71ST CONGRESS : : : 3D SESSION

DECEMBER 1, 1930–MARCH 4, 1931

HOUSE DOCUMENTS

VOL. 105

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON: 1930

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71st Congress, 3d Session - - - - - - - - House Document No. 550

FORTY-SEVENTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION

FOR THE FISCAL YEAR ENDED JUNE 30

1930

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FORTY-SEVENTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C., *October 28, 1930.*

SIR: The civil service act and rules have proved adequate for their purpose during the year which ended June 30, 1930. It is worthy of note that no occasion has been found for amendment of the civil service act since its passage in 1883. Its broad provisions permit the extension of the merit system under rules promulgated by the President. While the rules require amendment from time to time to meet increasing administrative needs, the act itself prescribing the fundamental principles of the merit system and vesting power in the President for their development has needed no change.

Marked progress continues to be made in improving tests of fitness for entrance to the classified service. The old academic type of examination has long since been succeeded by mental, moral, and physical tests based upon studies of the duties of the positions to be filled.

The tests for appointment are applied to mental fitness, physical qualification, and suitability. Oral interviews with the applicant are held for many law-enforcement positions. The practicability and usefulness of tests of this character are recognized in outside industry and are considered part of management. Personnel work extends to selection for employment, to training, by which is meant development both of the individual and the group, to research and planning, and to retirement annuities. Planning and research are intended to discover inefficient methods, obsolete usages, and wrong conditions.

In the classified service effort is being made to outline more or less definite careers in which employees may find avenues for their abilities and ambitions. This work is coordinated with similar activities in schools and industries. It involves the study of a selected number of positions with regard to their actual duties and of opportunities for employment and promotion.

That the commission's tests are an accurate measure of the qualifications required is evidenced by the efficiency ratings of employees. There is a close correspondence of the ratings obtained on the entrance tests with the ratings which the employees obtain in

efficiency in the actual performance of duty. The testimony of appointing officers confirms the conclusion that the tests imposed for entrance to the service are an accurate measure of fitness.

EXTENT AND GROWTH OF THE EXECUTIVE CIVIL SERVICE

There were 608,915 employees in the entire executive civil service on June 30, 1930, as against 587,665 at the end of the last fiscal year, which shows a net increase of 21,250 employees. There are now 462,083 positions subject to competitive examination under the civil service act, a gain of 16,126 during the year.

The Postal Service, with 316,995 employees, represents 52.06 per cent, and the remaining services, with 291,920 employees, 47.94 per cent of the entire personnel. The Postal Service had a net increase of 2,200 employees, while the other services had a net increase of 19,050 during the past year. Since June 30, 1916, the Postal Service gained 66,110 and the remaining services 104,748 employees.

On June 30, 1929, there were 63,904 in and 523,761 employees outside the District of Columbia, while on June 30, 1930, the number employed in the District of Columbia had increased to 68,510 and outside to 540,405. Of the net increase of 21,250 in the entire service during the year, 4,606 were employed in and 16,644 outside the District of Columbia.

Of the net increase of 21,250 employees in the entire service during the fiscal year, the greatest gains are shown to have been made in the following establishments: The Department of Commerce, 10,211; the War Department, 3,022; the Panama Canal, 2,602; the Interior Department, 2,001; and the Department of Agriculture, 1,741. The remaining gain of 2,795 employees was distributed among the other services. A few of the establishments show a slight decrease. Of the total decrease of 3,322 during the fiscal year, the Navy Department made the greatest reduction in personnel, the total being 2,879.

The tables following show these changes for each department and office and the extent of the service on June 30, 1930:

TABLE I.—*Increase or decrease of employment in the Federal executive civil service during the last fiscal year and during the past 14 years*

Department or office	Number of employees		Changes during fiscal year		Number of employees June 30, 1916	Changes during past 14 years	
	June 30, 1930	June 30, 1929	Increase	Decrease		Increase	Decrease
The White House	45	43	2		(1)	(1)	(1)
State	4,691	4,617	74		2,783	1,908	
Treasury	52,900	53,094		194	30,629	22,271	
War	50,289	47,267	3,022		37,695	12,594	
Justice	4,800	4,184	616		2,610	2,190	
Navy	47,696	50,575		2,879	35,722	11,974	
Interior	18,573	16,572	2,001		19,347		774
Agriculture	25,736	23,995	1,741		18,736	7,000	
Commerce	26,955	16,744	[2] 10,211		9,903	17,052	
Labor	4,940	4,550	390		2,504	2,436	
Government Printing Office	4,419	4,187	232		4,028	391	
Smithsonian Institution	550	564		14	784		234
Interstate Commerce Commission	2,252	2,042	210		2,243	9	
Civil Service Commission	561	583		22	[3] 250	311	
Bureau of Efficiency	46	59		13	27	19	
Federal Trade Commission	450	380	70		238	212	
Shipping Board	1,235	1,408		173		1,235	
Alien Property Custodian	180	184		4		180	
Tariff Commission	220	229		9		220	
Employees Compensation Commission	179	177	2			179	
Federal Board for Vocational Education	87	70	17			87	
Panama Canal	14,699	12,097	2,602		19,291		4,592
Public Buildings and Public Parks [4]	2,653	2,425	228		217	2,436	
General Accounting Office	1,970	1,961	9			1,970	
Veterans' Bureau	24,719	24,065	654			24,719	
Railroad Administration	15	21		6		15	
Commission of Fine Arts	2	2			(1)	(1)	(1)
War Finance Corporation	13	18		5		13	
National Advisory Committee for Aeronautics	254	219	35			254	
Federal Reserve Board	205	195	10			205	
Board of Tax Appeals	150	150				150	
Board of Mediation	28	31		3		28	
Federal Power Commission	38	30	8			38	
Federal Radio Commission	97	92	5			97	
American Battle Monuments Commission	42	40	2			42	
Miscellaneous					165	47	165
Federal Farm Board	231		231			231	
Total, excluding Postal Service	291,920	272,870	22,372	3,322	187,172	110,513	5,765
Postal Service	316,995	314,795	2,200		250,885	66,110	
Total, entire service	608,915	587,665	24,572	3,322	438,057	176,623	5,765

Services	Fiscal year	Past 14 years
Net gain exclusive of Postal Service	19,050	104,748
Net gain Postal Service	2,200	66,110
Net gain entire service	21,250	170,858

[1] Included in miscellaneous figures for 1916.

[2] The increase of 10,211 employees is in part due to the taking of the decennial census, requiring 5,845 temporary employees at Washington and 2,647 temporary field employees in the census and other activities.

[3] This is exclusive of details from other Government establishments.

[4] This represents the consolidation of a large number 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.

TABLE II.—*Number of employees in each branch of the Federal executive civil service on June 30, 1930* [1]

Department or office	In District of Columbia			Outside District of Columbia			Total
	Men	Women	Total	Men	Women	Total	
The White House	41	4	45				45
State	377	337	714	2,906	1,071	3,977	4,691
Treasury	5,588	7,848	13,436	32,461	7,003	39,464	52,900
War	2,627	1,781	4,408	41,513	4,368	45,881	50,289
Justice	644	278	922	2,827	1,051	3,878	4,800
Post Office	3,227	848	4,075	285,696	[2] 27,224	312,920	[3] 316,995
Navy	5,725	1,202	6,927	38,459	2,310	40,769	47,696
Interior	2,290	1,316	3,606	12,655	2,312	14,967	18,573
Agriculture	3,046	2,209	5,255	17,512	2,969	20,481	25,736
Commerce	4,831	4,587	9,418	14,172	3,365	17,537	26,955
Labor	411	363	774	3,358	808	4,166	4,940
Government Printing Office	3,491	928	4,419				4,419
Smithsonian Institution	402	148	550				550
Interstate Commerce Commission	1,162	369	1,531	690	31	721	2,252
Civil Service Commission	151	244	395	88	78	166	561
Bureau of Efficiency	33	13	46				46
Federal Trade Commission	282	129	411	30	9	39	450
Shipping Board	422	300	[4] 722	384	129	513	1,235
Alien Property Custodian	95	85	180				180
Tariff Commission	124	86	210	8	2	10	220
Employees Compensation Commission	40	78	118	23	38	61	179
Federal Board for Vocational Education	42	45	87				87
Panama Canal	64	14	78	14,049	572	14,621	14,699
Public Buildings and Parks of the National Capital	2,028	625	2,653				2,653
General Accounting Office	1,226	744	1,970				1,970
Veterans' Bureau	1,565	3,190	4,755	12,636	7,328	19,964	24,719
Railroad Administration [5]	10	5	15				15
Commission of Fine Arts	2		2				2
War Finance Corporation [5]	10	3	13				13
National Advisory Committee for Aeronautics	20	20	40	198	16	214	254
Federal Reserve Board [5]	89	98	187	18		18	205
Board of Tax Appeals	66	84	150				150
Board of Mediation	20	8	28				28
Federal Power Commission	25	11	36	2		2	38
Federal Radio Commission	39	58	97				97
American Battle Monuments Commission	5	4	9	25	8	33	42
Federal Farm Board	128	100	228	1	2	3	231
Total	40,348	28,162	68,510	479,711	60,694	540,405	608,915

[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, 246 carriers for offices having special supply, 5,698 clerks in charge of contract stations, 11,789 star-route contractors, and 276 steamboat contractors. Does not include 33,483 clerks at fourth-class offices who are employed and paid by the postmaster, and 22,240 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	Date	In District of Columbia	Outside District of Columbia	Total
June 30, 1916	39,442	398,615	438,057	Dec. 31, 1925	61,509	486,568	548,077
Nov. 11, 1918	117,760	[1] 800,000	[1] 917,760	June 30, 1926	60,811	499,894	560,705
July 31, 1920	90,559	[1] 600,557	[1] 691,116	Dec. 31, 1926	59,569	486.772	546,341
July 31, 1921	78,865	518,617	597,482	June 30, 1927	59,800	499,338	559,138
June 30, 1922	69,980	490,883	560,863	Dec. 31, 1927	60,660	493,515	554,175
June 30, 1923	66,290	482,241	548,531	June 30, 1928	61,388	507,327	568,715
Dec. 31, 1923	65,025	479,646	544,671	Dec. 31, 1928	62,140	510,967	573,107
June 30, 1924	64,120	490,866	554,986	June 30, 1929	63,904	523,761	587,665
Dec. 31, 1924	66,079	489,540	555,619	Dec. 31, 1929	63,946	525,199	589,145
June 30, 1925	63,756	500.962	564,718	June 30, 1930	68,510	540,405	608,915

[1] Approximate.

INCLUSIONS WITHIN THE CLASSIFIED SERVICE

Positions and employees brought into the classified service during the fiscal year 1929–30, with citation of authority:

Executive order of Mar. 1, 1904 (War Department)	1
Executive order of Sept. 14, 1910 (Customs Service, New York)	1
Executive order of Oct. 11, 1924 (Army transport service)	11
Executive order of July 25, 1925 (State Department)	1
Executive order of Aug. 8, 1929 (revoking par. 1, subdivision 2, of Schedule A) (State Department)	10
Executive order of Feb. 1, 1930 (War Department)	1
Executive order of Feb. 25, 1930 (War Department)	1
By act of June 18, 1929 (Fifteenth Decennial Census)	1
Rule II, section 6, positions and occupants included under Treasury Department, custodian service, 2; Internal Revenue Service, 1; Customs Service, 2; Navy Department, Marine Corps Headquarters, 6; Indianhead, Md., 2; Post Office Department, St. Paul, Minn., post office, 1; Department of Interior, Yosemite National Park, 12; consolidated purchasing and shipping unit, Seattle, Wash., 2; Smithsonian Institution, 3; Public Buildings and Public Parks of the National Capital, 3	34
Under section 7 (Post Office Service)	139
Rule X, section 13, classified for long and meritorious service overseas: War Department, Alaska, 3; Philippine Islands, 3; military government in Cuba, 1; Navy Department, naval station, Cavite, Philippine Islands, 1; Department of Agriculture, Alaska, 1	9
Total	209

The classification of positions and employees of the Alaska Road Commission was initiated during the year. The exact number of positions and incumbents affected is as yet undetermined. Appointments to the Alaska Road Commission have heretofore been made under Schedule A, subdivision 1, paragraph 9.

