former Government employee, and she has had the support of two minor children; recommended by the Secretary of Labor. The commission interposed no objection.

November 13, 1926. Mrs. Georgianna Webb; examination waived; appointed to a clerical position, Customs Service, Treasury Department; widow of customs officer, killed in line of duty, with small means, and three minor children; recommended by the Secretary of the Treasury.

November 13, 1926. Mrs. Laura V. Rooney; time limit on eligibility for reinstatement waived; appointed as operative, Bureau of Engraving and Printing, Treasury Department; former Government employee, and widow of a Government employee who rendered long and faithful service; recommended by the Secretary of the Treasury.

December 18, 1926. Mrs. Jeannette Warren; examination waived; appointed clerk in the Naval Establishment; widow of an officer who met his death in an airplane accident.

January 7, 1927. Mrs. Louie E. Hough; time limit on eligibility for reinstatement waived; reinstated as clerk in the Patent Office, Department of Commerce; former service would make her of greater value than an inexperienced employee; recommended by the Secretary of Commerce.

January 10, 1927. Mrs. Catherine E. Greenwald; appointed without examination to a clerical position, Interstate Commerce Commission; her husband's death left her with three minor children and without means of support; recommended by the Secretary of the Interstate Commerce Commission.

January 12, 1927. Mrs. Bessie G. Thatcher; time limit on eligibility for reinstatement waived; reinstated as clerk in the Post Office Service; for many years a post-office employee and a member of the local civil-service board; recommended by the commission.

January 12, 1927. Mrs. Arlene K. Mix; examination waived; clerk, headquarters United States Marine Corps, Washington, D. C.; widow of a sergeant in the United States Marine Corps, who died in the line of duty in an airplane accident.

January 29, 1927. Ralph W. Osler; examination waived; appointed to special agent, Internal Revenue Service, Treasury Department; possession of qualifications for the position which would make his appointment in the interest of the service; recommended by the Secretary of the Treasury.

February 23, 1927. Mrs. Ruth M. Cranford; time limit for reinstatement waived; appointed clerk in the Post Office Service; former employee and widow of an employee who served in the Post Office Department for 20 years and left her with two dependent children and without adequate means of support; recommended by the Postmaster General.

February 25, 1927. Mrs. Lizzie A. Haley; time limit on eligibility for reinstatement waived; reinstated as an operative, Bureau of Engraving and Printing, Treasury Department; her husband, a former Government employee, died, leaving her with three small children, without means of support; recommended by the Secretary of the Treasury.

March 5, 1927. Mrs. Clotilde Woods Holderby; examination waived; appointed as clerk, United States Marine Corps, Washington, D. C.; her husband, an officer of the Marine Corps, lost his life in a fire, leaving her with one minor child to support; recommended by the Secretary of the Navy.

March 10, 1927. Joseph T. O'Regan; examination waived; appointed to the position of skilled helper in the Bureau of Engraving and Printing, Treasury Department; World War veteran who received vocational training in the Bureau of Engraving and Printing, where his services could be utilized; recommended by the Secretary of the Treasury.

March 19, 1927. Mrs. Alice K. McCracken; examination waived; appointed as clerk, Navy Department; widow of a naval officer who died as a result of disabilities incurred in line of duty, leaving Mrs. McCracken with seven young children to support; recommended by the Secretary of the Navy.

March 31, 1927. Mrs. Bessie H. Smith; time limit on eligibility for reinstatement waived; appointed as operative, Bureau of Engraving and Printing, Treasury Department; four children, aged, 18, 17, 15, and 4, who, with herself and mother, are entirely dependent upon the earnings of the two older children; recommended by the Secretary of the Treasury.

May 9, 1927. Mrs. Ada F. Jones; examination waived; appointed to a minor clerkship, Department of Commerce; recommended by the Acting Secretary of Commerce.

May 13, 1927. Miss Florence J. Howell; examination waived; appointed to a clerkship in the United States Customs Court; sister of the Chief Justice of the United States Customs Court, who died after 45 years of service, the support of whose widow and her mother devolved upon Miss Howell; recommended by the Secretary of the Treasury.

May 18, 1927. Mrs. Edna Bosier; examination waived; appointed as telephone operator, post office, Dayton, Ohio; an exceptionally skilled telephone operator, who had been employed under an allowance for telephone service; dependent

upon her own labor for the support of herself and two small children, her husband being an inmate of the Dayton State Hospital; recommended by the Postmaster General.

June 6, 1927. John T. Marchhand; time limit upon eligibility for reinstatement waived; appointed senior examiner, Interstate Commerce Commission; formerly in the classified service, and previously employed since 1910 as an attorney without civil-service status, passed an appropriate examination but not reached for appointment; recommended by the Interstate Commerce Commission in recognition of Mr. Marchhand's good record of more than 30 years, and by the Civil Service Commission.

June 17, 1927. Mrs. Alma M. Key; examination waived; appointed an operative, Bureau of Engraving and Printing, Treasury Department; widow of a loyal and valuable employee of the Bureau of Engraving and Printing who originated many mechanical time-saving devices; recommended by the Secretary of the Treasury.

APPOINTMENTS UNDER SECTION 10, RULE II

Statement by departments of name, bureau, or office, salary paid, position to which appointed, and basis of approval of each appointment made during the year covered by the report.

TREASURY DEPARTMENT

Edward H. Bennett, Office of Supervising Architect, $20 per day, consulting specialist, architectural. Mr. Bennett serves in an advisory capacity to the Secretary of the Treasury in matters affecting the location of public buildings and matters pertaining to public-building programs of the District of Columbia. He averages two trips per month from his home in Chicago to Washington, each trip consuming approximately five days. His specialty is city planning. There would be very few qualified men who would compete in the examination for part-time employment.

James Denton, Public Health Service, $1,800, special expert. Doctor Denton is engaged upon work in the Cornell Medical School, but is willing to give part time to tissue and other pathological examinations sent to him by the Public Health Service. His work is in connection with the conducting of nutritional work, with special attention to pellagra and black tongue of dogs. The part-time employment will last from 18 months to 2 years. It is believed very few qualified men would make application for this position under the conditions stated.

Mrs. Elizabeth S. Friedman, Bureau of Prohibition, for duty under supervision of chief prohibition investigator, Washington, D. C. (field service), $2,400, crypt analyst. The examination for filling this position would probably not secure a large number of eligibles as the field of competition is limited. Mrs. Friedman is well qualified, having had considerable experience in other branches of the service.

WAR DEPARTMENT

Michael G. Yatsevitch, Ordnance Department at Large, Watertown Arsenal, Mass, $4,000, electronic-physicist. The commission was advised that there are but two cathode-ray tubes in operation in the United States, one of which is located at Watertown Arsenal, and, as far as is known, there are but four persons in the United States that possess any experience whatever in this work. Were an examination held it is possible that Doctor Yatsevitch would be the only eligible secured.

Harold E. Green, Ordnance Department at Large, Springfield Armory, Springfield, Mass., $3,500, special draftsman. Employed as assistant to the inventor of a semiautomatic shoulder rifle, employed by the War Department under contract. The department, under its contract, furnishes the inventor with all the necessary assistance for the accomplishment of the work assigned. Mr. Harold E. Green, who is skilled in the design of the character of arms upon which assigned and formerly employed by the Remington Arms Co., was to be assigned as an assistant to the inventor. The field of competition is not large, and under the terms of the contract with the inventor appointment under section 10 of Rule II was considered advisable.

NAVY DEPARTMENT

Esther D. Chinn, naval proving ground, Dahlgren, Va., $111.15 per month, primary grade school-teacher. The school authorities of the State of Virginia have refused to supervise the educational work, naval proving ground, Dahlgren, Va. No register was available for filling this position at Dahlgren.

V. H. Paquet, Pearl Harbor, Hawaii, $9.04 per day, design draftsman (marine, engine, and boiler). It has been the policy of the Navy Department to transfer employees in the navy yards on the Pacific coast or elsewhere in the country to positions at Hawaii and the Philippines, if willing to accept. Mr. Paquet, an eligible on the detail draftsman register established for filling positions at Puget Sound Navy Yard, Bremerton, Wash., was willing to accept the position of design draftsman, Pearl Harbor station, Hawaii, and he had the qualifications for filling that position. Were an examination announced for filling the position of design draftsman (marine, engine, and boiler) it was though probable that Mr. Paquet would be the only eligible secured. His appointment was therefore approved under section 10 of Rule II rather than to incur the expense of holding an examination.

DEPARTMENT OF THE INTERIOR

Eric Haquinius, office of Geological Survey, $2,400, assistant topographic engineer. The Geological Survey needed a qualified employee who was trained to fly as pilot or camera man and who could make mosaics or transform triiens aerial photographs. Mr. Haquinius is an expert pilot and camera operator and is able to transform pictures and make mosaics. He has also had considerable experience in ground topographic service. The field of competition would be very limited and Mr. Haquinius' appointment was therefore approved.

DEPARTMENT OF AGRICULTURE

Jasper F. Walker, Bureau of Agricultural Economics, Columbus, Ohio, $6,000, consulting specialist. Mr. Walker was engaged to conduct a study of marketing practices in connection with the marketing of wool in Australia and New Zealand with special reference to its cooperative phases. He also investigates and reports on methods and practices involved in the disposition of the wool clip in the British markets. His appointment was expected to last for a period of approximately 16 months. Part of the time was to take him out of the United States. An examination would result in a very few eligibles and it was thought probable that Mr. Walker would be the only man who qualified.

Herman Theodor Holm, Bureau of Agricultural Economics, $0.83 per hour, not to exceed $2,100 per annum, expert to translate scientific articles. Mr. Holm was already employed in the Department of Agriculture in translating articles for the Bureau of Plant Industry. He is employed only part time. Mr. Holm handles Danish, Norwegian, Swedish, French, Italian, Dutch, and German. He also is trained as a botanist and plant pathologist. Difficulty would be experienced in securing eligibles through competitive examination who are qualified to translate the scientific papers required in the Department of Agriculture.

DEPARTMENT OF COMMERCE

Louis H. Bauer, aeronautics branch, $5,200, senior medical examiner. Doctor Bauer is to select, organize, and instruct the staff of physicians and surgeons who will conduct the medical examination for pilot licenses and to supervise generally all work of the aeronautics branch having to do with the medical examination of such applicants. The number of qualified physicians and sur-

geons who have had the necessary experience for this work and who would be willing to accept the employment stated above is limited.

George T. Gilbert, Bureau of Fisheries, Beaufort, N. C., $900, apprentice fish culturist. Among the special qualifications required for this position at Beaufort, N. C., are an intimate knowledge of the channels about the islands and sand bars along the coast and ability to act as pilot therein; an ability to operate gasoline boats and engines; experience as a local fisherman and consequent ability to make, under direction, collections of marine specimens for laboratory use; ability to operate and maintain steam and gasoline pumping units and other mechanical equipment, and a knowledge of carpentry and other general work. Difficulty has been experienced in the past in securing eligibles who have the qualifications to perform the duties of the position at this place and who are willing to accept the employment at $900 per annum.

VETERANS' BUREAU

John E. Zetts, regional office, Washington, D. C., $1,860, orthopedic bracemaker. **Vincenzo De Francisi**, regional office, New York, N. Y., $1,860, orthopedic shoemaker. **Sava Stoyanovich**, regional office, New York, N. Y., $1,860, orthopedic bracemaker. The commission has on several occasions endeavored to fill positions of this character through examination. The temporary employee was in some cases the only applicant, and no eligibles were secured as a result of other examinations. In view of the expense involved in holding examinations and the lack of competition, the commission approved the appointments of the above-named men.

SMITHSONIAN INSTITUTION

Harlan H. Zodtner, Astrophysical Observatory Station, Table Mountain, Calif., $1,680, bolometric assistant. The work as bolometric assistant filled by Mr. Zodtner is carried on in a desert far from any habitation and there are only three or four persons usually at the observatory. The salary is also only $1,680 a year. Difficulty would be experienced in securing qualified eligibles for filling this position, especially under the conditions stated.

COURT DECISIONS

In the commission's forty-third report, page xxxiv, appeared a description and a discussion of the decision of the Supreme Court of the District of Columbia, rendered on June 24, 1926, in the case of Stowell *v.* Deming et al., civil service commissioners, in which the court declined to sustain a petition for a writ of mandamus to compel the civil service commissioners to prepare for the petitioner "a list of the temporary employees in the Federal departmental service at the time of the demand therefor made by the said petitioner, or to permit the petitioner to himself examine the pertinent official records in their possession."

On May 2, 1927, the Court of Appeals of the District of Columbia affirmed this decision (19 Fed. (2d) 697).

The commission in its brief before the court of appeals argued that since the petitioner made his demand in the capacity of a citizen merely, presenting no right or personal interest other than that possessed by every other citizen, he did not possess a sufficient special or legitimate interest to warrant compliance with his request; that since the commission was an advisory board to the President, the petitioner's suit was tantamount to a mandamus proceeding against the Chief Executive; further, that the records to which he desired access included records of confidential employments, intimate details of the personal history of Government employees, examination questions and answers, and similar information which in the interests of the Government and of the employees themselves should be safeguarded from indiscriminate inspection; and that to prepare the list requested by the petitioner or to make arrangements for the petitioner himself to prepare the list would unduly add to the work of its office and would necesitate a temporary rearrangement and cessation of the commission's current clerical operations.

The principal grounds upon which the court of appeals based its decision may briefly be summarized as follows:

1. The function of mandamus proceedings is not to establish a legal right, but to enforce a right already established. The right which the petitioner alleged he possessed (in common with every other citizen) is not "certain, complete, and substantial." A mere desire for information is not sufficient to entitle the petitioner to a writ of mandamus.

2. No legal ministerial duty is imposed upon the commission by statute or regulation to furnish copies of its records to citizens upon their request or, in the alternative, to grant personal access to such records.

3. The issuance of a writ of mandamus lies within the sound judicial discretion of the court. It will not issue to direct an act which will work a public mischief.

The decision promulgated by the court of appeals confirms a proposition which has been for a long time generally accepted as a sound legal and administrative principle throughout the executive departments and establishments, namely, that there exists no indiscriminate right to inspect the records of a Government office, to be availed of by any person at his pleasure. It is clearly established by the decision that, in the absence of an express statute to the contrary, a Government office, in the exercise of its discretion, is justified in not

permitting general access to its records by all persons indiscriminately, and in declining to comply with demands of private citizens to compile abstracts, lists, or reports from its records, where, in its judgment, the information called for is confidential or where the additional clerical work and inconveniences involved would unduly interfere with its regular activities.

After the decision was rendered by the Court of Appeals of the District of Columbia, the case was brought to the Supreme Court of the United States on a petition for a writ of certiorari. On October 17, 1927, the Supreme Court declined to review the decision.

Another recent decision of interest to personnel officers and administrators generally is that rendered on December 6, 1926, by the Court of Appeals of the District of Columbia in the case of Longfellow and Hines *v.* Gudger, 55 Washington Law Reporter 66, 16 Fed. (2d) 653.

The appellee was engaged as a stenographer in May, 1925, in the classified civil service of the United States, in the office of the United States Veterans' Bureau at Richmond, Va. In March, 1920, she had been honorably discharged from the United States Naval Reserve Force as yeoman, first class, and therefore, under the Executive order of March 3, 1923 (Civil Service Rule XII, sec. 5), was entitled to preference in the matter of retention in the service in the event of reduction of force, if her record was good. During the latter part of 1925 she was notified by administrative officials of the Veterans' Bureau that her services had been "declared surplus"; that she had been selected for discontinuance because her record was "not good"; that she had been found "to be the least efficient of all the employees in the stenographic section"; and that she had been found to be "lacking in cooperation and not amenable to office discipline." The appellee contended that, because of her military preference status, she could not be discharged so long as her record was good, even though there was nothing for her to do at the Richmond office, and, in addition, that the only lawful method to be employed to determine whether or not her record was good was to prefer charges against her and proceed to hearing in the manner provided by section 6 of the act of August 24, 1912. (See sec. 1 of Civil Service Rule XII.)

The court held that section 6 of the act of August 24, 1912, does not relate to discharges by reason of reduction of force and that since the appellee had been "declared surplus" it was not necessary to prefer charges against her to ascertain whether her record was good or otherwise. "The duty and authority to determine her record was vested in her immediate superior, the regional manager of the Richmond office. He had performed that duty and his action has been approved by his superiors, the appellants."

In this respect the decision of the court follows well-established judicial and administrative precedent and confirms previous rulings of the commission as to the scope of section 6 of the act of August 24, 1912.

A point of special interest is that there were eight other stenographers employed in the same office who were not entitled to military preference and who were not discharged. The court said that this fact did not help the appellee, because the statute and the Executive order that an employee with military preference status shall not be discharged if his rating is good (and there is work for him to do) "does not require investigation as to the rating of other employees preliminary to the determination of that of the petitioner. * * * Each, the petitioner included, must stand or fall on his own record."

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE												
Accountant:												
Chief					42	1			40	2	1	
Senior					1	1			1		1	
Accountant and auditor					81	21			80	1	21	
Assistant					181	90			179	2	89	1
Associate					81	42			81		42	
Senior					70	20			70		20	
Accounting and auditing assistant, principal					209	101			207	2	100	1
Agent:												
(Antinarcotic act)					470	42			464	6	42	
Commercial					4	2			4		2	
Commercial, assistant					167	126			159	8	118	8
(Home Economics Education), Federal	25	3							1	24		3
Prohibition					6,662	(1)			6,662		(1)	
Special					5,115	(1)			5,115		(1)	
Agronomist, associate	12	3							12		3	
Aid:												
Biological, junior			39	24					15	24	5	19
Engineering			18	7					18		7	
Engineering, field			21	10					21		10	
Engineering, field, senior			18	17					18		17	
Library			34	12					12	22	3	9
Scientific			66	45					66		45	
Scientific, assistant			76	48					60	16	38	10
Scientific, junior (and underlaboratory apprentice)			59	44					55	4	41	3
Scientific, principal			2	2						2		2
Aide:												
Occupational therapy			137	75					75	62	41	34
Occupational therapy pupil			53	21					13	40	5	16
Physiotherapy			38	13					22	16	7	6
Physiotherapy pupil			70	18					44	26	14	4
Anthropologist, physical, junior	5	3							4	1	3	

[1] Examination not yet rated.

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Apprentice			729	204					729		204	
(Government Printing Office)							146	49	146		49	
Laboratory, minor			70	30					67	3	28	2
Architect	15	11							15		11	
Assistant	112	46							109	3	46	
Associate	65	45							64	1	44	1
Landscape, assistant	3	2							3		2	
Landscape, junior	10	9							10		9	
Naval, assistant	7	5							7		5	
Naval, associate	10	9							10		9	
Artist, medical			12	3					5	7	2	1
Assistant:												
Cold-storage warehouse							8	3	8		3	
Library			33	22					4	29	2	20
Library, junior			56	34					12	44	6	28
Library, minor			3	2					1	2	1	1
Library, under			86	50					30	56	11	39
Physiotherapy			68	42					53	15	35	7
Surgeon's			41	28					19	22	14	14
Surgeon's (dental)			6	4					2	4	1	3
Astronomer, junior	23	6							18	5	5	1
Attendant							9	4	3	6	1	3
Hospital			24	7					21	3	6	1
Hospital, supervising			1	1					1		1	
Laboratory			21	14					20	1	13	1
Attorney	1,395	(1)							1,395		(1)	
Junior (and junior examiner)	2								2			
Auditor, senior (and junior)					933	325			906	27	317	8
Baker							4	3	2	2	2	1
Biologist:												
Aquatic, associate	14	3							13	1	2	1
Aquatic, junior	9	6							9		6	
Junior	8	4							4	4	1	3

Blacksmith							27	25	27		25	
Bookbinder							77	47	74	3	47	
Bookkeeper					42	14			32	10	13	1
Junior assistant					7	1			5	2	1	
Bookkeeper-cashier					47	19			35	12	15	4
Bookkeeper-typist					54	12			32	22	7	5
Botanist, junior seed	7	3							4	3	1	2
Bricklayer							1	1	1		1	
Business executive					1				1			
Captain, barge							24	14	24		14	
Carpenter							258	181	258		181	
Chauffeur							170	82	170		82	
Chauffeur-carrier					195	37			195		37	
Checker					20	13			20		13	
Chef							8	5	8		5	
Chemist	15	8							15		8	
Agricultural, associate	24	17							22	2	15	2
Assistant	79	63							76	3	62	1
Associate	89	72							87	2	70	2
(Drug control)	12	8							12		8	
Junior	269	137							224	45	120	17
Physical	5								5			
Textile, assistant	19	6							8	11	2	4
Textile, associate	5	1							4	1	1	
Chief of Bureau of Chemistry and Soils					27	6			27		6	
City planner	12	4							12		4	
Clerk:												
Editorial (and assistant editorial)					109	9			54	55	2	7
Editorial, principal (and senior)					102	27			41	61	9	18
File					107	35			62	45	22	13
File, junior (and under)					806	293			370	436	153	140
Forest and field					501	155			374	127	114	41
General					6,928	1,502			5,060	1,868	1,082	420
Machine-shop					13	10			13		10	
Material and production					14	2			14		2	
Pay and mileage					5	3			4	1	3	
Property					1	1			1		1	
Purchasing, assistant					7	2			7		2	
Railway postal					29,481	(1)			29,481		(1)	
Statistical, junior (and assistant)					535	122			250	285	49	73
Telephone					80	63			5	75	4	59
Transportation rate and traffic, freight, senior					45	18			44	1	18	
Transportation rate and traffic, passenger, senior					12	5			12		5	
Clerk-carrier					84,205	37,591			77,651	6,554	33,841	3,750
Clerk-embalmer					6	2			5	1	2	
Clerk-stenographer, museum					5	1			3	2	1	
Collector of cotton-gin statistics					101	82			92	9	73	9
Computer	20	7							16	4	5	2
Assistant	19	4							17	2	4	
Cook							10	5	3	7	2	3
Assistant							1		1			
Copy puller							119	88	119		88	

[1] Examination not yet rated.

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Custodian:												
Assistant							95	13	94	1	13	
Property, junior (and senior)							1	1	1		1	
Dairyman							28	18	28		18	
Dentist, associate	5	5							5		5	
Deputy commissioner					158	46			157	1	46	
Dietitian			139	87					5	134		87
Director of agriculture	6	6							6		6	
Disciplinarian			5	4					5		4	
Draftsman			11	9					11		9	
Aeronautical, senior			5	2					5		2	
Apprentice			32	25					32		25	
Architectural			85	65					81	4	62	3
Architectural, assistant			4						4			
Architectural, chief			2	1					2		1	
Architectural, junior (and senior)			47	34					45	2	32	2
Architectural, senior			12	12					12		12	
Architectural and structural, steel			27	19					27		19	
Assistant			1	1					1		1	
Copyist			48	25					48		25	
Design			85	53					84	1	52	1
Detail			78	48					77	1	48	
Electrical			2						2			
Electrical, engineering			6	1					6		1	
Electrical, senior			10	2					10		2	
Engineering			3	3					2	1	2	1
Engineering, assistant			8	7					8		7	
Engineering, chief			5	2					5		2	
Engineering, junior			3	3					3		3	
Engineering, principal			5	5					5		5	
Engineering, senior			11	9					11		9	
Heraldic					24	7			8	16	2	5
Junior			66	20					54	12	15	5

Junior, aeronautical			4	3					4		3	
Mechanical			7	7					7		7	
Mechanical, assistant			8	8					8		8	
Mechanical, senior			4	3					4		3	
Structural engineering			7	6					7		6	
Topographic			16	8					16		8	
Topographic, assistant			10	5					9	1	4	1
Topographic, chief			2	2					2		2	
Topographic, junior			26	9					26		9	
Topographic, principal			21	20					18	3	17	3
Draftsman and instrumentman			6	6					6		6	
Driver-mechanic							949	298	949		298	
Druggist			68	18					66	2	17	1
Druggist's assistant			11	6					10	1	5	1
Economist	5	3							5		3	
Agricultural	57	24							56	1	24	
Agricultural, associate	116	26							116		26	
Agricultural, senior	8	2							8		2	
Assistant	6	3							6		3	
Assistant, agricultural	81	22							80	1	22	
Associate	3	1							3		1	
Business, assistant	28	13							25	3	11	2
Financial	13	7							10	3	4	3
Reclamation, assistant	13	3							13		3	
Reclamation, associate	16	8							16		8	
Social, assistant	30	3							19	11		3
Social, junior	51	27							6	45	2	25
Editor:												
Associate					35	8			12	23		8
(Chief of press relations)					72	20			60	12	19	1
(Motion-picture films)					5	4			4	1	3	1
Scientific publications	28	2							22	6	2	
Education: Trade and industrial, agent in			47	6					46	1	6	
Educationist:												
Assistant	26	4							19	7	4	
(Rural education)	48	11							39	9	7	4
(Teacher training)	32	14							30	2	14	
Electrician							70	39	70		39	
Mine							4	3	4		3	
Chief							11	5	11		5	
Radio							4	2	4		2	
Electrician's helper							12	10	12		10	
Elevator conductor							429	180	426	3	179	1
Engineer:												
Agricultural	10	6							10		6	
Agricultural, assistant	14	5							14		5	
Agricultural, associate	23	15							23		15	
Assistant	41	24							41		24	
Assistant architectural	58	23							58		23	
Assistant mechanical	43	6							43		6	
Assistant mining	1	1							1		1	
Assistant petroleum	42	27							42		27	

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examine and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Engineer—Continued.												
Assistant radio	81	21							81		21	
Assistant structural	71	22							71		22	
Associate	73	57							73		57	
Associate instrument	21	6							19	2	6	
Associate mechanical	31	12							31		12	
Associate mining	1								1			
Associate petroleum	26	16							26		16	
Associate radio	21	6							21		6	
Associate valuation	80	28							80		28	
Cartographic, junior	55	14							55		14	
Ceramic	7	6							7		6	
Chemical, assistant	4	1							4		1	
Concrete	12	7							12		7	
Construction, associate	97	25							97		25	
Fuel	8	2							8		2	
Fuel, assistant	7	2							7		2	
Fuel, associate	3	2							3		2	
Hydro-electric	5	4							5		4	
Hydroelectric, assistant	19	9							19		9	
Hydroelectric, associate	5	2							5		2	
Junior	542	315							542		315	
Marine, chief							5	5	5		5	
Marine steam							15	14	15		14	
Materials	14	8							14		8	
Mining	1								1			
Mining, senior	53	34							53		34	
Natural gas	4	4							4		4	
Natural gas, assistant	6	4							6		4	
Natural gas, associate	7	3							7		3	
Ordnance	3								3			
Ordnance, associate	6	2							6		2	
Ordnance, senior	4	1							4		1	

Petroleum	10	6							10		6	
Plant, assistant to chief							32	13	32		13	
Plant, chief							47	14	47		14	
Radio	8								8			
Sanitary	3								3			
Sanitary, associate	43	13							43		13	
Steam-electric, chief							11	3	11		3	
Steam-electric, first class							10	8	10		8	
Steam-electric, second class							20	13	20		13	
Steam-electric, third class							36	22	36		22	
Third assistant							5		5			
Valuation	66	36							66		36	
Engineer and deck officer, junior	49	38							49		38	
Engineman:												
Chief steam-electric							28	13	28		13	
Marine gasoline							7	4	7		4	
Refrigeration, first class							1	1	1		1	
Steam, third class							17	11	17		11	
Steam-electric, first class							51	13	51		13	
Steam-electric, second class							29	19	29		19	
Steam-electric, third class							8	6	8		6	
Engraver:												
Map, copperplate, junior			1						1			
Map, copperplate, senior			1	1					1		1	
Entomologist:												
Assistant	39	21							39		21	
Associate	27	19							26	1	19	
(Cotton insects)	6	2							6		2	
Junior	84	23							82	2	23	
Estimator:												
Crop and live stock, assistant	67	29							67		29	
Crop and livestock, associate	48	25							48		25	
Crop and livestock, junior	99	14							98	1	14	
Examiner:												
Associate	173	63							170	3	63	
Claims					6	6			6		6	
Junior range					29	15			29		15	
Naturalization	115	66							112	3	64	2
Patent, junior	363	125							347	16	122	3
Warehouse, assistant					274	8			273	1	8	
Fabric worker, aircraft							6	3	6		3	
Farmer			98	96					98		96	
Expert	1	1							1		1	
Farm manager							1	1		1		1
Farm superintendent:												
Dairy assistant							5	1	5		1	
Senior							4	2	4		2	
Finger-print classifier, main (and assistant)					19	6			18	1	6	
Fire fighter							36	24	36		24	
Fireman							97	42	97		42	
Stationary							261	157	261		157	
Fireman-laborer							37	17	37		17	

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Fire marshal							2		2			
Fish culturist	2								2			
Apprentice			146	130					146		130	
Forelady, laundry							3	2		3		2
Foreman:												
Concrete							2	2	2		2	
Construction			66	57					66		57	
Construction, general			2	2					2		2	
(Construction laborers)							1	1	1		1	
(Crane)							2	2	2		2	
(Dope room)							1	1	1		1	
Dredge							4	3	4		3	
(Engine service)							2	2	2		2	
(Explosive handlers)							2	2	2		2	
General							2	2	2		2	
(Laborers)							218	186	218		186	
(Laundry)							38	23	38		23	
(Metal shops)							19	13	19		13	
Park							3	1	3		1	
Police							1	1	1		1	
Power house							1	1	1		1	
(Pumping station)							1	1	1		1	
Radio							18	9	18		9	
Road							4	1	4		1	
(Road construction and quarry)							34		34			
Foreman aviation engine mechanic							2	2	2		2	
Foreman carpenter							14	12	14		12	
Foreman gardener			4	2					4		2	
Foreman gate tender							1	1	1		1	
Foreman-leadingman-quarterman							220	78	220		78	
Foreman machinist							1	1	1		1	
Foreman painter							11	6	11		6	
Foreman and spotter							2	4	2		4	