EXCEPTIONS FROM PROVISIONS OF THE RULES

Thirty-nine Executive orders waiving some provisions of the civil service rules were issued during the year. This was a decrease of 27 under the previous year.

Twenty-nine orders permitted appointments, 5 of which were authorized for one year only, 6 permitted reinstatements, 3 conferred a classified status, and 1 permitted the retention of 3 employees in the Federal Radio Commission.

These waivers constitute, as heretofore, a negligible percentage of the entire number of appointments made.

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

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, to positions classified under the civil service rules, and positions not so classified; also the number appointed each year as the result of such examinations, are shown in the following table:

	Examined			Appointed		
	1928	1929	1930	1928	1929	1930
Under civil-service rules:						
Original appointment	231, 425	238, 009	260, 509	37, 796	44, 817	38, 281
Promotion, transfer, or reinstatement through examination	5, 572	5, 501	6, 920	2, 521	3, 096	2, 794
Total	236, 997	243, 510	267, 429	40, 317	47, 913	41, 075
Not under civil-service rules	17, 878	18, 515	19, 928	4, 791	4, 318	3, 644
Total	254, 875	262, 025	287, 357	45, 108	52, 231	44, 719

APPOINTMENTS UPON NONCOMPETITIVE EXAMINATION

The rules provide for appointment to certain positions as a result of noncompetitive examination. These positions are fixed in Schedule B of the rules.

In the Bureau of Foreign and Domestic Commerce the peculiar qualifications required in the higher grade positions, both abroad and in this country, in the way of personality and specialization in industry are such that in the judgment of the President they may be better filled by noncompetitive than by competitive examination. The bureau makes a careful investigation of the claims of persons who apply for such appointments, including an oral test of the personal qualifications. The bureau then singles out the individual who seems most nearly to meet the requirements of the existing vacancy, and submits his name and sworn statement of education and experience to the commission with a request for approval of his appointment. The qualifications of the appointee in the way of education and experience must meet the commission's minimum requirements in competitive examination for positions of similar grade in the professional service. The credentials of the candidate are considered by the commission's examiners, and if they meet the standards, authorization for the appointment is issued.

Similarly, the State Department has a group of positions of a technical nature, calling for specialists in foreign relations, political, economic, and financial, which are filled in this way. For example, if a condition develops abroad demanding immediate consideration by an expert, say in far eastern affairs, it is possible for the department to choose the highest available authority in this particular field, submit a statement of his qualifications to the commission, and secure authority for this appointment within 24 hours.

The Federal Farm Board act authorized the board to appoint experts without regard to the civil service act. In order that the qualifications required might be passed upon by the commission, the President, upon request of the board, issued an order bringing the

expert positions within the operation of Schedule B. In like manner, attorneys in the Veterans' Bureau, although these positions are excepted from examination along with all other attorney positions, have been included in Schedule B, at the request of the Veterans' Bureau, and are now subject to noncompetitive examination.

It may be thought that an appointing officer familiar with the qualifications of the limited number of persons who apparently can adequately perform the duties of a vacant position may make a satisfactory selection, thus obviating the routine incident to publication and rating of an open competitive examination. It is of frequent occurrence, however, that the commission has sources of information beyond those available to an appointing officer, and can secure through competitive procedure qualified candidates of whom the appointing officer had no knowledge. It is important, of course, that not merely qualified persons should be secured, but those who are best qualified, and this can only be determined by competitive examination.

A further argument that has been made in favor of a more general application of Schedule B is that a qualified person would agree to accept such an appointment, but would not apply for an examination in which he must compete with others. The experience of the commission is that for the type of examination which is prescribed for these high-grade positions, no difficulty is encountered. On the contrary, it has occurred that the individual whom the appointing officer first desired to secure, would not consider the position unless assured that it was in the competitive classified service with the full protection that such status carries with it.

TEMPORARY APPOINTMENTS

Temporary appointments are only authorized to meet the actual needs of the service. They are made in the absence of eligibles for permanent appointment, for a temporary job of work to be completed within a definite period, or in cases of the proposed reinstatement of a former employee of the Government where an unusual delay occurs in the issuance of the reinstatement certificate. These appointments are confined, so far as practicable, to persons whose names are on an eligible register, applicants awaiting an examination, or whose papers are in the course of grading, and those who have a reinstatement status. When such persons are not available for temporary appointment the proposed temporary appointee is required to show that he is qualified for the position.

Temporary appointees employed in the Bureau of Engraving and Printing, to meet the emergency in connection with the production of small notes, were taken over by the National Bank Redemption Agency of the Treasurer's Office and in the Redemption Division of

the Office of the Comptroller of the Currency, because of the need for persons experienced in the count of national-bank notes. For the same reason, the Treasury Department was also authorized to employ temporarily former employees of these bureaus, who had served one or more years in the agency and had lost their eligibility for reinstatement.

A number of temporary appointments to clerical positions in The Adjutant General's Office were made in connection with the completion of the soldiers' adjusted compensation work. The laboring force of the Office of Public Buildings and Public Parks was considerably increased by temporary appointments for job work in connection with the underpinning of some of the temporary buildings, the mosquito control, pruning of shrubbery, etc.

The necessity for authorizing temporary appointments to the positions of nurse and medical officer, specialized in various lines, still exists, due to the inability to secure sufficient eligibles for these positions. These persons are required to file application for the examinations and usually qualify and are later probationally appointed.

The following table shows the distribution of temporary appointments during the fiscal year ending June 30, 1930, exclusive of those made under the District system:

Department or office	Pending filling of vacancy permanently		Job employment	
	Through examination	Without examination	Through examination	Without examination
Agriculture	13	76	304	[1] 592
American Battle Monuments Commission			1	
Bureau of the Budget			1	
Civil Service Commission			50	1
Commerce	11	30	319	112
Efficiency			13	1
Employees' Compensation Commission			9	
Federal Board for Vocational Education		1	1	
Federal Farm Board		9	5	4
Federal Radio Commission	1		1	3
Federal Trade Commission			15	
General Accounting Office			7	
Government Printing Office		19	6	
Interior	5	[2] 654	13	57
Interstate Commerce Commission		20	13	1
Justice	2	97	2	3
Labor	2	12	65	18
National Advisory Committee for Aeronautics			4	
National Park and Planning Commission				1
Navy	1	6	4	
Panama Canal		1	12	7
Post Office	2	5	81	
Public Buildings and Public Parks of the National Capital	37		254	28
Smithsonian Institution	1		47	18
State	1	1	81	
Tariff Commission			5	
Treasury	1	[3] 227	195	147
Veterans' Bureau	188	[3] 304	83	15
War	6	9	127	28
Total	271	1,471	1,718	1,036

[1] Includes a large number of field assistants and engineer students appointed principally for the summer months.
[2] Includes Indian field service where much difficulty is experienced in filling the positions permanently.
[3] These are mostly doctors and nurses in the Public Health Service and hospitals of the Veterans' Bureau.

PROHIBITION SERVICE

The act of March 3, 1927, creating a Bureau of Prohibition in the Treasury Department required that all positions in that bureau except that of commissioner should be filled through competitive examination under the civil service act. The prohibition reorganization act of 1930 transferred prohibition enforcement activities from the Treasury Department to the Department of Justice, and withdrew attorneys from the competitive classified service allowing appointments to be made without examination. Forty-nine attorneys who had been appointed as a result of competitive examination for the Prohibition Bureau were transferred to the Department of Justice. The act provided that all the employees other than the director of prohibition, the assistant director, and attorneys should be appointed under the competitive provisions of the civil service act.

In a letter of June 23, 1930, the Treasury Department inclosed a copy of a letter from Doctor Doran, the Commissioner of Prohibition, dated June 17, in part as follows:

> I wish to express my personal thanks for the attitude of the Civil Service Commission and for the liberal manner in which it has cooperated with this bureau in the past in connection with the placing of our field personnel under civil service. The problem of securing properly qualified eligibles to fill a number of important positions in this service has been somewhat difficult and that this work has been accomplished is due in a large measure to the sympathetic consideration we have received from them.
>
> I am sure that we shall make every effort to maintain the fine spirit of cooperation which has heretofore existed.

As most of the positions in the Bureau of Prohibition had been filled from the initial examinations held in 1927 and 1928, there was a falling off in the number of examinations and appointments in that bureau in 1929.

The following table shows the whole number of eligibles and appointments made as a result of the examinations to the following positions in the Bureau of Prohibition:

Examination	Eligibles	Appointed	Suspensions		Cancelled	Eliminated by consideration [1]	Available eligibles
			Requested	Declined appointment			
Prohibition agents	1,825	568	48	38	54	294	823
Storekeeper-gauger	219	60	14	9	3	18	115
Deputy prohibition administrator	28	1			1	4	22
Total	2,072	629	62	47	58	316	960

[1] Under investigation, appointed to other positions, objections sustained, three considerations, and deaths.

DISCONTINUANCE OF EXAMINATIONS FOR PROBATION OFFICERS, UNITED STATES COURTS

An act to provide for the establishment of a probation system in the United States courts, except in the District of Columbia, approved March 4, 1925, and immediately effective, provided that salaried probation officers "shall be appointed after competitive examination held in accordance with the laws and regulations of the civil service of the United States."

The Judiciary Committee on December 21, 1929, reported an amendatory bill which was enacted and approved June 6, 1930, striking out the requirement of appointments of probation officers through civil service examination.

APPORTIONMENT AND RESIDENCE

The number of appointments in the departments at Washington charged to the apportionment on June 30, 1929, was 36,593; on June 30, 1930, 37,273, a net increase of 680. Of this increase, 146 were charged to the District of Columbia, 26 to Maryland, and 69 to Virginia. Slightly more than 20 per cent of these 241 original appointments were of persons who had been granted military preference and thus released from the requirements of the apportionment. The rules based on statutory provisions require that eligibles who have been granted military preference be certified without regard to the apportionment. Disabled veterans, receiving 10 points, are placed first on the registers under Executive order of March 2, 1929. As other veterans, from the fact that their examination ratings are augmented by five points, frequently enjoy advantage in standing over nonpreference eligibles on the registers, the waiver of the apportionment in such cases has added frequently to the disparity. In view of the fact that the apportionment has not been operative in these cases, the commission decided on May 3, 1930, that such appointments should not thereafter be charged to the apportionment. This decision also applies to persons appointed by Executive order and to employees brought into the apportioned service by legislation transferring their positions from the nonapportioned service to the apportioned service, as the apportionment provisions observed in appointments from the register also can not operate in such cases.

The commission in its report for the fiscal year ended June 30, 1929, described the difficulties in attempting to maintain the apportionment with mathematical exactness, due mainly to the lack of qualified competitors from the more distant States. This is especially true of the lower salaried positions. Of the original appointments through certification from the commission's registers charged to the District of Columbia, Maryland, and Virginia, during the past year, 53 per cent were appointments at salaries of $1,200 or less, in such

positions as stationary fireman, guard, elevator conductor, copy puller, and junior messenger. The last named constituted about 32 per cent, appointed at $600. As long as these and similar positions remain in the apportioned service, appointments thereto will of necessity be charged mainly to the District of Columbia, Maryland, and Virginia, since residents of more distant States will not compete for appointment at these low salaries in sufficient numbers to meet the needs of the service.