Foreman washman							2	2	2		2	
Forest ecologist	3	2							3		2	
Assistant	10	1							9	1	1	
Associate	9	8							8	1	7	1
Forester:												
Assistant	9	2							9		2	
Junior	164	71							164		71	
Forest fire prevention lecturer					6	6			6		6	
Fumigator							7	6	7		6	
Game warden					1	1			1		1	
Garageman-driver							206	78	206		78	
Gardener			28	17					28		17	
Guard							538	313	536	2	311	2
Chief							13	11	13		11	
Forest							92	68	92		68	
(Penal and correctional institutions)							304	126	304		126	
Handler of cotton samples							10	7	10		7	
Handyman							5	5	5		5	
Helper:												
Airplane mechanic's							19	17	19		17	
Automobile mechanic's							101	63	101		63	
Bean standards			1	1						1		1
Carpenter's							20	14	20		14	
Engineman's							2		2			
Map printer's			45	45					43	2	43	2
Painter's							12	4	12		4	
Plumber's							17	10	17		10	
Scientific, minor			70	69					65	5	64	5
Scientific, under			76	53					69	7	48	5
Herdsman, swine, assistant							2		2			
Home economics writer					8	4				8		4
Horse trainer							2	1	2		1	
Horticulturist, junior	16								15	1		
Housekeeper							6	2		6		2
Husbandman:												
Assistant animal	1	1							1		1	
Dairy, assistant	22	2							22		2	
Poultry, associate	45	1							45		1	
Hygienist, dental			5	4						5		4
Illustrator, scientific			36	18					13	23	9	9
Illustrator-draftsman, scientific (and assistant scientific)			5	5					1	4	1	4
Inspector:												
(Aircraft) assistant							36	14	36		14	
Airplane							44	18	44		18	
Airplane engine							3	2	3		2	
(Antinarcotic act)					1	1			1		1	
(Boilers)							45	5	45		5	
Customs, border					1,114	416			1,113	1	416	
Electrical, assistant							7	3	7		3	
(Engineering material) assistant							15	8	15		8	
(Hulls)							31	12	31		12	

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Inspector—Continued.												
Immigrant					524	114			518	6	113	1
Immigration patrol					2,195	734			2,195		734	
Radio, assistant							65	22	65		22	
(Safety appliances)							1		1			
Sanitary, assistant					18	9			18		9	
Sanitary, junior					43	26			42	1	25	1
Surveillance, junior							24	11	24		11	
(Weights and measures)	38	8							38		8	
(Weights and measures) assistant	44	12							44		12	
Inspector and foreman, engineering, senior			49	35					49		35	
Inspector and superintendent, engineering, chief	16	13							16		13	
Instructor, mechanical drafting			2	1					2		1	
Instructor-foreman, shoe factory			27	12					27		12	
Instrument maker			2	2					2		2	
Assistant			2	1					2		1	
Senior			1	1					1		1	
Instrument man			32	25					32		25	
Investigator in business administration					37	4			36	1	4	
Assistant					106	11			106		11	
Janitor							59	20	59		20	
Laboratorian			1						1			
Assistant			4	3					3	1	2	1
(Bacteriology)			39	16					22	17	13	3
(Bacteriology) assistant			46	16					24	22	6	10
Chemical			26	23					23	3	20	3
Mechanical			4	3					4		3	
Metallurgical			8	6					8		6	
(Roentgenology)			14	12					13	1	11	1
(Roentgenology) assistant			14	9					14		9	
(Time labcratory)			1	1					1		1	
Laboratory aid and technical clerk			29	15					17	12	8	7
Laborer (Postal Service)							4,144	2,846	4,144		2,846	
Laborer-fumigator							48	30	48		30	

Laborer-janitor, junior							1,264	896	1,248	16	890	6
Lampist							8	6	8		6	
Land valuation assistant					2	2			2		2	
Laundress							4	2		4		2
Laundry worker							24	23	9	15	8	15
Leadingman-quarterman							32	27	32		27	
Lens grinder							1	1	1		1	
Letter engraver, apprentice							16	9	15	1	9	
Librarian:												
Hospital	27	18								27		18
Junior	17	12							3	14	1	11
Lieutenant (fire department)							4	1	4		1	
Lithographer:												
Artistic, junior			7	4					6	1	3	1
Mechanical, junior			5	3					5		3	
Mechanical, senior			2	2					2		2	
Lumberman, senior			1	1					1		1	
Machinist							24	15	24		15	
Mason							2	1	2		1	
Master							6	5	6		5	
Master and pilot							2	2	2		2	
Master mechanic and dockmaster							4	2	4		2	
Mate							7	7	7		7	
Mathematician	12	4							12		4	
Matron							231	169	1	230		169
Meat cutter							24	12	24		12	
Mechanic:												
Aeronautical							17	5	17		5	
Aeronautical, junior							17	1	17		1	
Airplane engine							1	1	1		1	
Automobile							13	6	13		6	
Automobile, general							191	51	191		51	
Automobile, special							29	13	29		13	
Aviation engine							29	12	29		12	
Aviation ignition							1	1	1		1	
Dental laboratory			11	7					11		7	
Fumigation							3	3	3		3	
General							7	6	7		6	
Junior							3	2	3		2	
Laboratory, under			6	3					6		3	
Subordinate							61	53	61		53	
Mechanician, airway							160	98	160		98	
Medical interne	16	15							14	2	13	2
Medical officer	111	100							109	2	98	2
Assistant	95	89							92	3	86	3
Associate	219	214							215	4	210	4
Junior	43	40							43		40	
Junior (assistant anaesthetist)	7	2							7		2	
Senior	1	1							1		1	
Medical technician			30	8					18	12	6	2
Junior			1	1					1		1	
Senior			38	11					25	13	6	5

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Messenger:												
Junior (and assistant)							490	392	490		392	
Motorcycle							4	4	4		4	
Messenger boy and girl							872	629	713	159	500	129
Messenger and skilled laborer							6	4	6		4	
Metallurgist:												
Assistant	13	6							13		6	
Associate	9	6							9		6	
Junior	16	12							16		12	
Meteorologist, junior	18	8							14	4	7	1
Miner							19	17	19		17	
Miscellaneous (titles not specified)							85		74	11		
Molder, relief map, assistant							2	1	1	1		1
Naturalist, park			12	1					10	2	1	
Nautical assistant			2	1					2		1	
Naval stores classifier:												
Assistant	10	7							10		7	
Associate	2								2			
Navigation officer	63	27							63		27	
Negative cutter			1	1					1		1	
Nematologist, junior	3	2							1	2	1	1
Nurse:												
Assistant chief			1	1						1		1
Graduate			787	710					19	768	10	700
Head			22	10						22		10
Practical (and field matron)			46	33						46		33
Trained			61	49					4	57	3	46
Observer in meteorology:												
Junior			402	160					393	9	155	5
Minor (and under)			110	91					103	7	87	4
Operator:												
Addressograph					3	2			3		2	
Blue print, junior (and under)					16	12			16		12	

Blue print, under					1	1			1		1	
Calculating machine					1	1				1		1
Calculating machine, junior					8	7				8		7
Card punch					3					3		
Card punch, under					81	52			2	79		52
Elevator							37	16	27	10	9	7
Flat-bed bookkeeping machine					95	32			11	84	2	30
Junior telephone					1,457	390			119	1,338	31	359
Mimeograph					32	25			26	6	22	3
Multigraph					8	7			7	1	6	1
Multigraph, junior					3	1			1	2		1
Multigraph, senior					1					1		
Multigraph, under (and junior)					28	13			9	19	5	8
Photostat					7	5			7		5	
Photostat, junior (and under)					15	10			14	1	10	
Photostat, under					3	2			3		2	
Photostat and blue print, junior					1	1			1		1	
Power sewing machine							24	11	2	22	1	10
Radio					76	37			76		37	
Radio (typist)					9	1			9		1	
Refrigerating							3	3	3		3	
Tabulating machine, junior					30	24			9	21	7	17
Telegraph					67	39			63	4	36	3
Telephone					11	6				11		6
Orchestra or band leader and instructor							13	10	12	1	9	1
Overseer							1	1	1		1	
Packer							5	4	5		4	
Painter							197	126	197		126	
Pathologist, junior	22	12							20	2	12	
Pharmacist			246	17					238	8	115	2
Junior			242	96					226	16	91	5
Pharmacologist, senior	8	6							7	1	6	
Photographer (and assistant)					60	54			59	1	54	
Photographer, junior					8	5			7	1	5	
Photographer and operator, motion picture					14	12			14		12	
Physical director			18	6					13	5	4	2
Senior			17	14					14	3	11	3
Physicist	29	26							29		26	
Assistant	66	47							65	1	46	1
Associate	42	35							42		35	
Junior	45	29							41	4	27	2
Physiologist, plant, associate	12	8							12		8	
Pilot:												
Airplane			6	6					6		6	
Yard							12	1	12		1	
Plant ecologist, junior	11	4							2	9	1	3
Plasterer							10	3	10		3	
Senior							10	10	10		10	
Plater, electro							1		1			
Plumber							45	31	45		31	
Policeman							580	187	580		187	
Policeman-shipkeeper							76	47	76		47	

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Policewoman							33	7		33		7
Pomologist, junior	17	11							17		11	
Postmaster:												
Assistant					1	1			1		1	
Fourth-class					3,021	1,676			1,721	1,300	923	753
Poultryman							42	26	41	1	25	1
Assistant							3	3	3		3	
Head							13	7	13		7	
Preparator, exhibits, minor			5	4					5		4	
Press feeder							1	1	1		1	
Lithographic			15	9					15		9	
Pressman, printing							55	44	55		44	
Principal (normal training department)	14	5							4	10		5
Printer							307	223	283	24	205	18
Private (fire department)							109	44	109		44	
Probation officer					272	66			159	113	36	30
Proof reader					1				1			
Pumpman							3	2	3		2	
Ranger:												
Forest			10	6					10		6	
Park			202	14					202		14	
Reservation			91	19					90	1	19	
Repairer, shoe and harness							23	9	23		9	
Repair man, instrument							2	1	2		1	
Representative, contact					31	16			30	1	16	
Rigger							3		3			
Rural carrier					10,244	5,382			10,099	145	5,291	91
Sampler:												
Grain			106	90					106		90	
Sugar							19	6	19		6	
Scaler, timber			35	16					35		16	
Seamstress							151	110		151		110
Second officer							7	6	7		6	
Social worker			187	35					43	144		35

Soil surveyor, junior	25	11							25		11	
Specialist:												
Assistant marketing	258	79							257	1	79	
(Cotton classing)	118	54							118		54	
Junior home economics	7	5								7		5
Junior marketing	129	28							127	2	26	2
Marketing	99	31							99		31	
Marketing, assistant chief	9	5							9		5	
Statistician	24	12							13	11	6	6
Steamfitter												
Steamfitter's helper							19	13	19		13	
Steel-plant operator, experimental			7	5			13	7	13		7	
Stenographer:									7		5	
Junior (departmental service)					1,190	578			191	999	73	505
Senior (departmental service)					614	194			96	518	32	162
Stenographer and typist:												
Junior (field service)					10,921	4,140			1,481	9,440	455	3,685
Senior (field service)					1,556	474			245	1,311	69	405
Steward, assistant							2	2	2		2	
Stockman checker					257	62			254	3	61	1
Storekeeper					357	73			357		73	
Junior					15	10			15		10	
(Medical supplies)					3	3			3		3	
(Subsistence stores)					25	7			25		7	
Storekeeper handy man					19	2			19		2	
Storeman							69	31	69		31	
Subassembler, airplane, apprentice							13	8	13		8	
Subclerical positions: Messenger, skilled laborer, and watchman							1,850	1,321	1,836	14	1,309	12
Subforeman of laborers							3	3	3		3	
Superintendent:												
(Broom factory)							3		3			
(Broom factory) assistant							1		1			
(House of detention)					2	1				2		1
Laundry							10	5	10		5	
(Laundry)							25	18	24	1	18	
(Laundry) assistant							1	1	1		1	
Mess							1	1	1		1	
(Naval stores field station)							16	6	16		6	
(Station)							11	11	11		11	
Supervisor:												
Cold storage					2	2			2		2	
(Insect control) field			62	53					62		53	
Purchasing					96	28			90	6	27	1
Surveyor			29	18					29		18	
Taxidermist, junior			4	2					4		2	
Teacher			783	608					284	499	212	396
(Agriculture)	7	6							7		6	
(Agriculture) junior	3	3							3		3	
Domestic science			1	1						1		1
(Home economics)			38	33						38		33
Music			27	21					4	23		21

TABLE 1.—*Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1927*—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor, and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Technologist	6	4							6		4	
Assistant	32	13							32		13	
Associate	8	7							8		7	
Cotton	29	8							29		8	
Cotton, assistant	1								1			
Junior	37	17							36	1	17	
Petroleum	10	5							10		5	
Petroleum, assistant	21	14							21		14	
Petroleum, associate	8	8							8		8	
Third officer							8	7	8		7	
Timekeeper					2	1			2		1	
Tinner							11	11	11		11	
Tinsmith							1	1	1		1	
Tracer of mechanical drawings			6	6					6		6	
Trade commissioner					41	35			41		35	
Assistant					9	1			9		1	
Transcriber, dictating machine					35	16			2	33	1	15
Transferrer, lighographic, senior			4	3					4		3	
Transitman			25	5					25		5	
Translator, senior					3	2			2	1	1	1
Truck driver, motor							40	10	40		10	
Typist:												
Junior (departmental service)					1,309	783			363	946	185	598
Senior (departmental service)					783	321			221	562	72	249
Upholsterer							1		1			
Verifier, opener and packer							588	143	586	2	143	
Veterinarian, junior	132	116							132		116	
Warder							62	54	1	61	1	53
Warehouseman							96	36	96		36	
Warehouse trucker, cold storage							35	3	35		3	
Warehouse watchman							856	(1)	856		(1)	
Watchman							25	13	25		13	
Welder, acetylene							2	1	2		1	
Writer, agricultural					12	4			11	1	4	

Miscellaneous:												
Agriculture, Department of							11	6	11		6	
Air Service							234	162	231	3	160	2
Chemical Warfare Service							149	111	125	24	97	14
Civil service districts							10,264	6,892	10,113	151	6,783	109
Commerce, Department of							51	38	51		38	
Custodian service							922	697	917	5	693	4
Customs Service							17	9	17		9	
Engineer department at large							3,589	2,847	3,589		2,847	
Fisheries, Bureau of							1	1	1		1	
Forest Service							5	4	5		4	
Freedmen's Hospital							33	12	19	14	10	2
Immigration Service							83	65	83		65	
Indian Service							94	56	81	13	46	10
Indian irrigation service							106	88	106		88	
Lighthouse Service							623	547	623		547	
Mines, Bureau of							2	1	2		1	
Motor-vehicle service							758	394	758		394	
Navy yards							15,033	12,079	14,750	283	11,808	271
Ordnance department at large							1,845	1,640	1,588	257	1,392	248
Park service							5	5	5		5	
Penitentiary service							6	1	6		1	
Public Health Service							12	10	12		10	
Quartermaster Corps							1,632	1,249	1,261	371	916	333
Reclamation Service							339	293	333	6	288	5
St. Elizabeths Hospital							588	437	386	202	266	171
Veterans' Bureau							913	559	907	6	558	1
Total for entrance, classified service	7,823	[2] 3,157	7,287	4,278	174,351	[2] 56,747	56,074	[2] 38,814	214,984	30,551	[2] 88,046	14,950
For promotion, transfer, and reinstatement									4,582	1,562	3,277	664
Total for classified service									219,566	32,113	[2] 91,323	15,614
EXAMINATIONS FOR UNCLASSIFIED POSITIONS												
Designation to Military and Naval Academies									1,383			
Entrance to Naval Academy									1,513			
Foreign Service									307			
Philippine service:												
Junior veterinary pathologist	1	1							1		1	
Organic chemist	1	1							1		1	
Teacher			208	142					118	90	70	72
Postmaster:												
First and second class									1,581			
Third class									2,723			
Unskilled laborer							7,944	6,484	7,021	923	5,694	790
Total for unclassified positions									14,648	1,013		
Aggregate									234,214	33,126		

[1] Examination not yet rated.

[2] Excluding 5 examinations which have not yet been rated.

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*

[The figure following each examination title shows in which of the following groups the examination falls: (1) Nonassembled educational examinations; (2) assembled examinations (3) nonassembled examinations (applicants rated on physical ability and experience only, but a definite amount of education, usually six or eight grades of common school, a prerequisite requirement; (4) nonassembled noneducational examinations. Per diem salaries have been converted to a per annum basis of 313 days to a year]

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Accountant, assistant (livestock supervisor) (2)			2								1		1		2		$2,400
Accountant and auditor (1)			13								7		6		13		2,400–3,000
Accountant and auditor, assistant (1)			20				1		1		9		10		19		2,400
Accountant and auditor, associate (1)			17								8		9		17		2,700
Accountant and auditor, senior (1)			6								1		5		6		3,300
Accounting and auditing assistant, principal (1)			21								13		8		21		2,100
Addressograph operator (2)			3				1		1		1		1		2		1,127–1,320
Aerial photography, instructor (1)		1									1				1		2,100
Aeronautical mechanic, junior (4)				3							3				3		1,320
Aeronautical mechanic's helper (4)				8							2		6		8		1,080–1,380
Agriculture, teacher of, junior (2)		3									1		2		3		1,380–1,680
Agricultural writer (1)			2		1		1		2								2,700
Agronomist, associate (1)	1										1				1		3,000
Aircraft, assistant inspector of (1)		3									1		2		3		2,003
Aircraft fabric worker (4)				1									1		1		1,620
Airplane engine inspector (1)				1							1				1		1,320
Airplane engine mechanic's helper (4)				3							1		2		3		1,140
Airplane engine mechanics, instructor in (1)		2									1		1		2		2,100
Airplane inspector (1)				8							7		1		8		2,003–2,400
Airplane mechanic (4)				6							4		2		6		1,560–1,800
Airplane mechanic's helper (4)				14							7		7		14		960–1,440
Airplane pilot (4)				2							2				2		4,800
Airplane subassembler, apprentice (2)				14									14		14		626–1,127
Airway mechanician (3)				4							4				4		2,100
Animal husbandman, associate (1)	1												1		1		3,000

Animal husbandman, junior (2)	2										1		1		2		1,860
Animal inspector, predatory, junior (1)			1								1				1		1,500
Antinarcotic act, agent (1)			24								13		11		24		2,100–2,400
Antinarcotic act, inspector (1)			9								5		4		9		2,100
Anthropologist, physical, junior (2)	1						1		1								1,860
Appraiser, land (1)	1				1				1								3,800
Appraiser, land, associate (1)	1												1		1		3,800
Archaeologist (1)	1				1				1								3,800
Architect (1)	3				3				3								2,400–3,800
Architect, assistant (1)	9				3		3		6		2		1		3		2,400
Architect, associate (1)	18				5		12		17		1				1		2,400–3,000
Architect, naval, assistant (1)	2						2		2								2,400
Architect, naval, associate (1)	2						1		1				1		1		3,000
Army Transport, second officer (1)				2							2				2		1,740–2,190
Army Transport, third officer (1)				2							2				2		2,190
Artist, medical (1)		1												1		1	2,100
Astronomer, junior (2)	2				1				1				1		1		1,860
Attendant, Statue of Liberty (4)				1									1		1		1,240
Attorney, valuation, junior (2)	8				6		2		8								1,860
Attorney, valuation, senior (1)	1						1		1								3,800
Auditor, property, assistant (2)			1								1				1		1,500
Auditor, consolidated audit division, junior (2)			7								6		1		7		2,400
Auditor, consolidated audit division, senior (2)			7								4		3		7		2,400
Auditor, corporation audit division, junior (2)			98								38		60		98		2,100
Auditor, corporation audit division, senior (2)			120								58		62		120		2,100–2,400
Automobile mechanic (4)				82			2		2		37		43		80		1,320–2,500
Automobile mechanic, chief (4)				1							1				1		2,400
Automobile mechanic, foreman (4)				1									1		1		1,860
Automobile mechanic, special (4)				16							8		8		16		1,640–2,300
Automobile mechanic's helper (4)				13							6		7		13		1,320–1,600
Aviation engine mechanic (4)				8							6		2		8		1,380–1,878
Aviation engine mechanic, foreman (4)				1							1				1		2,300
Aviation engine mechanic's helper (4)				2							1		1		2		900–1,200
Aviation mechanic (4)				1							1				1		1,440
Bacteriologist, junior (1)		1											1		1		1,980
Bacteriology, laboratorian (1)	4										1		2	1	3	1	1,860
Bacteriology, laboratorian, assistant (1)		22									9		3	10	12	10	1,440–2,400
Baker (4)				1										1		1	1,020
Band instructor (1)		1									1				1		750
Barber (4)				1							1				1		1,500
Barge captain (2)				3							3				3		1,790
Biological aid, junior (2)		1											1		1		1,320
Biological helper, under (2)		3						2		2			1		1		1,140
Biologist (animal pest extermination), junior (2)	1												1		1		1,860
Biologist, aquatic, junior (2)	4						1		1		2		1		3		1,860
Biologist, biological records, junior (2)	1						1		1								1,860
Blacksmith (4)				22							2		20		22		1,140–2,199

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Blacksmith's helper (4)				11							3		8		11		$1,200–1,680
Blue-print operator, junior (2)			2				1		1				1		1		1,140
Blue-print operator, under (2)			1								1				1		1,140
Boat repairman (4)				1							1				1		1,500
Boatswain (4)				1									1		1		1,158
Boilermaker (4)				21							8		13		21		1,140–2,003
Boilers, local and assistant inspector (2)				4							2		2		4		2,700–3,000
Bookbinder (1)				8	5		3		8								2,504
Bookkeeper (2)			6								2		4		6		1,260–1,560
Bookkeeper, assistant (2)			3								1		2		3		1,402–1,500
Bookkeeper, junior (2)			1								1				1		1,320
Bookkeeper-typist (2)			1										1		1		1,860
Bookkeeping machine operator, flat-bed (2)			7				2	4	2	4				1		1	1,320–1,500
Botanist, junior (2)	1							1		1							1,860
Botanist, seed, junior (2)	1							1		1							1,860
Box maker (4)				1									1		1		1,218
Business administration, assistant investigator (1)			3		1		2		3								2,400
Business administration, investigator (1)			1		1				1								3,000
Cabinetmaker (4)				1									1		1		1,500
Cabinetmaker, instructor (1)				1							1				1		1,740
Calculating-machine operator (2)			3					1		1				2		2	1,320–1,440
Calculating-machine operator, junior (2)			13					10		10			1	2	1	2	1,140–1,320
Card-punch operator, under (2)			32					31		31			1		1		1,140–1,500
Carpenter (4)				243			4		4		45		194		239		1,140–2,380
Carpenter cabinetmaker (4)				1							1				1		1,680
Carpenter foreman (3)				3							1		2		3		1,680–2,754
Carpenter, ship (4)				3									3		3		1,500–1,680
Carpenter's helper (4)				35							15		20		35		1,080–1,600
Cement worker (4)				2							1		1		2		1,500–1,800
Chauffeur (4)				159	10		7		17		41		101		142		1,020–1,620

Chauffeur-carrier (2)				94							22		72		94		1,700
Chef (head cook) (4)				1							1				1		1,680
Chemical laboratorian (2)		2									2				2		1,320–1,500
Chemist, assistant (1)	22				2		2		4		7		11		18		2,000–3,000
Chemist, associate (1)	14				2		4		6		3		5		8		2,400–3,000
Chemist, cereal, associate (1)	1							1		1							2,400
Chemist, junior (2)	51				2		6	1	8	1	3		37	2	40	2	1,860–2,103
Chemist, metallurgy, assistant (1)	1												1		1		2,003
Chemist, physical (1)	2										2				2		3,800–4,400
Civil-service examiner, junior (2)			3					3		3							1,500
City planner (1)	1				1				1								3,800
Claims examiner (2)			13								13				13		1,860–2,100
Clerk:																	
Qualified in accounting (2)			2										2		2		1,402–1,560
Blue-print file (1)			1											1		1	1,320
Board of Tax Appeals (1)			1				1		1								3,300
Qualified in business administration (1)			1					1		1							1,500
Chief (2)			1								1				1		2,400
Editorial, assistant (2)			2					2		2							1,500
Editorial, principal (2)			2				1	1	1	1							1,860–2,100
File (2)			12					1		1			7	4	7	4	960–1,320
File, junior (2)			19		6		7	5	13	5			1		1		1,080–1,320
File, under (2)			33		5		20	8	25	8							1,140
Forest and field (2)			40								12		22	6	34	6	1,320–1,860
General (first grade) (2)			486		5		2	1	7	1	155	5	238	80	393	85	840–2,100
Minor (2)			5				1		1				3	1	3	1	480–1,200
Passenger transportation rate and traffic, senior (2)			1										1		1		1,860
Property (2)			2								2				2		1,320–1,380
Railway postal (2)			708								314		394		708		1,850
Statistical, assistant (2)			1					1		1							1,320
Statistical, junior (2)			1				1		1								1,320
Telephone (2)			4					3		3			1		1		1,140–1,320
Transportation rate and traffic (freight), senior (2)			1										1		1		1,860
Clerk-carrier (2)			12,381								3,377	3	8,699	302	12,076	305	1,700
Clerk-embalmer (2)			1								1				1		2,040
Clerk-typist (under) (2)			27		3		17	7	20	7							1,140
Commercial agent, assistant (2)			7		7				7								1,500–1,680
Computer, Navy Department (1)	1												1		1		2,404
Computer, Ordnance Department (2)		6									1		3	2	4	2	1,860
Contact representative (2)			3								3				3		1,860–2,400
Cook (4)				4				1		1				3		3	1,020–1,200
Cook and baker (4)				1							1				1		1,680
Copy puller (2)				62			62		62								900
Corral foreman (4)				1									1		1		1,080
Corralman (4)				1							1				1		1,440
Cotton classer's helper (2)		3			2		1		3								1,500
Cotton classing, specialist in (1)	5						4		4		1				1		3,800
Cotton samples, handler of (4)				1									1		1		1,140
Cotton technologist (1)	1												1		1		3,800
Cotton technologist, assistant (1)	1												1		1		2,400

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Crop and livestock estimator, assistant (1)	3						1		1		1		1		2		[1] $600–2,400
Crop and livestock estimator, associate (1)	1												1		1		3,000
Crop and livestock estimator, junior (2)	4						1		1		1		2		3		[1] 360–1,860
Cupola man (4)				1									1		1		1,620
Custodian, assistant (2)				2							1		1		2		1,860–2,100
Custodian, property, junior (2)				1							1				1		1,500
Customs border inspector (2)				14							12		2		14		1,680–2,000
Dairy farm superintendent, assistant (1)		1									1				1		2,100
Dairy manufacturing specialist, junior (2)	2				1		1		2								1,860
Dairyman (2)				5	2		3		5								1,380–1,680
Deck officer, junior (3)				2									2		2		1,560–1,620
Dental hygienist (1)		1											1		1		1,500
Dental laboratory mechanic (1)		9									5		4		9		1,860
Dentist, associate (1)	2										1		1		2		2,100–3,000
Dictating machine transcriber (2)			8				1	7	1	7							1,320
Diesel engine operator (4)				1									1		1		3,000
Dietitian (1)		41												41		41	1,620–1,860
Draftsman:																	
Aeronautical (detail) (1)		3									1		2		3		1,828
Aeronautical, junior (1)		2									1		1		2		1,320
Aeronautical laboratory (1)		1									1				1		1,860
Aeronautical laboratory, junior (1)		1											1		1		1,320
Aeronautical, senior (1)		1									1		1		2		2,000–2,100
Apprentice (1)		10			1		2	1	3	1			6		6		900–1,140
Architectural (1)		8			3		2		5				3		3		1,452
Architectural, chief (2)		1											1		1		3,080
Architectural (design) (1)		2											2		2		1,500–2,529
Architectural, junior (2)		2					1		1				1		1		1,560–1,680
Architectural, principal (1)		1											1		1		2,040
Architectural, senior (2)		14			2		7		9		2		3		5		1,860–2,100
Architectural and structural steel (1)		1											1		1		2,100

Architectural and structural steel, principal (1)		2					2		2									2,100–2,400
Concrete masonry, senior (1)		1											1		1			2,040
Copyist (1)		12									4		8		12			1,452
Electrical, junior (1)		1					1		1									1,320
Engineering (1)		2									2				2			1,680–1,860
Engineering, assistant (1)		6									2		4		6			1,200–1,500
Engineering (design) (1)		1											1		1			2,529
Engineering, junior (1)		6									2		4		6			1,320
Engineering, principal (1)		2									2				2			2,000–2,100
Engineering, senior (1)		3									1		2		3			1,800–2,100
Heraldic (1)		1						1		1								1,860
Marine (1)		1					1		1									2,400
Marine electrical (design) (1)		2											2		2			2,529
Marine electrical (detail) (1)		1									1				1			2,103
Marine engine and boiler (design) (1)		2									1		1		2			2,529
Marine engine and boiler (detail) (1)		3									2		1		3			1,828–1,953
Mechanical (1)		4			1				1		1		1		2			1,620–1,740
Mechanical, assistant (1)		3						1		1	1		1		2			1,500
Mechanical, chief (1)		3									1		2		3			2,400–3,000
Mechanical, design (1)		3					1		1		2				2			1,680–2,529
Mechanical, detail (1)		8									6		2		8			1,953–1,828
Mechanical, junior (1)		1						1		1								1,320
Mechanical, instructor (1)	1												1		1			2,100
Mechanical, senior (1)		2									1		1		2			1,860–2,000
Mechanical, for ship work detail (1)		1											1		1			1,828
Radio (detail) (1)		1											1		1			1,828
Ship (design) (1)		5											5		5			2,529–3,029
Ship (detail) (1)		3											3		3			1,828–1,953
Ship piping (detail) (1)		1											1		1			2,254
Structural engineering (1)		2					2		2									1,860–2,400
Topographic (1)		2									1		1		2			1,500–1,680
Topographic, chief (1)		1											1		1			1,200
Topographic, junior (1)		15			3		5	4	8	4			3		3			1,320–1,500
Topographic, senior (1)		1											1		1			2,100
Topographic and subsurface design (1)		2											2		2			2,529
Driller, supervising (1)		1											1		1			3,600
Driver-mechanic (4)				297							119		178		297			1,020–1,600
Druggist (2)		9									5		4		9			1,860
Druggist's assistant (2)		1									1				1			1,500
Dry cleaning plant, foreman and spotter (3)				1							1				1			2,600
Economist:																		
Agricultural (1)	6				2		4		6									3,800
Agricultural, assistant (1)	3				1		2		3									2,400
Agricultural, associate (1)	7				4		3		7									[1] 1,800–3,000
Agricultural, senior (1)	2				2				2									5,200
Business, assistant (1)	1						1		1									1,860
Financial (1)	1						1		1									3,800
Reclamation, assistant (1)	1												1		1			2,100
Reclamation, associate (1)	1										1				1			3,000

[1] Cooperative with State.