In compliance with a resolution of the Senate, the commission furnished it, under date of July 30, 1930, "a list of the names of all employees in the classified service from the States, Territories, and the District of Columbia, whose quotas are in excess of their apportionment, and who have been appointed since November 11, 1918."

This list indicated what appointments were made from eligible registers, by reinstatements, by transfer, by Executive order, or by act of Congress; also what persons were entitled to military preference. Attention was also drawn to the explanation of the apportionment made in the hearings on appointments and dismissals in the civil service before a Senate committee, under Senate Resolution 154, sitting from June 15, 1928, to February 25, 1929. The commission made a careful analysis at that time of the conditions under which appointments from the States in excess and the District of Columbia occurred, the calendar year 1927 being selected as typical; it was shown that practically all original appointments from the States in excess were possible because of the absence of eligibles from the States in arrears, unless the appointees were entitled to military preference.

RESIDENCE

An opinion of the Court of Appeals of the District of Columbia, January 6, 1930, in the case of Charles Nathaniel Ward, a minor who claimed actual domicile in Ohio by virtue of the fact that his father was appointed in the Government service in the District of Columbia (in 1911) from Ohio, held that Ward, being a minor, shared in the domicile of his father and was entitled to examination as a domiciliary of Ohio notwithstanding he had been living in the District of Columbia since 1912. The court quoted a statute of Ohio providing that if a person remove from Ohio to the District of Columbia or other Federal territory to engage in Government service, he shall not be considered to have lost his residence in the State.

It is the opinion of the commission that the court's decision applies to the wives and minor children of persons in the Government service only, whether in the apportioned or unapportioned service, and does not touch the cases of persons who are not in the Government service. Such cases, therefore, will continue to be handled on their individual merits as heretofore, and in accordance with the terms of the census

act passed by Congress on July 2, 1909, which requires in substance that in order to become eligible to permanent positions in the apportioned departmental service at Washington, D. C., a person must show that he or she has been actually domiciled in the State claimed for at least one year next preceding the date of an examination.

Much of the embarrassment which the commission finds in administering the provisions of the act of July 2, 1909, arises from the opinion of Attorney General Wickersham to the effect that the language "for at least one year previous" means for at least one year next preceding. If it were necessary for applicants to show only that they have actually been domiciled at some time for at least one year in the State or Territory in which they claim residence, and that they are at the time of filing application actually legal residents of the State or Territory claimed, it would be possible to accept as applicants for the apportioned service many individuals whose applications must now be rejected.

VETERAN PREFERENCE

An Executive order of March 2, 1929, provided for the continuance of the addition of 10 points to the earned ratings of disabled veterans and, in addition, for the certification of disabled veteran eligibles ahead of veterans not disabled and nonveterans, regardless of their ratings. It also provided that widows of veterans, and wives of veterans who themselves are physically disqualified for Government employment, should have 10 points added to their earned ratings instead of the 5 points formerly allowed, and that they should have the same advantage in certification as disabled veterans.

Veterans not disabled were left in the same status as before; that is, 5 points are added to their earned ratings and their names are placed on the registers with nonveterans in accordance with their augmented ratings.

Naturally, the changes in the regulations have materially increased the number of disabled veterans, widows, and wives of veterans appointed.

From the issuance of the Executive order of March 3, 1923, which first provided for a 10-point preference for disabled veterans, to June 30, 1930, 9,258 disabled veterans were appointed, 1,892 having been appointed in the last year. Comparison of this last figure with the number of disabled veterans appointed during the period of more than five years between March 3, 1923, and June 30, 1928—that is, 5,729—shows the effect of the Executive order of March 2, 1929, so far as the appointment of disabled veterans is concerned.

Further practical results of veteran preference regulations are indicated by the following figures:

Appointments of veterans in the classified service July 1, 1919–June 30, 1930

Fiscal year	Veterans [1]			Total number of appointments	Per cent veterans appointed
	5-point preference	10-point preference	Total number of preference appointments		
1919–20	15,750		15,750	115,770	13.59
1920–21	[2] 29,250		[2] 29,250	101,164	28.91
1921–22	18,760		18,760	62,488	30.02
1922–23	19,137		19,137	56,087	34.12
1923–24	15,850	1,179	17,029	65,625	25.94
1924–25	9,930	1,474	11,404	48,804	23.36
1925–26	6,973	1,027	8,000	36,992	21.62
1926–27	8,832	1,115	9,947	38,777	25.65
1927–28	8,274	934	9,208	37,796	24.36
1928–29	9,941	1,637	11,578	44,817	25.83
1929–30	7,273	1,996	[3] 9,269	38,281	24.21
Total	149,970	[4] 9,362	159,332	646,601	24.64

[1] Prior to March, 1923, all honorably discharged veterans were placed above all other eligibles on registers if they attained ratings of not less than 65 per cent.

[2] Approximated.

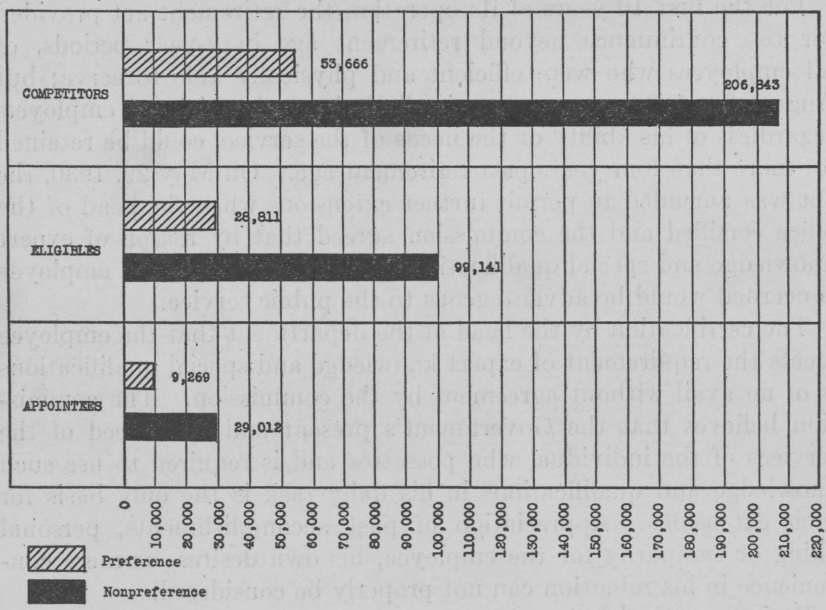
[3] Of this number (9,269), 1,965 were mechanics in navy yards, ordnance and engineer establishments for which the records of rating are not readily available. Of the remainder (7,304), the veterans attained earned ratings of less than 70 per cent as follows:

5-point preference, 457; 10-point preference, 447; total, 904, or 12.4 per cent.

[4] Of this number (9,362), 1,657, or 17.7 per cent, received an earned rating of less than 70 per cent.

NOTE.—Statistics as to the number of 5-point preference veterans appointed in the classified service from 1919 to 1929, whose marks were below the usual passing grade, are not available.

TOTAL NUMBER OF PREFERENCE COMPETITORS, ELIGIBLES, AND APPOINTEES OF THE CLASSIFIED SERVICE, COMPARED WITH THE TOTAL NUMBER OF NONPREFERENCE COMPETITORS, ELIGIBLES, AND APPOINTEES FOR THE FISCAL YEAR ENDED JUNE 30, 1930



PREFERENCE IN RETENTION

The rules provide not merely for preference in appointment but also for preference in retention in the service upon a reduction of force, of veterans whose records are good.

FEATURES OF THE NEW RETIREMENT LAW

Retirement annuities were liberalized by an amendatory act of May 29, 1930, the maximum annuity being increased from $1,000 to $1,200 a year. The retirement age of Indian Service employees, except clerks, was reduced from 70 to 65, the retirement age of mechanics and laborers in navy yards from 65 to 62; employees retirable at 70, 65, and 62 years of age were given the privilege of retiring after 30 years of service at the ages of 68, 63, and 60 years, respectively; continuance, subject to stringent conditions, was made possible for more than four years beyond retirement age after August 20, 1930; employees of the United States Soldiers' Home, the National Home for Disabled Volunteer Soldiers, citizen employees of the State Department outside of the United States and not within the Foreign Service, and permanent employees of the Indian Service at Large not previously included, were brought within the system. Other features are: A method of computing annuities proportional to amounts deducted from salaries; including in the annuitable period service under the District of Columbia, in the legislative branch, and leaves of absence granted employees while receiving benefits under the employees' compensation act. The service required for disability annuity was reduced from 15 to 5 years.

For the first 10 years of its operation the retirement act provided for the continuance beyond retirement age in 2-year periods, of all employees who were efficient and physically able to serve; but August 20, 1930, was set as the limit beyond which no employee, regardless of his ability or the needs of the service, could be retained for more than four years past retirement age. On May 29, 1930, the act was amended to permit further extensions when the head of the office certified and the commission agreed that by reason of expert knowledge and special qualifications the continuance of the employee concerned would be advantageous to the public service.

The certification by the head of the department that the employee meets the requirement of expert knowledge and special qualifications is of no avail without agreement by the commission. The commission believes that the Government's present and vital need of the services of the individual who possesses and is required to use such knowledge and qualifications in his daily task is the only basis for such extensions. Appreciation of past accomplishments, personal liking or sympathy for the employee, his own desires, or mere convenience in his retention can not properly be considered.

Retirement legislation was enacted to relieve the service of the burden of superannuated employees by providing a means of support for them after they had outlived their usefulness. It is recognized that the separation of an experienced employee still able to serve

acceptably after he is four years past retirement age is a loss to the Government; but it must be borne to secure relief from the greater losses resulting from superannuation in the service.

The act does not contemplate continuance of an employee merely because he will serve at a lower salary than his successor can command, or because it will be inconvenient to train some one to take over the work; nor is mere proficiency gained through long experience sufficient basis for singling out a routine employee for retention. In order to effectuate the primary purpose of the act, continuances for more than four years beyond retirement age must be confined to those employees who are engaged on important work which can not be satisfactorily completed without them.

To administer this provision of retirement legislation on any other basis would weaken its main purpose and result in the indefinite retention, even after their services became valueless, of many employees whose continuances would be based on personal influence with little regard for the needs of the service.

The amendment of Civil Service Rule IX, on July 9, 1929, to permit reinstatement without time limit of employees who had five years of service before separation, and the amendment of the retirement act on May 29, 1930, to permit disability retirement after five years of service, make possible an annuity for such employees immediately following reinstatement, if they become disabled. Employees reinstated without time limit have reentered the service at the average age of 44 years and are therefore 16 years nearer the age of retirement than probational appointees, assuming that such probationers enter at the average age of 28 years. This means loss to the Government—loss through shortened terms of service, and loss of 16 of the most active, valuable years in the lives of these employees.

POLITICAL ACTIVITY

The number of cases involving political activity on the part of classified employees in which the commission took action during the past fiscal year is 48 less than in the previous year.