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Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Economist—Continued.																	
Social (child labor law administration) assistant (1)	2							1		1				1		1	$2,400
Social, junior (2)	4							1		1				3		3	
Taxation, assistant (1)	1										1				1		2,400
Editor, assistant (2)			1		1				1								2,400
Editor, chief of press relations (1)			3		2			1	2	1							2,700–3,300
Editor of scientific publications (1)	1						1		1								3,000
Educationist, assistant (1)	1				1				1								2,400
Educationist (teacher training) (1)	1				1				1								3,800
Electric pump operator (4)				1									1		1		1,140
Electrical inspector, assistant (1)		2									1		1		2		2,003–2,128
Electrician (4)				60	1				1		19		40		59		1,020–2,900
Electrician, assistant (4)				1							1				1		1,320
Electrician, chief (4)				1									1		1		2,040
Electrician, mine (1)				2							2				2		1,740–1,800
Electrician's helper (4)				10							5		5		10		1,280–1,320
Electrician's helper (radio) (4)				1									1		1		1,200
Electroplater (4)				1									1		1		2,040
Elevator conductor (2)				107	2		32	1	34	1	34		37	1	71	1	900–1,377
Elevator mechanic's helper (4)				1									1		1		1,440
Elevator operator (4)				5							1		4		5		900–1,140
Embalmer (4)				1									1		1		1,600
Engineer:																	
Aeronautical, assistant (1)	1										1				1		2,404
Aeronautical, associate (1)	1						1		1								3,000
Aeronautical, junior (2)	7										2		5		7		1,860–2,000
Agricultural, junior (2)	1						1		1								1,860
Architectural, assistant (1)	4				1		3		4								2,400
Architectural, associate (1)	7				5		1		6				1		1		2,400–3,000
Cartographic, junior (1)	1												1		1		2,100

Ceramic (1)	1												1		1					3,800
Chemical, assistant (1)	2				1				1		1				1					2,400
Chemical, junior (2)	13				1		4		5		1		7		8					1,860
Civil (1)	1										1				1					2,700
Civil, assistant (1)	10				1		2		3		5		2		7					2,100–2,579
Civil, associate (1)	3										2		1		3					2,400–2,855
Civil, junior (2)	29				1		5		6		3		20		23					1,800–2,500
Concrete (1)	1				1				1											3,800
Construction, associate (1)	19										9		10		19					2,400–3,000
Drainage, assistant (1)	2										1		1		2					2,400
Electrical, assistant (1)	6										4		2		6					2,000–2,400
Electrical, junior (2)	8				1		3		4				4		4					1,860–2,060
Fuel, assistant (1)	1												1		1					2,400
Highway, associate (1)	1										1				1					3,000
Highway bridge, associate (1)	2				1				1		1				1					3,000
Highway, junior (2)	8				1		1		2		3		3		6					1,860
Hydraulic, assistant (1)	2										1		1		2					2,700–3,000
Hydraulic, junior (2)	6										2		4		6					1,860–2,100
Hydroelectric (1)	1										1				1					4,000
Hydroelectric, assistant (1)	1												1		1					2,400
Instrument, associate (1)	1						1		1											3,000
Irrigation, assistant (1)	1						1		1											1,860
Irrigation and drainage, junior (2)	1										1				1					1,860
Mechanical (aircraft power plant), assistant (1)	1												1		1					2,800
Mechanical, assistant (1)	9				4		3		7		2				2					2,400–2,404
Mechanical, associate (1)	7				1		2		3		3		1		4					2,855–3,000
Mechanical, junior (2)	22						5		5		6		11		17					1,578–2,100
Mining (coal and metal), senior (1)	3						2		2		1				1					3,800–5,200
Mining (safety service), senior (1)	2						1		1		1				1					5,200
Natural gas, assistant (1)	1										1				1					2,400
Natural gas, associate (1)	1										1				1					3,000
Ordnance, senior (1)	1												1		1					5,000
Petroleum (1)	1										1				1					3,800
Petroleum, assistant (1)	9										4		5		9					2,654
Petroleum, associate (1)	5										3		2		5					3,000
Petroleum, junior (2)	2										1		1		2					1,860
Radio, assistant (1)	2				1				1				1		1					2,404
Radio, associate (1)	1										1				1					3,000
Radio, junior (2)	3												3		3					2,000–2,254
Safety, associate (1)	3				1		2		3											2,400–3,000
Sanitary, associate (1)	1				1				1											3,000
Second assistant, Army Transport (1)		1									1				1					2,190
Structural (architectural) junior (2)	1										1				1					1,860
Structural, assistant (1)	11				7		3		10				1		1					2,400
Structural, associate (1)	7				6		1		7											2,400–3,000
Telegraph and telephone, associate (1)	1												1		1					2,500
Topographic, junior (2)	4										2		2		4					1,860–2,400
Valuation (1)	1				1				1											3,800

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged ow the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Engineer and deck officer, junior (2)	20										5		15		20		$1,860–2,000
Engineering aid (2)		7			1		4		5		1		1		2		1,680
Engineering aid, field (2)		4											4		4		1,800–1,860
Engineering aid, field (surveyor and draftsman) senior (1)		2			1				1				1		1		1,860
Engineering aid, senior (2)		1											1		1		1,920
Engineering inspector-foreman, senior (1)	20										8		12		20		1,860
Engineering inspector-superintendent, chief (1)	6										3		3		6		2,400
Engineering material, assistant inspector of (1)			1										1		1		2,404
Engineering, sanitary, technical assistant in (2)		1									1				1		1,800
Engineman:																	
Deck (4)				1									1		1		1,470
Locomotive crane (4)				1									1		1		1,680
Marine (4)				1							1				1		1,800
Marine, chief (1)				4									4		4		1,920–2,340
Marine gasoline (4)				9							2		7		9		1,200–2,100
Marine steam (4)				7							1		6		7		1,740–2,200
Marine steam, assistant (4)				3							2		1		3		1,740
Refrigeration, first class (4)				1			1		1								2,254
Refrigeration, second class (4)				2							1		1		2		1,320
Refrigeration, third class (4)				2							1		1		2		1,260–1,320
Steam, chief (2)				1							1				1		3,000
Steam electric, chief (2)				6							4		2		6		2,100–3,000
Steam electric, first class (4)				11	2		1		3		2		6		8		1,500–2,400
Steam electric, second class (4)				38	2		5		7		12		19		31		1,320–2,100
Steam, first class (2)				1									1		1		1,320
Steam, second class (4)				1									1		1		1,500

Steam, stationary (4)				2							1		1		2		1,320–1,500
Steam, third class (4)				22							8		14		22		1,320–1,740
Entomologist (1)	2										1		1		2		3,800
Entomologist, assistant (1)	2										1		1		2		2,400
Entomologist, associate (1)	1												1		1		3,000
Entomologist, junior (2)	14						1		1		1		12		13		1,860
Exhibits preparator, minor (2)		1					1		1								1,002
Farm manager (1)	3												1	2	1	2	1,800–1,860
Farm superintendent, senior (1)	1										1				1		2,400
Farmer (4)		28									9		19		28		1,380
Farmer, expert (1)	1										1				1		2,500
Fingerprint classifier, assistant (2)			2		2				2								1,500
Fingerprint classifier, junior (1)			1		1				1								1,500
Fire department, lieutenant (4)				1							1				1		1,500
Fire department, private (4)				40	15		25		40								1,800
Fire marshal (4)				1									1		1		1,320
Firefighter (4)				19							13		6		19		1,080–1,548
Fireman-laborer (4)				6									6		6		1,080–1,500
Fireman, marine (4)				36							10		26		36		1,250–1,860
Fireman, stationary (4)				325	5		11		16		84		225		309		900–1,700
Fireman, stationary (high-pressure plant) (4)				1			1		1								1,140
Fish culturist, apprentice (2)		35									7		28		35		900
Forest ecologist, associate (1)	2										2				2		3,000
Forester, junior (2)	46										11		35		46		1,800–2,100
Forester (utilization), assistant (1)	2										1		1		2		2,100–2,400
Fumigation mechanic (2)				2									2		2		1,740
Furniture repairman (4)				1									1		1		1,878
Game warden, United States (2)			1										1		1		2,100
Game warden, United States, chief (1)			1		1				1								5,200
Garageman-driver (4)				110							41		69		110		1,380–1,550
Gardener (4)		12									4		8		12		1,140–1,440
Gardener, landscape (4)		1											1		1		1,320
Gardener, landscape, senior (1)		1									1				1		1,860
General merchandise, examiner of (2)			2										2		2		2,600
Geologist, assistant (1)	3				1				1				1	1	1	1	2,400
Geologist, junior (2)	1										1				1		1,860
Government Printing Office, apprentice (2)				28	3		25		28								826–926
Grain sampler (2)			7								3		4		7		1,680
Graphotype operator (2)			6				1	5	1	5							1,140
Guard (2) and (3) and (4)				208	59		8		67		114		27		141		1,020–1,800
Guard, chief (2)				2							2				2		1,500–1,640
Guard, deputy customs (2)				22							18		4		22		1,680–1,800
Guard, forest (2)				11							2		9		11		1,300–1,680
Home economics education, Federal agent for (1)	1							1		1							3,800
Home economics specialist (foods and nutrition), junior (2)	1							1		1							1,860
Home economics teacher (2)	16													16		16	1,200–1,740
Home economics writer (radio) (1)			1					1		1							2,700
Horse trainer (4)				1									1		1		840
Horticulturist (vegetable gardening) assistant (2)	1						1		1								2,400

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Hospital attendant, head (2)		2									1		1		2		$1,380–1,740
Hospital attendant, supervising (2)		3									1		2		3		1,620–1,680
Housekeeper (1)				1									1		1		1,320
Hulls, local and assistant inspector of (2)				5							3		2		5		2,700–3,000
Illustrator, scientific (micro illustration) (2)		1						1		1							1,680
Immigrant inspector (2)				66							40		26		66		1,860
Immigration patrol inspector (2)				249							199		50		249		1,680
Indian Service teacher (2)		116									13		13	90	26	90	1,200–1,740
Instrument man (1)		8									2		6		8		1,680–2,200
Intelligence Unit, special agent (2)			26								14		12		26		2,400
Janitor (2) and (4)				8							5		3		8		1,020–1,680
Janitor's helper (4)				1									1		1		1,080
Joiner, master (2)				1									1		1		3,756
Keeper, National Zoological Park (4)				2			2		2								1,140
Laboratory aid and technical clerk (1)		2												2		2	1,440
Laboratory apprentice, minor (2)		22					19	1	19	1			2		2		900
Laboratory apprentice, under (2)		3				1	2		2	1							1,140
Laboratory attendant (3)				7							2		5		7		1,140–1,320
Laboratory mechanic (instrument maker) senior (1)		2					2		2								1,860
Laborer-fumigator (4)				24							7		17		24		720–1,560
Laborer-janitor, junior (4)				322							114		207	1	321	1	900–1,252
Laborer-janitor, senior (4)				6							5		1		6		1,080–1,500
Laborer, Postal Service (2)				1,115							408		707		1,115		1,500
Laborer, store (2)			3								2		1		3		1,252
Laborers, construction, foreman of (4)				1									1		1		1,878
Laborers, foreman of (4)				6							1		5		6		1,140–2,160
Lampist (4)				1							1				1		1,320
Land valuation assistant (upper Mississippi River) (2)			2								1		1		2		2,400
Landscape architect, assistant (1)	1												1		1		2,400

Landscape architect, junior (2)	1				1				1								1,860
Launch operator (4)				1									1		1		1,600
Laundry employees:																	
Assorter (4)				14										14		14	720–960
Checker (4)				6									2	4	2	4	660–1,140
Distributor (4)				1										1		1	1,200
Engineer (4)				3								1	2		3		900–2,100
Foreman (4)				20									19	1	19	1	720–1,800
Laundress (4)				4										4		4	900
Marker (4)				22									1	21	1	21	480–1,200
Operator (4)				53									4	49	4	49	720–864
Superintendent (4)				11								4	7		11		1,500–2,100
Superintendent, assistant (4)				2								2			2		1,200–1,500
Lay inspector, assistant (2)		76										29	47		76		1,500
Letter engraver, apprentice (2)		3					3		3								851
Librarian, hospital (2)		2												2		2	1,500–1,680
Librarian, hospital, assistant (2)		11												11		11	1,500–1,680
Librarian, junior (2)	2												2		2		1,680–1,860
Librarian, station and hospital (2)	4											1		3		4	1,860
Library aid (2)		1						1		1							900
Library assistant (2)		3				1	2	1	2								1,500
Library assistant, junior (2)		6					4		4					2		2	1,320–1,500
Library assistant, minor (2)		3			1	1	1	2	1								1,140
Library assistant, under (2)		6			1		4	1	4					1		1	1,140–1,320
Lithographer, artistic, junior (1)		3											3		3		1,320–1,500
Lithographer, mechanical, junior (1)		1										1			1		1,320
Lithographer, mechanical, senior (1)		2			2			2									1,860
Locomotives, inspector of (2)			1										1		1		3,600
Lumberman, senior (2)			1										1		1		2,000
Machinist (4)				129								31	98		129		1,578–2,220
Machinist, foreman (4)				1									1		1		1,800
Machinist's and foundryman's helper (4)				1									1		1		1,377
Machinist's helper (4)				5								1	4		5		1,252–1,502
Maintenance man (4)				2								1	1		2		1,140–1,320
Maintenance mechanic, general (4)				2								1	1		2		1,500–1,565
Map modeler, relief, assistant (1)		1												1		1	1,500
Map printer's helper (4)		7										1	6		7		900
Marketing specialist:																	
Assistant (2)	21											9	12		21		[1] 300–2,400
Grading cotton linters, assistant chief (1)	1				1				1								3,000
Grain (1)	2											1	1		2		2,400–3,000
Hay inspection (1)	3											1	2		3		3,000
Junior (2)	13											6	7		13		1,860
Livestock (1)			1										1		1		3,300
Poultry products (1)	1						1		1								3,000
Wool (1)	1						1		1								3,000
Mathematician (1)	1												1		1		4,000
Mathematician, junior (2)	3												3		3		1,860
Matron (2)				20							1			19		20	900–1,140

[1] Cooperative with State.

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Matron, field (2)				1										1		1	$1,380
Meat cutter (4)				14							3		11		14		1,020–1,680
Mechanic (carpentry and painting) general (4)				1									1		1		1,5[illegible]0
Mechanic and dockmaster, master (2)				1							1				1		3,130
Mechanic, general (4)				7							2		5		7		1,380–1,860
Mechanic (general), junior (4)				7							4		3		7		1,200–1,680
Mechanic (machinery) (4)				1									1		1		1,260
Mechanic, navy yard (4)				6,841							1,811		5,030		6,841		
Mechanic (power and pumping plant) (4)				1									1		1		1,800
Mechanic, subordinate (2)				14	2		12		14								900
Medical interne (psychiatric) (1)	5										2		3		5		1,860
Medical officer (1)	37										25		11	1	36	1	[1] 1,200–4,200
Medical officer, assistant (1)	24										9		14	1	23	1	[1] 1,500–3,400
Medical officer, associate (1)	43										30		12	1	42	1	[1] 900–3,600
Medical officer (interne) junior (1)	1										1				1		1,800
Medical officer (assistant anesthetist), junior (1)	1												1		1		1,860
Medical officer, junior (1)	3										1		2		3		1,860
Medical officer, senior (1)	1										1				1		5,200
Medical technician (pathology), senior (1)		1			1				1								1,860
Mess superintendent (3)				2							1		1		2		1,860
Messenger, assistant (2)				147	1		142	4	143	4							600– 900
Messenger boy and girl (2)				289			1		1				259	29	259	29	600–1,020
Messenger, junior (2)				146			142	2	142	2			1	1	1	1	600–1,127
Messenger, motor cycle (2)				1							1				1		900
Messenger and skilled laborer (2)				71	15	1	36	19	51	20							1,020–1,377
Metal shop, foreman (3)				1							1				1		3,756
Metallurgical laboratorian (2)		1											1		1		1,352
Metallurgist, assistant (1)	3										3				3		2,128–2,403
Metallurgist, junior (2)	5										3		2		5		1,678–2,100

Meteorology, observer, junior (2)		41									6		35		41		1,320
Meteorology, observer, minor (2)		52									2		48	2	50	2	900
Meteorology, observer, under (2)		1											1		1		1,140
Milk specialist, associate (1)	1										1				1		3,600
Mimeograph operator (2)			3				2		2				1		1		1,140–1,200
Motion picture photographer and operator (2)			2		1				1				1		1		1,320–1,680
Multigraph and mimeograph operator (2)			4		1		2	1	3	1							1,320
Multigraph operator (2)			1											1		1	1,500
Multigraph operator, junior (2)			1											1		1	1,320
Music teacher, Indian Service (1)		5												5		5	1,320–1,500
Naturalization examiner, law (2)	7										6		1		7		2,100
Nautical assistant (2)		2									1		1		2		1,500–1,680
Naval stores classifier, assistant (1)	1												1		1		2,400
Navigation officer (2)			1										1		1		2,760
Nematologist, junior (2)	1						1		1								1,320
Normal school training department, principal (2)		1												1		1	1,860
Nurse, graduate (1)		497				1				1	3	65	4	424	7	489	1,500–1,800
Nurse, graduate, visiting duty (1)		7										3		4		7	1,680
Nurse, head (1)		7												7		7	1,500
Nurse, practical (2)		4												4		4	1,380
Occupational theraphy aid (1)		10									3	1		6	3	7	1,680–1,860
Occupational theraphy pupil aid (1)		1											1		1		1,320
Oil gauger (1)				1									1		1		2,100
Oiler (4)				149							30		119		149		900–1,680
Opener and packer (2)				2									2		2		900–1,500
Operative (2) [1]			1					1		1							1,140
Orchestra and band leader and instructor (1)		1									1				1		1,680
Ordnance Department, apprentice (2)				6									6		6		576– 601
Packer (4)				12							7		5		12		1,080–1,500
Painter (4)				84	6		2		8		28		48		76		1,252–2,191
Painter (airplane doper) (4)				2							1		1		2		1,260
Painter, foreman (3)				3							1		2		3		1,740–2,269
Painter, sign writer (4)				2							2				2		1,860
Painter's helper (4)				7							2		5		7		1,140–1,320
Parachute mechanic (1)				1							1				1		1,680
Parasitologist, associate (1)	2										1		1		2		3,000
Park foreman (4)				1									1		1		1,200
Patent examiner, junior (2)	80				13		65	2	78	2							1,860
Pathologist (forest diseases), junior (2)	1						1		1								1,860
Pathologist (forestry), assistant (1)	2										2				2		2,400
Pathologist (root crops), assistant (1)	1												1		1		2,400
Pest exterminator (4)				2							2				2		1,320–1,560
Pharmacist (2)	32										16		16		32		1,860–2,100
Pharmacist, junior (2)		2									1		1		2		2,500
Pharmacologist, senior (1)	1												1		1		5,000
Photographer, assistant (2)			2				1		1				1		1		1,320
Photographer, junior (2)			2				1		1				1		1		1,320
Photostat operator, junior (2)			2										2		2		1,320–1,440
Physical director (1)		1									1				1		1,680

[1] Part time.

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Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Physical director, senior (1)		5									2		3		5		$1,860-1,920
Physicist, assistant (1)	11				1		4		5		2		4		6		1,860-2,529
Physicist, associate (1)	3												3		3		2,529-3,180
Physicist, junior (2)	3						2		2				1		1		1,860-1,953
Physicist, radio (1)	1						1		1								3,800
Physicist, radio, research (1)	1												1		1		5,200
Physicist, research (1)	1				1				1								3,000
Physiotherapy aid (2)		5												5		5	1,680-1,860
Physiotherapy assistant (2)		11									9		2		11		1,320-1,680
Physiotherapy pupil aid (2)		5									1		2	2	3	2	1,140-1,320
Pilot (4)				2									2		2		1,500-2,100
Pilot, assistant (4)				1									1		1		1,860
Pilot, motor launch (4)				1									1		1		960
Pilot, yard (4)				1									1		1		3,000
Pipe fitter (4)				11							3		8		11		1,678-2,103
Plant engineer, assistant to chief (1)				1							1				1		3,050
Plant physiologist, assistant (1)	1										1				1		2,400
Plant physiologist, associate (1)	1										1				1		3,000
Plant quarantine inspector (2)	10										8		2		10		1,860
Plasterer (4)				2			2		2								1,500-1,628
Plasterer, senior (4)				1	1				1								1,680
Plasterer's helper (4)				1									1		1		1,140
Plumber (4)				25							9		16		25		1,200-2,254
Plumber and steam fitter (4)				7							3		4		7		1,500-1,980
Plumber's helper (4)				15							4		11		15		1,140-1,680
Policeman (2)				69	43		23	3	66	3							1,700-1,800
Policeman (ship keeper) (2)				13							11		2		13		1,127-1,402
Pomologist, junior (2)	2										2				2		1,860
Postmaster, assistant (2)			3										3		3		2,300-2,500
Postmaster, fourth class (2)			2,684								154		2,073	457	2,227	457	
Poultry husbandman, associate (1)	1												1		1		3,000

Poultry husbandman, extension (1)	1										1				1		3,800
Poultry man (2)			1										1		1		1,380
Poultry man, assistant (4)			1										1		1		1,140
Press feeder (2)				1									1		1		1,320
Press feeder, lithographic (4)		2											2		2		1,283
Pressman (1)		2									1		1		2		1,500–1,800
Printer:																	
Compositor (1)		7			1		3		4		1		2		3		1,200–2,529
Job (1)		5									1		4		5		1,320–2,100
Linotype operator (1)		24			10		12	2	22	2							2,504–2,629
Monotype operator (1)		1											1		1		2,040
Proof reader (1)			3				2	1	2	1							2,754
Printing pressman (1)		18			7		11		18								2,404–2,629
Printer's assistant (2)				19		2		17		19							1,127
Probation officer (2)		3									2		1		3		2,400
Pump man (4)				7							3		4		7		1,140–1,320
Purchasing supervisor, foodstuffs (1)			1		1				1								3,000
Quartermaster (4)				1									1		1		1,470
Radio inspector, assistant (2)		2									1		1		2		2,254–2,404
Radio maintenance and operations supervisor (1)			1										1		1		2,036
Radio operator (1) and (4)			26								14		12		26		1,320–2,100
Radio operator, senior (1)			1										1		1		1,716
Range examiner, junior (2)		11									6		5		11		1,800–2,100
Ranger, forest (2)		44									22		22		44		1,620–1,800
Ranger, reservation (2)				2							2				2		1,680
Refrigeration operator (4)				2							2				2		1,320
Rehabilitation assistant, agriculture (1)	2										2				2		2,600
Reporter, livestock market (1)			2								1		1		2		2,400
Rigger (structural) (4)				2									2		2		1,878–2,003
Road construction, general foreman (1)				1									1		1		1,980
Road foreman (mountain road and trail construction) (4)				3									3		3		1,620–1,800
Roentgenology, laboratorian (1)		1											1		1		2,100
Roentgenology, laboratorian, assistant (1)		7									4		3		7		1,200–1,860
Rural carrier (2)			1,377								494		872	11	1,366	11	
Sanitary inspector, assistant (2)				7							1		6		7		1,320–2,100
Sanitary inspector, junior (2)				10							3		6	1	9	1	1,080–1,560
Scale expert, automatic (2)				1							1				1		2,200
Scaler (2)			1								1				1		1,680
Scientific aid, assistant (2)		10					4		4		2		3	1	5	1	1,500
Scientific aid, cotton classing, assistant (2)		1											1		1		1,500
Scientific aid, cotton testing (2)		1											1		1		1,680
Scientific aid, dry land agriculture (2)		1											1		1		1,680
Scientific aid, horticulture (2)		1											1		1		1,680
Scientific aid, junior (2)		11					6		6		1		4		5		1,320
Scientific helper, minor (2)		9											9		9		900
Scientific helper, under (2)		13					3	2	3	2			8		8		
Seamstress (4)				38								2		36		38	780–1,380
Sewage disposal operator (4)				1							1				1		1,080
Sheet metal worker (4)				3							1		2		3		1,800
Sheet metal worker's helper (4)				1							1				1		1,200

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Shoe factory instructor-foreman (1)		5									1		4		5		$2,400
Shoe factory superintendent (4)				1									1		1		3,000
Shoe and harness repairer (4)				3							2		1		3		1,140
Skilled employee (2)				7									6	1	6	1	1,140
Skilled laborer (qualified as marble polisher) (2)				1							1				1		1,320
Social worker (psychiatric) (1)	53											4		49		53	1,800–1,860
Social worker (social hygiene), principal (1)	3													3		3	1,680–3,000
Soil surveyor, junior (2)	7										4		3		7		1,500–1,860
Sprinkler-mechanic (4)				1									1		1		1,440
Statistician (1)	1							1		1							3,800
Statistician, assistant (1)	1													1		1	2,400
Steamfitter (4)				12	1		1		2		2		8		10		1,500–2,254
Steamfitter's helper (4)				10							4		6		10		1,140–1,487
Stenographer, junior (2)			1,151		6		42	298	48	298	22	6	85	692	107	698	
Stenographer, principal (2)			3											3		3	1,500
Stenographer, senior (2)			81		1		6	16	7	16	6	2	11	39	17	41	
Stenographer and typist (reemployment) (2)			24				1	4	1	4	1	2	1	15	2	17	1,200–1,600
Steward (1)				1										1		1	2,200
Steward, assistant (2)				1									1		1		1,250
Steward, second (4)				2							1		1		2		1,518–1,860
Steward, third (4)				1							1				1		1,278
Stockman-checker (2)			30								20		10		30		1,127–1,402
Stockman, technical stores (radio) (2)			1										1		1		2,103
Storekeeper (2)			30								20		10		30		1,080–1,600
Storekeeper-handyman (2)				1							1				1		1,860
Storekeeper, junior (2)			8								3		3	2	6	2	1,140–1,320
Storekeeper, medical supplies (2)			2								2				2		1,500–1,560
Storeman (2)			4								2		2		4		1,140–1,252
Storeman (Naval Establishment) (2)			5								4		1		5		1,252–1,427

Subclerical (2)				321							169		152		321		900–1,680
Sugar sampler (2)			4								1		3		4		1,500–1,600
Surgeon's assistant (1)		16									4		5	7	9	7	1,020–1,500
Surgeon's assistant, operating room (2)		2									2				2		1,140–1,380
Surveillance inspector, junior (1)		2											2		2		1,500
Surveyor (2)		3											3		3		1,500–2,000
Surveyor-draftsman, assistant (1)		1											1		1		1,500
Swine herdsman (1)				1									1		1		1,260
Tailor (4)				14							4		9	1	13	1	[1] 1,020
Tailor, foreman (4)				1							1				1		1,680
Technologist (1)	1				1				1								3,800
Technologist, junior (2)	1						1		1								1,860
Telegraph operator (1)			18		1		3		4		5		9		14		1,680–1,903
Telephone operator (2)			5					1		1				4		4	1,020–1,200
Telephone operator, junior (2)			68					6		6	2	1	5	54	7	55	900–1,320
Timber inspector, assistant (4)				1									1		1		2,254
Timber scaler (2)		8									5		3		8		1,680
Timekeeper (1) and (2)			2										2		2		1,320–1,500
Tinner (4)				1									1		1		1,320
Tinsmith (4)				2							1		1		2		1,800
Toolmaker (4)				32							1		31		32		1,753–2,229
Tracer (mechanical drawing) (1)		3									1		2		3		900
Trade and industrial education, agent in (1)		2			1		1		2								3,800
Trade-marks and designs, junior examiner (2)	1						1		1								1,860
Transit man (2)		6									6				6		1,680–1,860
Translator (2)			1					1		1							1,140
Translator, assistant (2)			1		1				1								1,320
Translator, principal (2)			1		1				1								1,860
Translator, senior (2)			1					1		1							1,140
Transportation tariff examiner (2)			7		4		3		7								2,100
Truck driver, automobile (4)				10									10		10		1,020–1,878
Truck driver—handyman (4)				1									1		1		1,140
Truck driver and maintenance man (4)				1									1		1		1,620
Tugmaster (4)				1							1				1		2,020
Typewriter repairman (4)				3							1		2		3		1,140–1,960
Typist (reemployment) (2)			51		1				1		2	2	2	44	4	46	960–1,560
Typist, junior (2)			701		2	3	20	179	22	182	12	4	99	382	111	386	1,000–1,860
Typist, senior (2)			89		2	2	22	17	24	19	2	3	8	33	10	36	1,127–1,800
Utilities mechanic, general (4)				1									1		1		2,100
Valuation examiner, senior (1)	1				1				1								5,200
Verifier, opener and packer (2)				29							14		15		29		1,320–1,620
Veterinarian, junior (2)	64										28		36		64		1,860
Vocational advisor (1)		1											1		1		1,500
Warder (head of cottage) (1)				2										2		2	1,440
Warder (housekeeper) (1)				2										2		2	1,200
Warder (relief class) (1)				1										1		1	1,200
Warehouse examiner, assistant (1)			5								3		2		5		2,400
Warehouse foreman, assistant (3)				2							1		1		2		1,500
Warehouse tractor operator (4)				1							1				1		1,277
Warehouse trucker, cold storage (2) and (4)				3									3		3		1,409–2,400

[1] Piece work.