Nature of political activity investigated	Recommendation						Total
	Required to discontinue	Required to withdraw	Caution, warning, or reprimand	Removal or resignation	Suspension or reduction in salary	Charges not sustained	
Serving on election boards			1		1		2
Taking an active part in political conventions, campaigns, and elections	1		4	1	2	3	11
Electioneering						1	1
Influencing voters by use of money			1				1
Becoming a candidate for elective office		7	1	1			9
Soliciting support for political candidates			2			3	5
Holding office in political organization		3				3	6
Activity in school controversy	3		1		2	1	7
Miscellaneous (minor offenses and 2 or more charges)	3	1	23	5	3	14	49
Total	7	11	33	7	8	25	91

A relatively large proportion of the violations of the political activity rule occur in the rural carrier service. This condition is apparently due to the practice of the Post Office Department in submitting lists of rural carrier eligibles to Members of Congress for their recommendation.[1]

PERSONNEL RECORDS

Under the civil service act the commission is charged with keeping records of persons selected for appointment upon examination. These records have been satisfactory as a basis for action in any matter affecting the operation of the Civil Service Act and Rules.

Much remains to be accomplished in the standardization and unification of personnel records. Section 15 of the retirement act approved May 29, 1930, provides as follows:

> The Civil Service Commission shall keep a record of appointments, transfers, changes in grade, separations from the service, reinstatements, loss of pay, and such other information concerning individual service as may be deemed essential to a proper determination of rights under this act; and shall furnish the Commissioner of Pensions such reports therefrom as he shall from time to time request as necessary to the proper adjustment of any claim for annuity hereunder; and shall prepare and keep all needful tables and records required for carrying out the provisions of this act, including data showing the mortality experience of the employees in the service and the percentage of withdrawals from such service, and any other information that may serve as a guide for future valuations and adjustments of the plan for the retirement of employees under this act.

While the duties imposed by the law upon the commission relate primarily to records in connection with the retirement of civilian personnel, the commission hopes to coordinate personnel records in the different departments so as to make readily available the data required by the several agencies concerned in both personnel and retirement. These agencies are the Commission itself which maintains service records and verifies status for retirement purposes; the Board of Actuaries which reports annually upon the actual operations of the retirement act; the Bureau of Pensions which receives and disburses annuities, refunds and allowances; the General Accounting Office which has to do with the equities of employees in the retirement fund; the Bureau of the Budget which passes upon the estimates of the appropriations necessary to finance the retirement and disability fund; the Bureau of Efficiency which prescribes regulations governing efficiency of Federal employees; and the Personnel Classification Board which classifies civilian positions of the Federal Government within the District of Columbia.

Under the provisions of the new retirement law coordination by these agencies may be effected with the least duplication of records

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[1] See Fortieth Report, pp. XXVII—XXIX.

and effort, and with utilization of existing records and equipment. Each of the agencies concerned will be aided in performing its individual functions and at the same time there will be provided adequate sources of information for statistical, administrative, and legislative purposes.

Ten years of operation under the retirement act, however, has demonstrated the necessity for setting up and maintaining records in more detail than has been found necessary under the civil service act, and has also made necessary the maintaining of records of large numbers of employees who are not subject to that act.

There is a large body of Government employees not included under either the civil service act or the retirement act but whose status is subject to change from time to time, either by legislative or by executive action, so as to make them subject to these laws. Complete information is necessary as to the service history of these employees.

The Official Register, containing a list of all officers and employees, was discontinued in 1921. The present register is by law confined to a list of all persons occupying administrative and supervisory positions in each executive and judicial department, including the District of Columbia, whose salaries are paid from the Treasury. When the former Official Register was discontinued in 1921, it was contemplated that there should be established a card directory, showing data concerning every person in the service, to be kept current by daily notification from the departments of all appointments, changes, and separations of employees. In connection with this directory, there should also be established a statistical card for each employee which would be available for the preparation of information as a basis for legislation and other purposes.

The card directory has not been set up, although a reference file has been developed which, at small expense, could be made a complete directory of all persons employed.

Under the recently amended retirement act, information will be available showing the financial account of each member of the retirement system. In order, however, to have all the information which is essential to the proper determination of rights under the retirement act, a service history of each member of the retirement system should likewise be available.

WOMEN IN THE SERVICE

The diversity in the progress of women in the Government service is illustrated in the appointments in the past year.

Foremost among the higher-paid women were those who specialized in home economics and who were appointed at salaries ranging from $3,200 to $4,600. Less remunerative positions in the associate

grades of scientific work, to which women were appointed are medical officer, bacteriologist, and industrial economist at salaries of $2,400 to $2,600, while many were appointed at $2,000 as junior scientists in botany, chemistry, entomology, home economics, library science, pharmacology, biology, and law. Other worth-while positions filled by women were editorial clerk, translator, dietitian, distilled-spirits clerk, and girls' director of physical education.

The proof of women's progress, however, lies not alone in their increasing numbers in higher scientific and technical positions, but in their ability to win positions for which men and boys in the past have been selected. During the year women were appointed as inspector of customs, immigrant inspector, telegraph operator, linotype operator, and minor observer in meteorology. Drafting is a field in which several women have received appointment as topographic and mechanical draftsmen.

Women with little or no college training are no longer confining themselves to stenography and office machine operating but are qualifying for Government positions through such examinations as underlaboratory helper, underscientific helper, dental hygienist, minor library assistant, and apprentice draftsman.

The classification act fixes salaries according to the duties performed, irrespective of sex.

ALASKA AND INSULAR POSSESSIONS

The civil-service rules have been extended to our outlying possessions as rapidly as it has been possible to fill positions successfully upon competitive examination. Incidentally it is important to do this in order that employees may obtain the benefits accorded by the civil service act and the retirement system. At present, positions in Guam, Samoa, and the Virgin Islands may be filled without examination. Classification of the positions in Guam has been found inexpedient because of the lack of mail-delivery system and the length of time consumed in correspondence with the United States. Residents and natives of the islands are appointed almost exclusively. The force is small and though the Government employees have practically permanent tenure of office, it is not believed that classification would be advantageous under present conditions. This is true also of Samoa and the Virgin Islands.

Alaska is a part of the eleventh civil service district, which also covers the northwestern part of the United States, with headquarters in Seattle. Positions in the Customs and Post Office Services and the Alaska Road Commission are filled under the rules. Where available, eligible registers are also used for filling positions in other branches of the Alaskan service. Difficulty is experienced in filling

positions in isolated localities through competition. For example, the work of the Bureau of Education necessitates close contact with the natives and as the stations are widely distributed it is advisable to appoint husband and wife.

The civil service act and rules are applied in Hawaii in the same manner as in the continental United States. Hawaii is attached to the twelfth civil service district with headquarters at San Francisco. There is ample competition and little difficulty has been experienced in satisfactorily filling all positions from among residents in the islands.

Positions on the Isthmus of Panama, other than those of clerks receiving $100 in gold per month or more, as also those of bookkeeper, stenographer, typewriter, surgeon, physician, trained nurse, and draftsman may be filled without regard to the rules. Competitive examinations held on the Isthmus have, for most positions, resulted in a sufficient number of eligibles to meet the needs of appointment.

In the Philippine Islands positions other than skilled and unskilled laborers in the War Department, artisan and supervisory positions under the Navy Department are filled through competitive examination. The director of civil service at Manila, who administers the civil service law for the insular government of the Philippines, acts as the Commission's representative in the islands. Registers of eligibles established for the insular service are used wherever possible, but, when necessary, examinations are held for positions in the Federal service. Such examinations are open to citizens of the United States and those who owe it allegiance. Fillipinos are therefore examined, if they meet the requirements set forth in the announcement, and have the same rights and privileges as accorded citizens of the United States. Examinations held in the Philippines usually secure a sufficient number of eligibles and the turnover is small, especially in the positions held by natives. The higher administrative positions are sometimes filled by details from the United States.

In Porto Rico there are about 600 positions in the Federal service and about 8,700 in the insular service. For many of the positions in the insular service competitive examinations are held under a local civil service law administered by a local commission. The chairman of the Porto Rican Civil Service Commission is the principal representative of the United States Civil Service Commission in the island. He is assisted in conduct of examinations for the Federal service by seven boards of examiners consisting of employees in the post offices, customhouses, and other branches.

Residents of Porto Rico who pass examinations for the departmental service in Washington have excellent opportunities of appointment because the share of appointments for that Territory under the apportionment is in arrears.

INDIAN PREFERENCE

In order to further the statutory requirement that preference be given qualified Indians in employment in the Indian Service, persons with at least one-fourth Indian blood have been given preference in appointment to school and agency positions in that service. In still further effort to favor Indians who have passed the competition for positions in other branches of the classified service the attention of appointing officers is called to their papers when certification for appointment is made, and they are asked to give them special consideration. These steps are in pursuance of the guidance and placement policy of the Interior Department, explained in the commission's last annual report, of applying the competitive principles of the merit system to the advantage of the Indians themselves and the Government service. Indians were formerly allowed appointment in the Indian Service without competitive examination, but now that educational facilities, both cultural and occupational, for these wards of the Government have become more general, it is felt that when they become applicants for appointment, they should be subjected to competitive tests, while at the same time given preference for certification in the Indian field service; and that when they become competitors with white persons outside of that service, the fact that they are Indians should entitle them to special consideration at the hands of appointing officers. These appointments both within and outside the Indian Service will bring Indians into active contact with wide business activities and further the Government's purpose to make them independent and self-reliant citizens. Indians will be thus impressed with the opportunity of receiving desirable appointments as the result of competitive examination and this should be an incentive to greater effort on their part to take advantage of the educational facilities which are offered for their improvement. The Indian, by these means, is taken out from under the possible influences of the spoils system and given incentive toward attaining the full rights and privileges of citizenship and employment along the lines of the industrial training given him by the Government.

COMMITTEE TYPE EXAMINATIONS

For filling professional, scientific and technical positions of high grade the Commission, in recent years, has used a procedure called the committee type of examination. Under this system a committee of experts in the particular line of work in which the vacancy exists, is chosen to act as a board of examiners for this one examination. The board ordinarily is composed of a representative of the department or office where the vacancy exists, one or more acknowledged authorities from outside the service, and a representative of the com-

mission, who acts as chairman of the committee. In the published notice of the examination the names of the members of the Committee are given as a guarantee that the qualifications of applicants will be passed on by acknowledged experts.

The examination itself is nonassembled, the relative qualifications of applicants being determined by their education, experience, and fitness from the point of view of personality, and their publications or writings.

During the past year examinations of this type have been held to fill vacancies in the following positions:

Specialist in historical research, $4,600, State Department, July, 1929.
Principal marketing specialist, $5,600, Department of Agriculture.
Assistant technical director (chief chemist), $8,000, War Department.
Specialist in historical research, $4,600, State Department, December, 1929.
Senior pathologist (sugar beets), $4,600, Department of Agriculture.
Chief of food control, $5,600, Department of Agriculture.
Director of education, $5,600, Department of Interior.

This procedure has proven very satisfactory in the quality of applicants secured, the quickness with which an eligible register can be established, and the satisfaction of appointing officers with the eligibles certified.

NECESSITY FOR AGE LIMITS

Numerous inquiries are made to know the reasons for fixing maximum age limits.

Age limits are agreed upon between the commission and appointing officers. A maximum age satisfactory to one branch of the service is not always acceptable to another and effort is made to standardize the limits for the various groups of related positions.

The progress of invention has lightened physical tasks, and workers do not become superannuated until a later age than formerly. Their productive period is longer. Ordinarily older employees expect to be retained until retirement age and the training received in the Government service may be of little advantage in obtaining better positions on the outside. If a large number of older persons are admitted to the service who are rejected by industry because of age, the service would not merely fail in efficiency, but it would also fail in obtaining a due number of years of service before retirement age is reached.

The retirement law made it necessary to lower maximum age limits generally. Under the law, an employee can not be retired with annuity unless he has served 15 years, except that in case of total disability an employee may be granted annuity after 5 years' service.

For positions requiring physical labor, it is of course necessary to fix an age limit low enough to give assurance of several years of

efficient service. For positions where only mental fitness is necessary, the limit is fixed at an age where the applicant should be able to function for about 15 years before reaching retirement age.