TABLE 2.—*Showing for the fiscal year ended June 30, 1927, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments at Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed*—Continued

Examination	Number appointed																Entrance salary (per annum)
	Total (by groups)				Departmental						Field						
					Preference		Civilian		Total		Preference		Civilian		Total		
	Professional and scientific	Subprofessional	Clerical and general business	Custodial, labor, and mechanical	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Warehouseman (2)				12							8		4		12		$1,020–1,500
Watchman (2)				11							7		4		11		1,260
Water tender (4)				1							1				1		1,680
Weights and measures, inspector of (2)		2											2		2		2,400
Weights and measures, inspector of, assistant (2)		1			1				1								1,860
Welder (4)				1									1		1		1,800
Welder and brazer (4)				1									1		1		1,878
Wheelman (4)				3							2		1		3		1,098
Wood technologist (1)	1												1		1		2,400
Zoologist, junior (2)			1										1		1		1,860
Miscellaneous skilled and semiskilled labor positions peculiar to—																	
Indian Service				68									68		68		1,140–2,400
Lighthouse Service				125									125		125		960–2,160
Reclamation Service				163							1		162		163		960–2,700
St. Elizabeths Hospital				188							2		148	38	150	38	900–1,140
Treasury Department				8							1		6	1	7	1	600–1,440
Veterans' Bureau				50							10		32	8	42	8	900–1,380
War Department				1,909							326		1,431	152	1,757	152	900–3,819
	1,072,	1,529	20,664	15,512	367	10	993	705	1,360	715	9,465	105	23,885	3,247	33,350	3,352	
Total, competitive classified		[1] 38,777															

Unclassified:																	
Philippine Service		55													26	29	
Postmaster, first, second, and third class			917								181		736		917		
Unskilled laborer				3,499					186	76					2,980	257	
		55	917	3,499					186	76					3,923	286	
Total, unclassified		[1] 4,471															
	896	290	1,555	545					513	270					2,143	360	
Noncompetitive for reinstatement, transfer, and promotion		[1] 3,286															
	1,968	1,874	23,136	19,556					2,059	1,061					39,416	3,998	
Grand total		[1] 46,534															

[1] All gro ups.

APPORTIONMENT

In the accompanying table the States are arranged (in inverse order) according to the relative percentage of appointments they have received. The first 46 States and Territories are those in arrears of their shares of appointments; the last 5, with the District of Columbia, those in excess.

This order (determined thus by the proportion of appointments already obtained) gives States their standing for consideration in future recruiting of the service. For instance, of the 33,326 apportioned appointments actually made, the State of California, on June 30, 1926, was entitled to 326 on the basis of its proportion of the national population as shown in the last census; it had received 52. Five States and Territories had received lower percentages of appointments; all the others, higher. California, therefore, stood sixth for future consideration. The order shown is not fixed; States are advanced or lowered in standing as they gain in appointments or lose by separations of their citizens from the service. This arrangement is designed to secure to States through certifications of eligibles from the various registers their just proportion of appointments. Exceptions to the apportionment requirements are discussed on page 109 of this report, with reasons why it has been impossible to maintain an apportionment with mathematical exactness. A comparison of the figures in the fourth column of the table with those of the first column shows the gains or losses in appointments to States between June 30, 1926, and June 30, 1927. The figures in the last column represent the number of appointments each State or Territory would have if it had furnished enough eligibles to secure its full share of appointments.

TABLE 3.—*Apportionment of appointments from July 16, 1883, to June 30, 1927*

State or Territory	In service on June 30, 1926	Appointed since June 30, 1926	Separated since June 30, 1926	In service on June 30, 1927	Number of appointments to which each State and Territory is entitled (based on census of 1920)
	In arrears				
1. Porto Rico	24	----------	3	21	403
2. Alaska	2	----------	----------	2	17
3. Hawaii	9	1	----------	10	79
4. Oklahoma	185	25	36	174	629
5. Arkansas	157	19	18	158	543
6. California	326	52	67	311	1,063
7. Texas	494	58	105	447	1,446
8. Louisiana	195	16	27	184	558
9. Arizona	39	5	9	35	103
10. Wyoming	24	3	5	22	60
11. Michigan	460	39	56	443	1,138
12. Georgia	406	30	64	372	898
13. Washington	179	32	32	179	420
14. Alabama	327	33	47	313	728
15. South Carolina	244	32	27	249	522
16. Wisconsin	396	43	48	391	816
17. North Dakota	95	16	14	97	200
18. New Jersey	491	47	53	485	979
19. Illinois	1,013	109	118	1,004	2,012
20. Mississippi	290	22	29	283	555
21. New Mexico	60	7	10	57	111
22. Oregon	121	17	13	125	243
23. Idaho	65	15	10	70	133
24. Ohio	995	82	141	936	1,787
25. North Carolina	439	48	49	438	794
26. Nebraska	217	37	28	226	402
27. Minnesota	400	80	58	422	740
28. Nevada	14	5	5	14	24
29. Montana	103	20	21	102	170
30. South Dakota	110	18	9	119	197
31. New York	2,081	180	242	2,019	3,222
32. Missouri	649	100	86	663	1,056
33. Connecticut	277	53	58	272	428
34. Tennessee	510	26	65	471	725
35. Florida	204	16	20	200	300
36. Utah	91	30	27	94	139
37. Colorado	202	34	38	198	291
38. Kentucky	521	44	51	514	749
39. Kansas	371	55	47	379	548
40. Pennsylvania	2,054	174	234	1,994	2,705
41. Indiana	748	50	96	702	909
42. Iowa	574	108	72	610	745
43. New Hampshire	121	11	12	120	137
44. Rhode Island	169	31	32	168	187
45. Massachusetts	1,125	150	169	1,106	1,195
46. West Virginia	440	40	51	429	454
	In excess				
47. Maine	246	17	22	241	238
48. Delaware	86	5	12	79	69
49. Vermont	150	15	21	144	109
50. Virginia	2,249	242	242	2,249	716
51. Maryland	2,208	235	262	2,181	449
52. District of Columbia	10,789	1,274	1,259	10,804	135
Total	33,745	3,801	4,220	33,326	[1]

[1] This total should be the same as the total of the preceding column, showing total appointments charged to each State and Territory. The last column shows the number of appointments to which each State or Territory is entitled of the whole number of appointments actually made and is the number each would have received if all the States and Territories had furnished sufficient eligibles with the necessary qualifications for the positions to be filled to permit an equal distribution of appointments.

POSITIONS NOT SUBJECT TO EXAMINATION

[The classified service does not include positions filled by appointment by the President subject to confirmation by the Senate, mere laborers or workmen, nor positions under the government of the District of Columbia (positions in the fire and police services although not classified are filled under the civil service rules), Library of Congress, legislative and judicial branches, Consular and Diplomatic Services, Pan American Union, Emergency Fleet Corporation, Federal Farm Loan Board, War Finance Corporation or the United States Railroad Administration]

TABLE 4.—*Showing, by departments, the number of positions with compensation in excess of $1,500 per annum which may be filled without examination under Schedule A of the civil service rules on June 30, 1927*

Department or office	Paragraphs of Subdivision I, of general application														Subdivisions II to XIX inclusive	Total
	1	2	3	4	5	6	7	8	9	13	14	15	16	Total		
The White House			28								6			34		34
State	1													1	67	68
Treasury	2			172	1		27		1	27				230	208	438
War				1		1	18		10	70		5		105	28	133
Justice	8			470									6	484	771	1,255
Post Office		3		9							1			13	3	16
Navy	2			4	3		58	1				2		70	167	237
Interior	1		15	34		4			161					215	109	324
Agriculture				1			2		11					14	483	497
Commerce	4	6					54		29	1				94	25	119
Labor	2		7		12									21	34	55
Government Printing Office	1													1		1
Interstate Commerce Commission		11		14										25	4	29
Civil Service Commission			1											1		1
Alien Property Custodian															1	1
Panama Canal												1,817		1,817		1,817
Public Buildings and Public Parks of the National Capital															4	4
General Accounting Office				31										31		31
Veterans' Bureau															259	259
National Advisory Committee for Aeronautics							2							2		2
Board of Tax Appeals				18										18		18
Board of Mediation		6												6		6
Total	21	26	51	754	16	5	161	1	212	98	7	1,824	6	3,182	2,163	5,345

Table showing, by departments, the distribution of positions with compensation in excess of $1,500 per annum which may be filled without examination under Subdivisions II to XIX of Schedule A of the civil service rules on June 30, 1927, total of which is shown in next to last column of preceding table

Department or office	Subdivision	Paragraphs of Subdivisions II to XIX, of special application																			Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	15	16	17	20	24	26	
State	II	58	9																		67
Treasury	III	1		2		3	6	49		1	112			31		3					208
War	IV	6		11					3		8										28
Navy	V		73			87	7														167
Justice	VI	18	67	21		665															771
Post Office	VII	1	1		1																3
Interior	VIII		4			24	2	23				2	5	1	6	17	1	19	1	4	109
Agriculture	IX	483																			483
Commerce	XI	9	12				4														25
Interstate Commerce Commission	XII		1	1	1	1															4
Labor	XIII	34																			34
Alien Property Custodian	XVI	1																			1
Veterans' Bureau	XVIII	4	1	1	1	1		69		182											259
Public Buildings and Public Parks of the National Capital	XIX	4																			4

POSITIONS SUBJECT TO NONCOMPETITIVE EXAMINATION

Table showing, by departments, the number of positions with compensation in excess of $1,500 per annum which may be filled upon noncompetitive examination, under Subdivisions I to IX of Schedule B of the civil-service rules on June 30, 1927

Department or office	Schedule B							Total
	Subdivision	Paragraphs of Subdivisions I to IX						
		1	2	3	4	5	7	
Interior	I	52	------	2	------	2	2	58
Interstate Commerce Commission	II	2	------	------	------	------	------	2
Commerce	I	------	------	------	33	------	------	33
Commerce	III	------	341	------	46	------	------	387
War	IV	------	5	------	------	------	------	5
Veterans' Bureau	IX	59	------	------	------	------	------	59
Total	------	------	------	------	------	------	------	544

POSITIONS EXCEPTED BY LAW, WHICH MAY BE CLASSIFIED BY THE PRESIDENT

A proviso in the acts reads as follows:

"That nothing herein shall prevent the President from placing said employees in the classified service."

Federal Reserve Board, 131 employees (act December 23, 1913).

Federal Farm Loan Board, 114 employees (act July 17, 1916).

POSITIONS NOT TREATED AS CLASSIFIED

An act of January 28, 1915, combined the Revenue Cutter Service and the Life Saving Service to form the Coast Guard to constitute a part of the military forces of the United States, to operate under the Treasury Department in time of peace and to operate as part of the Navy in time of war. With few exceptions the personnel is commissioned or enlisted as in the Army and Navy. However, there is a force of approximately 150 employees at the Coast Guard depot at Baltimore, Md. This personnel is neither appointed nor enlisted but is hired by the day and is employed without regard to the civil-service rules. There is no specific exception of this force from the requirement of the civil-service rules.

67746—27——8

TABLE 5.—*Showing, for all branches of the classified service, the number examined, the number that passed, the per cent that passed, the number appointed, the per cent appointed of those that passed, and the approximate number of competitive classified positions in the service during the several periods covered by the reports of the commission*

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
POST OFFICE SERVICE [1]						
July 16, 1883, to Jan. 15, 1884	5,690	1,941	1,119	57.7	372	33.2
Jan. 16, 1884, to Jan. 15, 1885	7,500	3,233	2,262	70.0	1,249	55.2
Jan. 16, 1885, to Jan. 15, 1886	9,000	4,113	2,953	71.8	1,473	49.9
Jan. 16, 1886, to June 30, 1887	10,500	7,467	5,222	69.9	3,254	62.3
July 1, 1887, to June 30, 1888	11,767	6,103	3,632	59.5	1,924	53.0
July 1, 1888, to June 30, 1889	12,966	10,702	6,615	61.8	2,938	44.4
July 1, 1889, to June 30, 1890	13,097	11,193	6,904	61.7	2,850	41.2
July 1, 1890, to June 30, 1891	14,909	8,538	5,840	68.4	2,861	48.9
July 1, 1891, to June 30, 1892	17,500	9,162	5,551	60.6	2,113	38.2
July 1, 1892, to June 30, 1893	23,058	15,875	8,474	53.3	2,505	29.6
July 1, 1893, to June 30, 1894	24,000	25,777	14,343	55.7	3,154	19.7
July 1, 1894, to June 30, 1895	25,000	19,438	12,802	65.9	3,348	26.2
July 1, 1895, to June 30, 1896	26,316	14,433	10,374	71.9	3,148	30.3
July 1, 1896, to June 30, 1897	28,000	20,226	10,934	54.1	1,570	14.4
July 1, 1897, to June 30, 1898	31,000	14,891	9,161	61.5	2,758	30.1
July 1, 1898, to June 30, 1899	35,650	10,509	6,852	65.2	2,584	37.7
July 1, 1899, to June 30, 1900	37,000	16,584	11,447	69.0	3,931	34.3
July 1, 1900, to June 30, 1901	40,000	20,901	12,749	61.0	4,293	33.6
July 1, 1901, to June 30, 1902	40,114	30,605	18,858	61.6	6,328	33.5
July 1, 1902, to June 30, 1903	59,015	46,565	35,220	75.6	16,159	45.8
July 1, 1903, to June 30, 1904	71,098	52,771	39,961	75.7	21,022	52.6
July 1, 1904, to June 30, 1905	81,596	52,550	41,978	79.9	16,297	38.8
July 1, 1905, to June 30, 1906	89,202	48,302	37,918	78.5	17,121	45.1
July 1, 1906, to June 30, 1907	95,926	51,025	37,771	74.0	16,456	43.5
July 1, 1907, to June 30, 1908	102,127	52,363	37,850	72.3	12,169	32.2
July 1, 1908, to June 30, 1909	122,711	57,568	45,468	79.0	11,441	25.2
July 1, 1909, to June 30, 1910	126,131	37,253	30,170	81.0	11,812	39.2
July 1, 1910, to June 30, 1911	127,228	42,750	34,149	79.9	9,328	27.3
July 1, 1911, to June 30, 1912	115,905	40,256	26,133	64.9	8,706	33.3
July 1, 1912, to June 30, 1913	161,846	59,181	39,810	67.3	14,905	37.4
July 1, 1913, to June 30, 1914	165,646	103,678	76,257	73.6	19,606	25.7
July 1, 1914, to June 30, 1915	165,808	70,734	52,586	74.3	13,682	26.0
July 1, 1915, to June 30, 1916	166,375	72,122	55,614	77.1	17,729	32.0
July 1, 1916, to June 30, 1917	187,067	51,527	38,647	75.0	19,569	50.6
July 1, 1917, to June 30, 1918	188,201	56,268	41,309	73.4	29,572	71.5
July 1, 1918, to June 30, 1919	190,081	58,459	41,433	70.9	29,949	72.2
July 1, 1919, to June 30, 1920	196,449	58,922	39,667	67.3	17,181	43.3
July 1, 1920, to June 30, 1921	205,352	114,033	74,977	65.8	32,601	43.5
July 1, 1921, to June 30, 1922	209,533	70,120	43,984	62.7	25,186	57.2
July 1, 1922, to June 30, 1923	212,078	61,122	40,583	66.4	22,286	54.9
July 1, 1923, to June 30, 1924	222,276	77,862	52,575	66.1	27,237	52.0
July 1, 1924, to June 30, 1925	226,801	77,978	50,647	65.0	20,560	40.6
July 1, 1925, to June 30, 1926	230,021	89,835	42,591	47.4	16,561	38.9
July 1, 1926, to June 30, 1927	232,244	98,423	45,080	45.8	17,560	39.0
Total		1,853,358	1,258,470	67.9	517,348	41.1
RAILWAY MAIL SERVICE						
May 1, 1889, to June 30, 1889	5,448	2,236	1,802	80.6	125	6.9
July 1, 1889, to June 30, 1890	5,836	4,463	3,129	70.2	1,400	44.7
July 1, 1890, to June 30, 1891	6,032	3,706	2,588	69.8	1,062	41.0
July 1, 1891, to June 30, 1892	6,417	4,597	2,949	64.2	1,199	40.6
July 1, 1892, to June 30, 1893	6,645	3,555	2,316	65.2	993	42.9
July 1, 1893, to June 30, 1894	6,852	4,267	3,120	73.3	718	23.0
July 1, 1894, to June 30, 1895	7,045	4,641	3,107	67.0	643	20.7
July 1, 1895, to June 30, 1896	7,408	5,113	3,127	61.2	655	21.9
July 1, 1896, to June 30, 1897	7,573	6,431	4,710	73.2	381	8.1
July 1, 1897, to June 30, 1898	7,999	4,799	3,828	79.8	698	18.2
July 1, 1898, to June 30, 1899	8,388	5,220	4,319	82.7	774	17.9
July 1, 1899, to June 30, 1900	8,696	4,488	3,844	85.7	736	19.1
July 1, 1900, to June 30, 1901	8,975	4,359	3,593	82.4	816	22.7
July 1, 1901, to June 30, 1902	9,000	377	258	68.4	1,017	[2]
July 1, 1902, to June 30, 1903	10,355	3,441	2,686	78.1	1,784	66.4
July 1, 1903, to June 30, 1904	11,301	6,388	4,115	64.4	1,678	40.7