It is sometimes essential for the proper performance of the duties of the position to employ persons with recent technical or professional education, who are familiar with late discoveries and inventions, making it necessary that only persons who have graduated within a prescribed number of years be examined.

PHYSICAL QUALIFICATIONS

An applicant to be qualified for appointment must be sound in mind, body, and character, and within reasonable limits of age with regard to the duties of the positions for which he is examined. The allowance of exceptions from these requirements or the lowering of the standard for qualification would increase the cost of administration by a smaller output of work per employee; an increase of claims for compensation because of disabilities or earlier retirement annuities; and lessening the number of employees qualified for promotion or transfer.

In fairness to both applicants and the Government, like standards must be applied to all persons apart from disabled veterans. This involves the rejection of applicants physically or mentally handicapped when they apply for positions for which they are manifestly unfitted. Some of the States have committees on the rehabilitation of the physically and mentally handicapped and effort is made to find positions in which deaf mutes, for example, may function.

Generally speaking, the classes in which partially handicapped persons can be employed comprise clerks, bookkeepers, stenographers, some mechanical trades, professional, technical, and scientific positions, and others where physical ability is subordinate to mental qualifications. Examinations for these are open to all persons with sufficient physical ability to perform the duties, the passing mark physically (expressed or implied), being 70 per cent for civilians.

Doubtless because of exclusion from industries, handicapped persons naturally turn to the Government service, and it is believed that the proportion of such persons appointed is larger under the Government than in outside employment. A sympathetic effort is made to assign such persons to duties where the disability is least detrimental to efficient work.

THE DISTRICT SYSTEM

The district system, which has reference to decentralized operations, provides an expeditious method for handling of local appointments in the field services of the departments. It is under the immediate

supervision of 13 district managers, each in charge of the recruiting, examination, rating, certification, and appointment work in his district. The district managers also exercise supervision over approximately 5,000 local boards of examiners.

A great majority of the positions under the district system are in the clerical, mechanical, and custodial groups, which lend themselves more effectively to local control than to absentee handling by the commission's central office. District representatives of the commission are actually on the ground and can give their personal attention to each stage of the examination process, from recruiting of applicants to certification of finally tested eligibles. There are relatively few examinations in these groups announced by the central office.

In the interest of economy, the commission inaugurated the policy of extending the life of eligible registers wherever possible with the result that the number of examinations held by the district offices was reduced from 5,640 for 1929 to 4,551 for 1930. Notwithstanding this large decrease, the number of applications received was 220,085, a decrease of only 4,075 from the number filed for the preceding year. This relatively small decrease in the number of applications compared with the large decrease in the number of examinations held was due to the depression in industry. The number of persons visiting the district offices in quest of information increased during the last two years from 417,013 to 496,208 and the number of letters and communications received from 707,737 to 784,525.

During the week beginning May 12, 1930, a conference was held by the commission in Washington with the heads of the district offices and members of its staff. The purpose of this meeting, which was presided over by the chief examiner, was to enable the commission to consider important problems and policies relating to the administration of the field services. A like meeting had not been held for more than seven years, and vital changes in procedure had been made during that period. Among these changes were fingerprinting of appointees, physical examination before entrance on duty of appointees where Federal medical officers are available, and the policy of holding personal character investigations for law enforcement positions.

Since the district managers keep in close touch with conditions in the various Federal establishments in their districts and study their needs with respect to personnel, they were able to bring to the commission information that will enable it to meet these needs in a more sympathetic and effective manner. Other subjects considered were field certification for appointment, character investigations, examination problems, temporary appointments, office organization, and administration.

FINGERPRINTS

During the year ended June 30, 1930, 72,298 fingerprint charts of appointees, eligibles, and applicants were examined in the fingerprint section of the commission's office at Washington. Inspection disclosed that 5,037 of these persons had police records, either minor or serious. In other words, one in 14 of the persons fingerprinted had been arrested and fingerprinted somewhere in the United States because of unlawful conduct. In a large number of cases it was found that the persons whose offenses were detected through fingerprints had given untruthful answers to the questions in the application blank.

During the year previous, 42,133 fingerprint charts were examined. Of these persons, 3,296, or one in 13, were found to have police records.

The offenses represented in the detections in both 1929 and 1930 covered practically the entire range of misdemeanor and crime, from disorderly conduct to bigamy, counterfeiting, arson, burglary, and murder. A number of deserters from the military service were discovered.

The fingerprints made throughout the country by the commission's representatives are first compared with local police records. When the charts are received at the office of the commission they are checked in its central fingerprint section, and then with the records of the National Bureau of Identification.

APPROPRIATIONS AND EXPENDITURES

The appropriations and expenditures for the fiscal year 1930 were as follows:

APPROPRIATIONS

Salaries:			
Office, District of Columbia			$682, 610
Field			383, 000
Expert examiner			2, 000
Traveling expenses			50, 000
Contingent and miscellaneous expenses			39, 000
Rent of building			24, 592
Printing and binding			53, 947
Total regular appropriations			1, 235, 149
Salaries and expenses (presidential postmaster examinations)			27, 360
Total regular and special appropriations			1, 262, 509
Deficiency appropriations for prohibition examining work, District of Columbia and field, and examinations for Custom Service related to prohibition, 1929 and 1930:			
	Amount	Apportioned to 1930	
Salaries	$161, 000	$114, 095	
Travel expenses	34, 500	24, 100	
Contingent expenses	4, 500	2, 406	
		$200, 000	140, 601
Total funds available during 1930			1, 403, 110

EXPENDITURES

Classification of objects of expenditure as set forth in General Accounting Office Bulletin No. 1, of May 11, 1922, as amended:

01 Personal services	$1, 204, 304
02 Supplies and materials	65, 270
04 Subsistence (care and storage of motor vehicles)	1, 262
05 Communication service	7, 546
06 Travel expenses	70, 208
07 Transportation of things	936
08 Printing and binding	5, 578
11 Rents	24, 592
12 Repairs and alterations	496
13 Special and miscellaneous current expenses	476
30 Equipment	14, 579
Total expenditures	1, 395, 247
Unexpended balance of appropriations	7, 863
	1, 403, 110

APPROPRIATIONS

The appropriations for the fiscal year 1931 are as follows:

Salaries:	
Office, District of Columbia	$747, 750
Field	536, 620
Expert examiner	2, 000
Traveling expenses	90, 000
Contingent and miscellaneous expenses	44, 760
Rent of building	24, 592
Printing and binding	54, 000
Total regular appropriations	1, 499, 722
Salaries and expenses (presidential postmaster examination)	27, 360
Total regular and special appropriations	1, 527, 082

RESIGNATION OF PRESIDENT DEMING

Mr. William C. Deming, who served the commission as its president from March 31, 1923, resigned on July 7, 1930, to become a candidate for the United States Senate. In his letter of resignation to the President, Mr. Deming said:

It has been a great honor to serve under President Harding, President Coolidge, and you, and a privilege to be so long associated with my colleagues and staff.

I have found them loyal and efficient. To them is due much credit for the general progress in the scope and character of the merit system in the last decade.

Accepting his resignation, the President replied:

I should like to take this occasion to express my sincere regret that you feel you can not continue as chairman of the commission. The long and effective service you have given has contributed to the upbuilding of the Civil Service,

and your conduct of the office has won the full esteem of all members of the Government as well as the public at large.

I am in hopes that the time may come when your personal affairs will permit of your return to public service.

APPOINTMENT OF MR. CAMPBELL

Mr. Thomas E. Campbell was appointed commissioner by the President to succeed Mr. Deming on July 7, 1930, and is serving as president of the commission.

SUGGESTIONS

We renew the following suggestions made in previous reports that legislation be had:

1. To place field presidential positions which are nonpolicy determining, such as collectors of internal revenue and customs, and postmasters, in the classified service, dispensing with confirmation by the Senate and the 4-year term of office, leaving to the President his discretionary power of making such rules and exceptions as he may deem necessary.

In his first message to Congress, President Hoover made specific recommendation that third-class postmasters be classified. Similar recommendation has been made by several preceding Presidents. The classification of presidential officers may only be made by legislation. He said:

> Approximately four-fifths of all the employees in the executive civil service now occupy positions subject to competitive examination under the civil service law. There are, however, still commanding opportunities for extending the system. These opportunities lie within the province of Congress and not the President. I recommend that a further step be taken by authorization that appointments of third-class postmasters be made under the civil service law.

2. To extend the acts of Congress applying the competitive system of appointment to policemen and firemen in the District of Columbia so as to include all employees in the municipal departments of the District as is done in other large cities of the country. It is anomalous that Washington should be the only large city in the United States to which the merit system has not been applied throughout its municipal service.

3. To restore to the classified service the positions of deputy collector of internal revenue and deputy marshal.

We have the honor to be, very respectfully,

THOMAS E. CAMPBELL,
G. R. WALES,
JESSIE DELL,
Commissioners.

The PRESIDENT,
The White House.

ANNUAL REPORT OF THE CHIEF EXAMINER

OCTOBER 6, 1930.

The COMMISSION:

The following table shows the number of persons examined and appointed during the fiscal year ended June 30, 1930:

Examinations	Examined	Appointed
Classified service:		
For entrance—		
Professional and scientific service	13,336	1,519
Subprofessional and subscientific service	9,172	1,951
Clerical, administrative, and general business	171,778	19,904
Custodial, labor, and mechanical	66,223	14,907
Total for entrance	260,509	38,281
For promotion, transfer, and reinstatement	6,920	2,794
Total classified service	267,429	41,075
Unclassified service:		
Foreign Service, Department of State	117	----------
Designation to Military and Naval Academies [1]	2,229	----------
Postmaster (first, second, and third classes)	5,287	847
Philippine service (various examinations)	300	15
Unskilled laborer	9,483	2,782
Entrance to Naval Academy [2] and Coast Guard	2,512	----------
Total unclassified service [3]	19,928	3,644
Total classified and unclassified service	287,357	44,719

[1] Report showing the results of the examinations of 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 1,068, in addition to those held for mechanical trades and similar occupations. This number is 66 more than for the fiscal year 1929. There was an increase of 25,332 in the total number of persons examined.

For classified positions in the several branches of the Postal Service the following table gives the number examined during the fiscal years 1929 and 1930:

Title	Persons examined in fiscal year 1929	Persons examined in fiscal year 1930
Clerk-carrier	78,135	70,071
Laborer, Postal Service	6,037	5,139
Postmaster, fourth class	3,069	3,070
Railway postal clerk	12	10,645
Rural carrier	9,035	6,557
Total	96,288	95,482

The number of information circulars, application forms, and information cards distributed during the year was 3,011,693, as compared with 3,722,614 for the preceding year. The number of visitors at the information office in Washington was 92,924, as compared with 90,121 for 1929. The number of letters and other communications received in the application division, aside from formal applications, was 377,300, as compared with 309,472 for 1929. The number of formal applications received in the division was 172,166, as compared with 134,957 for the preceding year. Preference claims of 67,872 ex-service men and women were investigated, 27,655 being considered in the commission's Washington office and 40,217 in its district offices.

The number of persons debarred from future examinations was 1,786, of which number 1,316 were barred for false statements in applications, 399 because of unsuitability, 51 for copying or collusion in examinations, 6 for offer of bribe, etc.

The fingerprints of 72,298 persons were received and examined in the fingerprint section of the commission's office at Washington. The inspection disclosed that in 5,037 cases the persons fingerprinted had police records, either minor or serious. Of this number, 871 detections were disclosed by the commission's central office where local police search had failed to show any record. During the fiscal year 1 in every 14 persons fingerprinted was found to have a police record. The final searching of police records is done by the Department of Justice.

APPEALS AND INVESTIGATIONS

The division of investigation and review considered 7,609 appeals from ratings made by the examiners in the examining division. Changes in ratings on appeals numbered 237.

This division supervised 184 personal investigations in the field and made investigations in 38 cases in which an Executive order was proposed waiving some provision in the civil-service rules. Decisions were rendered in 8,318 cases as to whether 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 204 applicants for policeman and fireman in the District of Columbia were made.

The director of research, in his report herewith submitted, describes his studies during the past fiscal year.

Respectfully submitted.

H. A. Edson, *Chief Examiner.*

REPORT OF THE DIRECTOR OF RESEARCH

The COMMISSION (through Chief Examiner):

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IMPROVEMENTS IN ADMINISTRATION

IMPROVEMENTS THROUGH GREATER FLEXIBILITY OF REGISTERS

Clerk-Carrier and Railway-Postal Examinations.

The combination of the railway-postal-clerk and the clerk-carrier examinations and the setting of standards comparable to the so-called first-grade examination is presented as a practical example of what the study of the commission's registers will mean in the interest of greater flexibility and more efficient administration of examinations and registers.

According to the plan which has been approved both by the Civil Service Commission and by the Post Office Department, one standard examination will be given, competitors being permitted to apply for either or both positions, as they desire. Since only one investigation through references will be necessary in the case of each person who applies for both positions, this combination of examinations will save the expense both to the commission and to industrial organizations of securing two sets of references for each such person.

Because of the fact that all applicants will take the same examination, much greater flexibility of the resulting registers will be possible. In the past, ill will has been caused by the fact that the railway-postal and the clerk-carrier registers have not been interchangeable. There were thousands of good men on the clerk-carrier register who could not be appointed to the Railway Mail Service, although there were many openings which they were qualified to fill in that branch and for which there were no men available on the railway-postal register. Similarly, at other times there have been openings in the post offices for which men on the railway-postal register could qualify, but for which they could not be considered.

This flexibility of registers gives rise to the possible objection that one branch of the service may take all of the best men. That this objection is invalid will be recognized when it is considered that there will be approximately 30,000 men,

scoring above 70, on the register each year. It will be readily seen, therefore, that even though 500 men, having a score of, let us say, 85, were selected for one service, there would still be 500 or more men who made exactly the same score or within one or two points of that score.

Registers sufficiently large to provide the necessary high-grade men will be constantly maintained by giving the combined examination periodically in the 5,000 towns and cities where either examination is now given.

In addition to providing greater flexibility of registers, the new examination will raise the standard of selection. This will eliminate thousands of persons who now have their names placed on the registers, but who have no chance of being reached for appointment. These applicants will find immediate notification of failure much less disappointing than a long wait for appointments which they will never receive.

As a further advantage of the higher standard of the examination, the Post Office Department can transfer employees from the Railway Mail Service or the clerk-carrier service to the main office, without special requests for noncompetitive examinations, and the construction and holding of such noncompetitive examinations. Even when people pass, the holding of such special examinations is an expensive and time-consuming procedure and a handicap to the department, since the emergency for the appointment of a clerk experienced in postal work may have passed before eligibles are available. In case of failure to pass, the time and money expended in giving the examination are wasted. The raising of the standard will enable the department to avoid these difficulties.

Junior and Senior Stenographer-Typist Examinations.

A second example of the way in which registers have been made more flexible during the past fiscal year relates to the stenographer-typist examination. In the past there was one examination for junior typist and stenographer and an entirely separate examination for senior typist and stenographer. The resulting registers were flexible only to the extent that a competitor might qualify for one or both of the junior positions if he took the entire junior examination, both stenography and typing, or for one or both of the senior positions if he took the entire senior examination. If the two examinations were given months apart, it was largely the calendar that determined which examination a given competitor would take.

In many cases, also, not knowing the standards and policies of the Civil Service Commission, competitors hesitated to apply for the higher examination because they feared that they might not pass it and that the record of failure would be to their disadvantage.

In past years, a typist on the junior register, with a grade of 95, was eligible for appointment at $1,260 a year, and a competitor on the senior-typist register with a score of 71 was eligible for appointment at a salary of $1,440 a year. Despite the fact that a score of 95 on the junior-typist register might have been equivalent to 82 or more on the senior register, the applicant who made 95 on the junior register but who had not also applied for and passed the examination for a senior position could not be considered for the senior-typist position or salary, even though he were by far the better typist. Likewise, a competitor making 69 on the senior examination, which might have equaled 80 on the junior examination, could not be considered for even junior positions.

The present examination avoids these difficulties by combining the examinations for junior and senior typists and stenographers. The entire typist examination is given to all who apply, and the applicant's demonstrated ability, not the title on his application blank, determines the register or registers on which his name is placed. If an applicant shows that he can meet the senior require-

ments, the fact that he did not ask for the higher salary has nothing to do with his place on the commission's registers.

While separate dictation exercises are used for the junior and the senior parts of the combined typist and stenographer examination, all competitors are permitted to take both so that their demonstrated ability rather than their own evaluation of their ability may determine for what salaries they are eligible.

The use of one combined examination is advantageous both to the commission and to the competitor. For the commission it reduces the number of examination series to be constructed and printed; it reduces the number of plain-copy, rough-draft, and general-test papers to be scored, since competitors taking examinations of both grades now take only one set of tests, whereas under the old procedure they would have taken two tests of each type; it increases the usefulness of the registers, since all persons qualified for both grades of positions can be placed on both registers. For the competitor it gives an opportunity to secure eligibility for all registers for which he is qualified, without the necessity of filing two applications and going to the trouble and expense of reporting for examinations at two different times.

IMPROVEMENTS THROUGH ECONOMICAL HANDLING OF POSTAL EXAMINATIONS

We are studying the practicability of adopting the economical procedure of rating papers before returning faulty applications, so that an application will not be returned for correction unless the applicant has passed the examination. This would require the replenishing of registers long enough before they are completely exhausted to allow time for reviewing the applications after the examinations are scored. Over 70 per cent of the clerk-carrier applications that are returned to applicants for completion or correction are received from persons who subsequently fail to pass the examination. This new procedure would reduce the number of returns to from 5 to 10 per cent of the number of applicants.

In addition to greatly decreasing the amount of work which has been necessary in the establishing of eligible registers, the procedure will make it possible to avoid encouraging thousands of applicants in the mistaken belief that they are about to be appointed. Under present procedure, an incomplete application blank is returned to the applicant for completion before it is known whether he has or has not passed the examination. If a competitor who has already taken the examination receives his blank with the request that it be completed and returned within a certain number of days, it is quite reasonable that he should believe that he is being considered for appointment.

In many cases, when an applicant is encouraged to believe that he is about to receive an appointment to what appears to him to be a better position than that which he now holds, his interest in his present position is lessened, and his chances for advancement are jeopardized. Many applicants go to the additional expense of sending telegrams, special delivery letters, etc., involving a consequent expense to the commission and to the Post Office Department in the handling of such communications.

THE NEW APPLICATION FORM

The procedure of rating papers before returning faulty application blanks, as outlined above, is one means of reducing the number of blanks which must be returned for completion. The use of a new application form for postal clerk and carrier positions, containing only two-fifths of the number of questions that are in the old form, is another method of reducing the number of incomplete

blanks which must be returned for that particular examination. The wording of the questions on the new form has been changed so as to require very brief answers, and changes have been made in organization and sizes of type in order to reduce the possibility of applications, being incorrectly or incompletely executed. The problem of developing an application form which will secure the required information is complicated, of course, by the nature of the information required by the various laws affecting employment in the Federal service.

The new form, which, in its preliminary edition, was tested in small villages and rural districts of Virginia, West Virginia, and North Carolina, has been revised on the basis of errors made by applicants from those localities. Because of the differences in personal histories of applicants from rural districts and of applicants from metropolitan areas, it was considered necessary that the revised form be used by urban applicants before it was generally adopted.

The revised forms were distributed, therefore, for the use of a sufficient number of the applicants for the examination held in Washington, D. C., in February, 1930, so that approximately 1,000 of the new forms would be returned. The number actually received was 1,095.

An analysis of the returned applications showed that about 68 per cent of the applications on the new form were absolutely complete and correct, that is, that they furnished the information called for by the questions, in exactly the way in which it was directed to be given. Previously, with the use of the old form, only 4 per cent were complete.

An additional 16 per cent submitted applications which could be accepted although they were not entirely complete or did not contain the information in the exact form in which it was requested. This increased to 84 the percentage of applicants whose blanks furnished the necessary information. Approximately 50 per cent of the applications formerly received with the use of the old blanks were sufficiently complete to give the required information.

The remaining 16 per cent of the new forms contained errors or omissions which necessitated their return to the applicant for correction or completion. The comparison of this number with the 50 per cent which had to be returned when the old form was used, indicates a great saving in the expense of handling applications and correspondence.

The district managers, in their conference in Washington this spring, recommended the extension of this new form throughout the service.

STANDARDIZED POLICE-SELECTION METHODS

In accordance with the development of a broader personnel program, the standardization of a new test for police selection has been undertaken. The work is but one step in the closer coordination of the activities of various Government bodies, whether under civil service or not, and marks the greater utilization of the commission's investigations.

The 1929 report enumerated several advantages of the use of a general adaptibility test for police selection and reported a survey which was made of the selection methods used in a number of the largest cities of the country. As a consequence of this study, officials of the International Police Chiefs' Association and various police chiefs throughout the country requested that such a test be standardized and be released for the use of any police departments that might desire it. The test, which will soon be ready for distribution, is designed to measure not education, but the general ability and aptitude necessary for police work. The data secured from its nation-wide use will be of great value in making possible the comparison of Federal civil-service standards with those of the various police departments.

PROGRESS IN COOPERATING WITH INDUSTRIAL ORGANIZATIONS AND SCHOOLS IN DETERMINING NATIONAL STANDARDS

The giving of tests in industry, as outlined in the 1929 report, is under way, and tentative standards, based on scores made by Government and industrial employees, have been determined. The program is being carried on through the cooperation of the following committees: a committee of industrial leaders, headed by Mr. Dennison; the Measurements Committee of the American Management Association, headed by Mr. Bartlett, of the Atlantic Refining Co.; and a committee of school superintendents.

The determining of national standards of stenographic proficiency, both in Government and in industry, will be completed within the next fiscal year, and the results will be available for guidance in schools.

Industrial leaders and school officials are becoming more and more interested in this study, and more emphatic in their statements as to its practical advantages to schools, Government, and industrial organizations.

The standards so established will be of value to the Civil Service Commission in recruiting more competent applicants. They will enable students to determine more accurately for what positions they are best fitted, whether in Government or in industrial employment, and will, consequently, insure a more efficient personnel, both to Government and to industrial organizations.

STUDIES OF OPPORTUNITIES IN GOVERNMENT EMPLOYMENT

Preliminary studies of opportunities in Government service were outlined in the last annual report. Arrangements for completing additional studies through the cooperation of other Government departments have been made. The first step, as described last year in connection with the program conducted in the Bureau of Standards, will be completed for other Government departments during the current fiscal year. The guidance card, also, in so far as it affects certain classes of employees within certain departments, will be completed and made available, together with reference bulletins based on objective data showing the existing opportunities for advancement.

CHARACTER INVESTIGATION OF POSTAL APPLICANTS

RESULTS OF STUDY

The annual reports for 1928 and 1929 have discussed the plan for a study of methods of investigating character, and the progress which had been made. Through the cooperation of postal authorities, the program has been completed and a recommendation of a procedure to be applied throughout the country, together with a detailed outline of administration and estimate of costs, has been submitted to the commission. Details in regard to the handling of every phase of the clerical work involved have been so developed as to reduce the expense to a minimum.