[1] Includes clerks, city carriers, village carriers, and employees in motor-vehicle service at classified post offices, rural carriers, fourth-class postmasters, and sea post clerks.

[2] On account of the abundance of eligibles remaining from the previous year, but few examinations were held; percentage upon the basis of these figures would, therefore, be deceptive.

TABLE 5.—*Showing, for all branches of the classified service, the number examined, the number that passed, the per cent that passed, the number appointed, the per cent appointed of those that passed, and the approximate number of competitive classified positions in the service during the several periods covered by the reports of the commission*—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent[1] appointed of those that passed
RAILWAY MAIL SERVICE—Continued						
July 1, 1904, to June 30, 1905	12,171	6,972	4,218	60.5	1,558	36.9
July 1, 1905, to June 30, 1906	13,456	6,620	4,481	67.7	2,173	48.4
July 1, 1906, to June 30, 1907	14,212	6,566	4,085	62.2	2,051	50.2
July 1, 1907, to June 30, 1908	15,230	9,674	5,999	62.0	1,607	26.8
July 1, 1908, to June 30, 1909	15,967	15,724	11,336	72.1	1,392	12.3
July 1, 1909, to June 30, 1910	16,956	52	39	75.0	2,271	(2)
July 1, 1910, to June 30, 1911	17,428	8,972	6,760	75.3	1,982	29.3
July 1, 1911, to June 30, 1912	18,297	11,273	3,036	26.9	770	25.4
July 1, 1912, to June 30, 1913	19,620	18,340	9,616	52.4	1,270	13.2
July 1, 1913, to June 30, 1914	22,679	27,664	19,665	71.1	2,941	15.0
July 1, 1914, to June 30, 1915	21,769	33	17	51.5	146	(2)
July 1, 1915, to June 30, 1916	20,989	1	1	100.0	28	(2)
July 1, 1916, to June 30, 1917	21,196	13,997	10,443	74.6	43	
July 1, 1917, to June 30, 1918	20,538	2,927	1,867	63.8	8,297	
July 1, 1918, to June 30, 1919	20,538	9,930	6,489	65.3	1,291	
July 1, 1919, to June 30, 1920	21,717	12,866	7,571	58.8	4,269	46.4
July 1, 1920, to June 30, 1921	22,310	15,803	9,849	62.3	6,044	61.4
July 1, 1921, to June 30, 1922	22,227	12,890	8,694	67.4	910	10.4
July 1, 1922, to June 30, 1923	22,052	23,642	12,512	52.9	998	7.9
July 1, 1923, to June 30, 1924	22,073	25,510	10,969	43.0	2,129	19.4
July 1, 1924, to June 30, 1925	22,340	60	33	55.0	629	
July 1, 1925, to June 30, 1926	22,340	113	87	77.0	280	
July 1, 1926, to June 30, 1927	22,281	29,481	(3)		708	
Total		327,191	[3] 187,258		58,466	
ALL OTHER SERVICES						
July 16, 1883, to Jan. 15, 1884	8,090	1,601	925	57.7	117	12.6
Jan. 16, 1884, to Jan. 15, 1885	8,090	3,114	1,879	60.3	551	29.3
Jan. 16, 1885, to Jan. 15, 1886	8,273	3,489	2,081	59.6	408	19.6
Jan. 16, 1886, to June 30, 1887	8,773	8,385	5,524	65.9	1,188	21.5
July 1, 1887, to June 30, 1888	8,870	5,178	3,236	62.5	692	21.3
July 1, 1888, to June 30, 1889	11,012	6,122	3,561	58.2	718	20.1
July 1, 1889, to June 30, 1890	11,693	7,338	3,914	53.3	932	23.8
July 1, 1890, to June 30, 1891	11,808	6,830	4,358	63.8	1,472	33.7
July 1, 1891, to June 30, 1892	13,606	5,701	3,660	64.2	649	17.7
July 1, 1892, to June 30, 1893	13,724	5,408	3,218	59.5	793	24.6
July 1, 1893, to June 30, 1894	14,413	7,335	4,668	63.6	832	17.8
July 1, 1894, to June 30, 1895	15,100	6,957	3,902	56.1	802	20.5
July 1, 1895, to June 30, 1896	21,390	11,633	7,213	62.0	1,283	17.7
July 1, 1896, to June 30, 1897	53,703	23,914	13,830	57.8	1,096	7.9
July 1, 1897, to June 30, 1898	50,307	26,022	17,611	67.7	4,414	25.0
July 1, 1898, to June 30, 1899	49,106	33,435	25,141	75.2	6,199	24.6
July 1, 1899, to June 30, 1900	49,197	25,530	19,674	77.1	5,222	26.5
July 1, 1900, to June 30, 1901	49,246	22,833	17,179	75.2	5,182	30.1
July 1, 1901, to June 30, 1902	57,451	29,576	21,393	72.3	5,953	27.8
July 1, 1902, to June 30, 1903	58,176	59,823	50,077	83.7	22,327	44.5
July 1, 1903, to June 30, 1904	66,698	68,687	56,002	81.5	26,209	46.8
July 1, 1904, to June 30, 1905	72,228	83,531	65,545	78.5	21,141	32.2
July 1, 1905, to June 30, 1906	78,254	62,355	48,946	78.5	19,756	40.3
July 1, 1906, to June 30, 1907	83,192	71,726	52,064	72.6	24,496	47.0
July 1, 1907, to June 30, 1908	84,401	99,756	76,911	77.1	28,377	36.8
July 1, 1908, to June 30, 1909	89,918	85,192	66,645	78.2	28,110	42.1
July 1, 1909, to June 30, 1910	96,471	78,339	57,560	53.5	29,502	51.2
July 1, 1910, to June 30, 1911	122,818	53,302	29,250	54.9	11,946	40.8
July 1, 1911, to June 30, 1912	82,904	54,549	30,082	55.1	11,493	38.0
July 1, 1912, to June 30, 1913	100,670	64,384	44,924	69.8	18,979	42.2
July 1, 1913, to June 30, 1914	103,577	84,245	51,604	61.3	19,388	37.5
July 1, 1914, to June 30, 1915	103,841	97,028	62,029	63.9	22,570	36.3
July 1, 1915, to June 30, 1916	108,783	82,599	58,177	70.4	24,300	41.7
July 1, 1916, to June 30, 1917	118,636	146,590	103,463	70.6	66,700	64.4
July 1, 1917, to June 30, 1918	433,693	492,196	344,787	70.1	175,661	50.9
July 1, 1918, to June 30, 1919	358,831	369,870	251,904	68.1	148,293	58.8
July 1, 1919, to June 30, 1920	279,437	221,539	146,677	66.7	94,859	64.7
July 1, 1920, to June 30, 1921	220,440	173,473	118,383	68.2	63,066	53.3

[2] On account of the abundance of eligibles remaining from the previous year, but few examinations were held; percentage upon the basis of these figures would, therefore, be deceptive.
[3] This year's examination not yet rated.

TABLE 5.—*Showing, for all branches of the classified service, the number examined, the number that passed, the per cent that passed, the number appointed, the per cent appointed of those that passed, and the approximate number of competitive classified positions in the service during the several periods covered by the reports of the commission*—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
ALL OTHER SERVICES—Continued						
July 1, 1921, to June 30, 1922	188,928	122,997	76,274	62.0	37,771	49.5
July 1, 1922, to June 30, 1923	177,268	119,436	69,823	58.5	34,410	49.2
July 1, 1923, to June 30, 1924	171,244	119,543	69,962	58.2	38,921	54.3
July 1, 1924, to June 30, 1925	174,397	123,377	71,815	58.2	28,975	40.3
July 1, 1925, to June 30, 1926	169,939	112,898	63,286	56.1	20,151	31.8
July 1, 1926, to June 30, 1927	168,473	123,175	[4] 61,857		20,509	
Total		3,411,611	[4] 2,291,014		1,046,413	
SUMMARY						
July 16, 1883, to Jan. 15, 1884	13,780	3,542	2,044	57.7	489	23.9
Jan. 16, 1884, to Jan. 15, 1885	15,590	6,347	4,141	65.2	1,800	43.5
Jan. 16, 1885, to Jan. 15, 1886	17,273	7,602	5,034	66.2	1,881	37.4
Jan. 16, 1886, to June 30, 1887	19,345	15,852	10,746	67.8	4,442	41.3
July 1, 1887, to June 30, 1888	22,577	11,281	6,868	60.9	2,616	38.0
July 1, 1888, to June 30, 1889	29,650	19,060	11,978	62.8	3,781	31.6
July 1, 1889, to June 30, 1890	30,626	22,994	13,947	60.7	5,182	37.2
July 1, 1890, to June 30, 1891	33,873	19,074	12,786	67.0	5,395	42.0
July 1, 1891, to June 30, 1892	37,523	19,460	12,160	62.5	3,961	32.5
July 1, 1892, to June 30, 1893	43,915	24,838	14,008	56.5	4,291	30.6
July 1, 1893, to June 30, 1894	45,821	37,379	22,131	59.2	4,704	19.8
July 1, 1894, to June 30, 1895	54,222	31,036	19,811	63.9	4,793	24.2
July 1, 1895, to June 30, 1896	87,044	31,179	20,714	66.4	5,086	24.6
July 1, 1896, to June 30, 1897	85,886	50,571	29,474	58.3	3,047	10.3
July 1, 1897, to June 30, 1898	89,306	45,712	30,600	66.9	7,870	25.7
July 1, 1898, to June 30, 1899	93,144	49,164	36,312	74.0	9,557	26.3
July 1, 1899, to June 30, 1900	94,893	46,602	34,965	75.0	9,889	28.3
July 1, 1900, to June 30, 1901	106,205	48,093	33,521	69.7	10,291	30.7
July 1, 1901, to June 30, 1902	107,990	60,558	40,509	66.9	13,298	32.8
July 1, 1902, to June 30, 1903	135,453	109,829	87,983	80.1	40,270	45.7
July 1, 1903, to June 30, 1904	154,093	127,846	100,078	78.3	48,909	48.8
July 1, 1904, to June 30, 1905	171,807	143,053	111,741	78.1	38,996	35.0
July 1, 1905, to June 30, 1906	184,178	117,277	91,345	77.9	39,050	42.7
July 1, 1906, to June 30, 1907	194,323	129,317	93,920	72.6	43,003	45.8
July 1, 1907, to June 30, 1908	206,637	161,793	120,760	74.6	42,153	34.9
July 1, 1908, to June 30, 1909	234,940	158,484	123,449	77.9	40,943	33.2
July 1, 1909, to June 30, 1910	222,278	115,644	87,769	75.9	43,585	49.7
July 1, 1910, to June 30, 1911	227,657	105,024	70,159	66.8	23,256	33.2
July 1, 1911, to June 30, 1912	217,392	106,078	59,251	55.9	20,969	35.4
July 1, 1912, to June 30, 1913	282,597	141,905	94,350	66.5	35,154	37.3
July 1, 1913, to June 30, 1914	292,460	215,587	147,526	68.4	[5] 41,935	28.4
July 1, 1914, to June 30, 1915	292,291	167,795	114,632	68.3	[6] 36,398	31.8
July 1, 1915, to June 30, 1916	296,926	154,722	113,792	73.5	42,057	37.0
July 1, 1916, to June 30, 1917	326,899	212,114	152,553	71.9	86,312	56.5
July 1, 1917, to June 30, 1918	642,432	551,391	387,963	70.4	213,530	55.0
July 1, 1918, to June 30, 1919	592,961	438,259	299,826	68.4	179,533	59.9
July 1, 1919, to June 30, 1920	497,603	293,327	193,915	66.1	116,309	60.0
July 1, 1920, to June 30, 1921	448,112	303,309	203,209	67.0	101,711	50.1
July 1, 1921, to June 30, 1922	420,688	206,007	128,952	62.6	63,867	49.5
July 1, 1922, to June 30, 1923	411,398	204,200	122,918	60.2	57,694	46.9
July 1, 1923, to June 30, 1924	415,593	222,915	133,506	59.9	68,287	51.1
July 1, 1924, to June 30, 1925	423,538	201,415	122,495	60.8	50,164	40.9
July 1, 1925, to June 30, 1926	422,300	202,846	105,964	52.2	36,992	34.9
July 1, 1926, to June 30, 1927	422,998	251,679	[7] 106,937		38,777	
Total		5,592,160	[7] 3,736,742		1,606,227	

[4] Excluding 4 examinations which have not yet been rated.

[5] The large increase in field-service figures for 1913 is due to the inclusions of navy yard artisans' positions to the number of about 16,000 in the competitive classified service.

[6] 11,365 fourth-class postmasters, appointed in 1914, and 18,238 in 1915, under the Executive order of May 7, 1913, requiring examinations at offices whose incumbents had not yet been appointed under the regulations, are not included in the table.

[7] Excluding 5 examinations which have not yet been rated.

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