The particular aim of the project was to develop an efficient procedure for investigating applicants for positions in the postal service, to which many valuable papers and articles are intrusted. The procedure which was developed, however, is one that may be applied to applicants for other positions.

The investigation of each case was made primarily to determine the integrity of the applicant. This is important in order to avoid the misappropriation of postal funds, the forging of postal money orders or receipts, the removal of articles or letters from the mail, or other deliberate interference in any way with proper transmission of mail matter.

Chicago was selected as the location of the study, both because of its size and because a clerk-carrier examination had just been held there and the investigation of approximately 1,700 men who had passed that examination had not yet been conducted. The study was thus made to meet a need as well as to provide data for a research program.

The following methods were used in the study: (1) investigation forms sent to individuals named as references and to former employers, supplemented by interviews whenever such were requested on the form, and a check of the application blanks and police department records; (2) examination of fingerprint records and post office personnel records; and (3) interviews with individuals named as references, with neighbors, and with local former employers.

In the investigation of the 1,695 cases included in the study, a total of 8,760 investigation forms were sent out, of which 6,174 were returned. In connection with procedure (3) above, 3,459 interviews were conducted.

A comparison of methods indicated that the cost of method (1), as organized in this study, is extremely low, whereas that of method (3), if applied throughout the country, would be prohibitive.

Only very much greater efficiency could possibly justify the use of the expensive personal-interview method. Only three cases not detected by the cheaper means described as method (1) were barred from employment in the service—one as a direct result of the 3,459 interviews conducted under method (3), a second on the basis of fingerprint records, and a third on the basis of post-office records. The remaining 40 cases, out of a total of 43 in which action was taken against the applicant, were uncovered by means of the investigation forms, study of application blanks, and a check of police department records. Only 7 of these 40 cases were also discovered by the 3,459 interviews.

The following table shows the effectiveness of each method in the present study. (Only the cheaper method is credited when more than one method independently uncovered a lead in a given case.[1])

TABLE 1.—*The number of special investigations and the number of cases in which action was taken[a] against applicant as a result of each investigative method used in the study, and not resulting from a cheaper method*

	Number of special investigations	Number of cases in which action was taken[a]
Method (1):		
Applications	7	4
Investigation forms returned by employers	23	15
Investigation forms returned by references	18	12
Police records	18	9
Total by above method	66	40
Method (2):		
Fingerprints	1	1
Post-office records	3	1
Total from official records	4	2
Method (3):		
Interviews with employers	4	1
Interviews with references	0	0
Interviews with neighbors	1	0
Total from interviews	5	1
Miscellaneous	1	0
Total from all sources	76	43

[a] Such as barring him from future examinations, canceling his application, or removing or suspending him from employment.

[1] The 9 types of procedure are listed in order of expense, the least expensive being at the top of the list.

The greater effectiveness of the procedures under method (1) may be explained by the nature of the investigation form used. In addition to asking specific questions regarding the applicant's character, the investigation form tells the employer or reference that if he knows of any additional reason why he would not trust the applicant with his mail, and would prefer to discuss this with a representative of the commission, he may merely make a check mark on the investigation form to indicate that he is willing to have such an interview.[2]

In this way the number of personal interviews is limited to those with employers or references who indicate either that there is something that should be investigated or that they can refer to some one who can give desired information. Although the expense of using interviews in investigating all applicants would be prohibitive, the essential interviews can in this way be selected and made.

The files of police departments, especially of the local department, proved to be important sources of leads to facts bearing on an applicant's fitness. Eighteen such leads which were not revealed by the application or by investigation forms sent to employers or references resulted in action against applicants in nine cases.

In only one instance did fingerprints indicate the need of an investigation. In that case the applicant attempted to apply under another name, but his existing fingerprint record in the commission's file of prior applicants disclosed his true identity.

The absence of any case in which the applicant's fingerprint record was found in the police files indicates the effect which a thorough investigation procedure has in discouraging undesirable persons from applying. A few years ago when fingerprints of applicants for clerk or carrier positions in Chicago were first taken and compared with police files, 47 cases were found to have police records, although in their applications they denied that they had ever been arrested. The absence of such cases at present is perhaps due to the widespread realization among undesirable characters that fingerprints are not merely taken by the commission but are also carefully checked against those recorded in the various police bureaus.

Based on the findings of the study, of every 10,000 men investigated for appointment we may expect to eliminate approximately 250 whose records indicate that because of thefts or other actions they are not trustworthy and might be expected to take money from the mails.

RECOMMENDED PROCEDURE

A. To be carried on simultaneously as soon as it is determined which competitors pass the written tests:
   (1) Mail investigation forms to all former employers, whether local or out of town.
   (2) Mail investigation forms to all references, whether local or out of town.
   (3) Review applications for statements and admissions regarding discharges and police records.
   (4) Check names against the records of the local police departments. (Where state-wide records or some other more extensive records are maintained at some point in the State, make the check against the larger index.)
   (5) Compare with prior civil-service records when fingerprint record is filed.
   (6) Compare fingerprints with local police records.
   (7) Compare fingerprint record with those maintained by the Bureau of Investigation of the Department of Justice.

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[2] Leads obtained through interviews so requested are credited to the investigation forms, since those forms originally pointed out the cases.

B. Follow-up of above:

(8) Mail second investigation forms to those former employers and references who fail to return the one previously mailed. Accompany this with a brief request for an answer.

(9) Interview all persons who, on their returned forms, request an interview.

(10) Interview all persons whose returned forms indicate derogatory but incomplete information.

(11) Investigate further whenever any of the above procedures discloses enough information to warrant or require it.

ESTIMATED COST OF INVESTIGATING ELIGIBLES

The average cost of investigating all eligibles for the Postal Service, according to the recommended procedure, will be between 75 cents and 85 cents per eligible, or $22,500 to $25,500 for 30,000 eligibles per year. These figures apply only to clerk-carrier and railway-postal-clerk eligibles. They do not include such other postal positions as rural carrier.

The initial cost for eliminating these men would be, as pointed out by members of the postal staff, far less than the cost of attempting to apprehend them once they are in the service. The waste of money in the training of those later discharged for being dishonest would also be eliminated.

That the recommended procedure is practical is clearly demonstrated by the fact that 97 per cent of the men apprehended by the methods used were detected through the procedure recommended, which can be conducted at a nominal expense and in much less time than would be required by other methods, thus expediting the establishment of the register.

THE NEW STENOGRAPHER-TYPIST EXAMINATION

There were several reasons for revising the stenographer-typist examination. The most important concerned (1) the necessity of getting stenographers who possess the judgment required for their work, (2) determining requisite standards in typing and stenography, (3) administrative difficulties connected with the old examination, and (4) the significance of scores on the various tests making up the examination.

The development of a new stenographer-typist examination was preceded by a careful study of the selection methods and tests previously used by this commission. The tests were subjected to trials and the material proposed for the new examination was similarly tried and statistically analyzed.

In order to insure that stenographers and typists possess the judgment and the knowledge of grammar and spelling required for their work, the general test was introduced into the examination. It is made up of 80 judgment, vocabulary, reading comprehension, spelling, and grammar items. A discussion of the development of this test, together with samples of the different types of items, is presented in the 1929 report of this Commission. The separate test of spelling, and the subjects of letter writing and penmanship which were formerly a part of the stenographer-typist examination are no longer used.

The use of this general test, rather than separate tests of spelling and letter writing, simplifies the administration and the scoring. The general test is also fairer to the competitor than was the letter-writing test, since it is objectively scored. Such objective scoring requires much less skill and time. The most important point in favor of the use of the new general test, however, is its value as a measure of the adaptability and the knowledge which a typist or a stenographer should have.

Stenographers differ more in judgment, knowledge of spelling, and ability to use English than most people believe. Recently one of the managers of a large organization requested that a test be given to all the stenographers and typists in that organization, on account of the general complaint that a great many of them were unable to "use their heads."[3] He stated that the stenographers and typists in this organization had been selected on the basis of a written test in stenography and typing. The examination also included some spelling items and a letter which was evaluated in the more or less subjective way in which letters are generally evaluated.

The general test, together with tests in typewriting and stenography, prepared for the new stenographer-typist examination, was administered to 51 stenographers and typists in the organization. The trial resulted in scores ranging from 16 to 85, scattered about equally along the scale two or three points apart, as follows:

TABLE 2.—*Distribution of general-test scores of 51 stenographers and typists*

1 had a score of 16.
1 had a score of 20.
1 had a score of 24.
2 had scores between 28 and 31.
2 had scores between 32 and 35.
5 had scores between 40 and 43.
4 had scores between 44 and 47.
6 had scores between 48 and 51.
2 had scores between 52 and 55.
3 had scores between 56 and 59.
5 had scores between 60 and 63.
2 had scores between 64 and 67.
4 had scores between 68 and 71.
4 had scores between 72 and 75.
2 had scores between 76 and 79.
6 had scores between 80 and 83.
1 had a score of 85.

The stenographers and typists were then rated according to their efficiency, and these efficiency ratings were compared with the scores on the general test.

The coefficient of correlation between scores and efficiency ratings was +0.71. Of the 25 per cent who made the highest scores, approximately 90 per cent were above the average of the group in efficiency. In another study on 80 stenographers and typists in one of the largest industries in this country, a correlation of +0.76 was found between general-test scores and efficiency.

The extent to which scores on the general test differentiate among the 80 employees of this latter large corporation is shown in Figure 1.

The vertical line at zero on the scale is the dividing line on either side of which 50 per cent of the efficiency ratings of the whole group fall. It will be referred to as the average. Each horizontal bar represents one quarter of the group tested. The top bar represents the employees who made the highest 25 per cent of the test scores, hereafter referred to as Group A. The lowest bar represents those who made the lowest 25 per cent of the test scores, or Group D. In each bar, the part at the right of the vertical line indicates the percentage of that group rated above average in efficiency; the part at the left shows the percentage of the group rated below average. The solid white sections combined represent the most efficient 25 per cent of the total number of employees; the solid black sections are the lowest 25 per cent in efficiency.

The chart shows that of the employees who made the highest 25 per cent of test scores (Group A) 99 per cent were rated above average in efficiency. Of those who made the lowest 25 per cent of test scores (Group D) only 4 per cent were rated above average in efficiency, 96 per cent being rated below average.

[3] To be sure, personality factors contributed to the complaints regarding these employees, but the major reason for dissatisfaction, as determined by a comparison of test scores and efficiency ratings, was lack of udgment, lack of ability to use English, and, to a lesser degree, faulty spelling, Many cases of supposed ack of interest, effort, and initiative were in reality, as evidenced by the low scores, lack of ability.

This means, in terms of selection, that practically all of those who make scores equal to those of Group A, could be expected to be rated higher in efficiency than the average of the employees tested, whereas only 4 per cent of those whose scores are as low as those of Group D would be rated above and

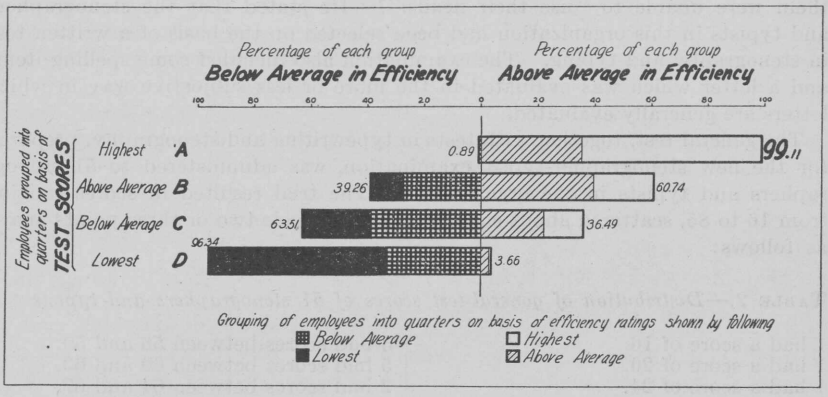

FIGURE 1.—Relation between scores on general test (represented by horizontal bars) and efficiency ratings (represented by shading). Study of 80 stenographers and typists

96 per cent would be rated below average. A high general-test score is actually indicative of aptitude for the work.

The differentiation made by the same test among the group of 51 employees of the other organization is shown in Figure 2. The bars represent the same classification of employees by scores as in the preceding figure.

Of competitors who make scores equal to those made by employees in Group A, the highest group, 86 per cent could be expected to be above the average

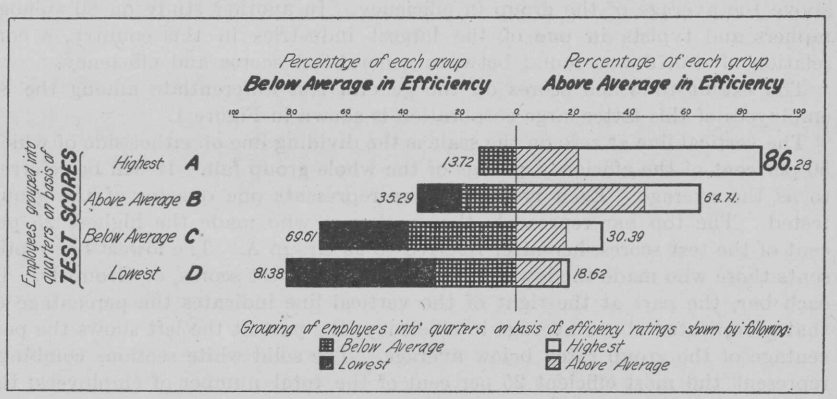

FIGURE 2.—Relation between scores on general test (represented by horizontal bars) and efficiency ratings (represented by shading). Study of 51 stenographers and typists

in efficiency of the employees tested. In other words, the chances are 6 to 1 that their efficiency will be above the average of the employees who were tested.

The main criticism has been that stenographers and typists are "unable to use their heads." The foregoing comparison of the relationship between the general-test scores and efficiency ratings shows that the new test measures the factors which the executives have in mind when they speak of "ability to use their heads." It shows that the new test is a definite step toward insuring

that the stenographers and typists appointed as a result of the new examination will possess this ability.

In addition to the general test, the new examination contains two tests of actual typing ability, the first of which requires a competitor to make as many copies as possible of a page of printed material. In such a test it is desirable that all competitors finish at the same time and that they be rated on the same subject matter, and it is necessary also that every competitor have an opportunity to demonstrate the maximum amount of work which he is able to do in the time allowed.

Under former procedure the plain-copy test presented administrative difficulties. A definite amount of work was given and the time required for typing it was recorded by the examiner. This method was objectionable because of the difficulty, especially when groups of competitors were large, of examiners' keeping accurate records of the number of minutes and seconds required by each of the competitors.

This difficulty has been avoided in the new examination by having all competitors type the exercise as many times as possible, typing constantly for 10 minutes. Since all competitors start and finish together, the work of the examiner is greatly simplified and many possibilities of unfairness in timing are eliminated. As one of the examiners said, "The 10-minute period for this subject is far superior to the former method. The examiner can devote his time to proper supervision instead of making the time entries."

Since all typists now finish the plain-copy test together, there is no necessity for the more rapid competitors to wait for the slower ones to finish before the group can begin the next part of the examination. Furthermore, the slower typists are not disturbed and handicapped since the more rapid ones do not rush to the examiner to hand in their completed exercises.

A further improvement in administration was effected by giving to all competitors detailed instructions and samples of the different tests, in order to insure their having a clear idea of just what is expected, and thus to minimize the advantage which experience in taking the examination would give to the competitor who makes a second attempt.

Formerly it was not possible to judge the relative performance of a competitor on the plain-copy and the rough-draft tests merely by comparing the scores on the two tests. For example, in the past, the average score of one group on rough draft was 49, while on plain copy the same group averaged 73; a score of 67 on the rough-draft test corresponded to the same relative ability as 86 on plain copy. An appointing officer, seeing that the competitor made 67 on rough draft, would naturally think that the competitor was considerably below the average in rough draft; looking at a score of 86 on plain copy, he would think that the competitor was considerably above the average in that subject. In reality, 67 on rough draft and 86 on plain copy meant about the same relative ability.

As will be seen by the diagram on the following page, only the highest 25 per cent of the competitors made scores of 67 or above on rough draft, whereas only the lowest 25 per cent of the competitors made scores of 69 or lower on plain copy.

This difference in the meaning of a given score was unquestionably misleading for the appointing officers, since they were not aware of the difference in standards. The average plain-copy score now is 68.26, and the average rough-draft score 70.45. Scores throughout the entire range denote more nearly equal degrees of proficiency on both tests.

OBTAINING STANDARD ADMINISTRATION FROM 618 EXAMINERS

Since the administration of the revised stenographer and typist examination, which was to be given throughout the United States, differs greatly from the previous method with which those conducting the examination were familiar, the problem of training hundreds of examiners[4] throughout the country became particularly important.

Personal interviews and training—whether handled directly from Washington or through the 13 district managers—were, of course, out of the question on account of time and expense.

To insure uniform administration procedure, a manual containing samples of all sheets to be used in the examination and complete "Instructions for Conducting Stenographer and Typist Examinations" was prepared and mailed to the examiners in the 618 cities in which such examinations are held.

The instructions summarize concisely the different sheets to be used, and the order in which they should be issued and collected, as well as the number of

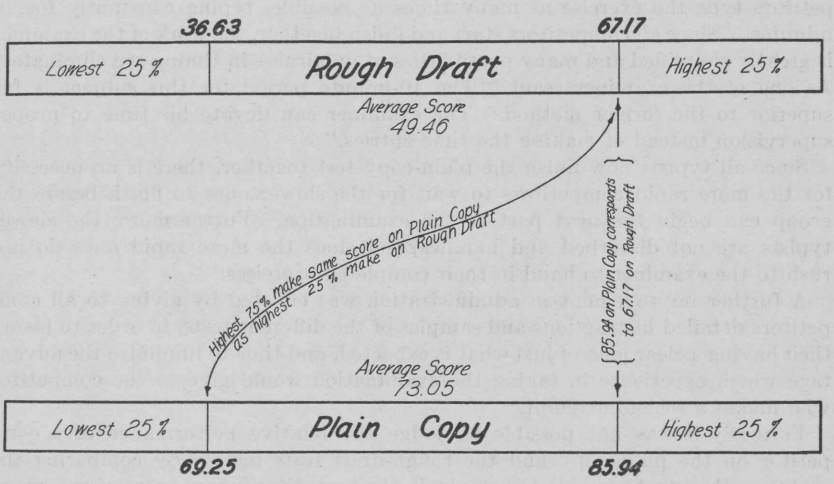

FIGURE 3.—Showing how a given score indicated different relative ability on two tests

minutes to be allowed for the work on each sheet. They tell the examiner what to do; they also show him (in italic type) the exact words he should use in giving directions for each page of the examination.

The following quotation from the manual shows how detailed these instructions are:

GENERAL TEST SAMPLE. Issue the General Test Sample. Say:

Fill in the place of examination, your examination number, and the date. (Pause.) *Now look at the note "To the Competitor" while I read it to you. "The character of the General Test is indicated by the samples below. You will be allowed 10 minutes to study these samples and answer them. You will NOT be rated on this sheet."*

Now fill in "Time commenced" as —. (Dictate the time.) *Begin.* ----------

(Time commenced.)

At the end of 10 minutes, say:

Stop. Fill in "Time finished" as —. (Dictate the time.) ----------

(Time finished.)

Collect the General Test Samples.

[4] These examinations are conducted by post-office employees and other Federal employees who are detailed from their regular duties for the time required to do this work for the Civil Service Commission

In order to insure that immediate attention be given to the manual, thus allowing time before the examination to clarify whatever points might not be understood, a letter explaining the purpose of the manual was sent to each examiner. It contained 24 questions about the manual and 10 questions having to do with the effect of local conditions on the administration of the examination as outlined in the manual. The examiners were instructed to answer and return the questions in the air-mail envelopes which were inclosed.

As replies to the questions were received, further detailed explanations were drawn up to insure uniform administration. These paragraphs of explanation were assembled in a form letter which was sent to each examiner, his specific attention being directed to those points, if any, which his reply indicated were not clear to him.

The cooperation of the postal clerks, customs agents, and other Federal employees who serve as representatives of the Civil Service Commission was most gratifying; 99.2 per cent of the local secretaries in towns in which the examination was held sent in their replies so that they reached the commission in time for any necessary explanations.

REDUCING THE COST OF RESEARCH BY USING ACTUAL EXAMINATION RECORDS

A program of research in test development always involves the problem of obtaining data to serve as a basis for the establishing of standards. These data, in order to be dependable, must be secured from a large group of individuals. In connection with the new examination for stenographers and typists, a number of preliminary studies were conducted with several groups of school students and Government employees, but the part of the research program which necessitated the largest number of cases, namely, that of obtaining data for the establishing of standards, was organized so that it could be incorporated into the actual examination. This procedure made available to the research division a vast amount of data which could not possibly have been obtained in any other way. In addition to the fact that a large body of data was made available by this method, these data were also more dependable than data obtained from schools and other sources, because they came from the same group to which the standards were to be applied.

A few days after the nation-wide examination was held, the first lots of general tests were received and the results were tabulated by the research division. The records indicated that no modifications in the scoring key were desirable.

For the purpose of obtaining final weighting schemes for the different types of errors which were made in the new typewriting tests, papers of 450 competitors were scored under the former rules,[5] by the section of the examining division in charge of scoring such tests.

A week after the general-test papers were received, and while the 450 plain-copy and rough-draft papers were being scored in the old way by the examining division, the transmutation table for the general test was sent to the examining division. Therefore it was possible to begin at once the scoring of the general test for the entire 6,700 competitors.

Since it was desired to eliminate stenographers and typists who were markedly deficient in general adaptability, in spelling, and in grammar, the attainment of a minimum score on the general test was required. The general tests were scored before the typing and stenographic tests, so that if a competitor's score on the general test fell below the minimum his other papers were not scored.

[5] The making of notations of charges, which was done for research purposes, added from 25 to 50 per cent to the correction time required for the first 450 papers.

The lowest general-test score which entitled a competitor to have his typing and stenographic test papers scored was 65, and 26 per cent of the competitors fell below that score. Therefore the typing and stenography papers of 26 per cent of the competitors did not need to be corrected. Thus, more than one-fourth of the correction of plain-copy and rough-draft papers, or 1,700 competitors' papers, was made unnecessary, and a great saving of time resulted. Before 450 papers were scored in the old way our changes in the procedure for scoring the examination had already saved the time required for scoring 1,700 such papers.

When the 450 papers scored by the examining division were received, they were rescored according to the tentative research division scoring plan, and types of errors made were recorded for research purposes. Two weeks after the 450 papers were received by the research division, the final research division rules for scoring the typewriting tests were mimeographed and forwarded, enabling the examining division to proceed with the scoring of the entire group of 6,700 competitors' papers.

Obviously, the use of actual competitors' papers for the analysis of the test results greatly reduced the cost of the research program. If such a program had been attempted before the examination was held, the expense for additional printing and scoring and the expense of administration would have been several times as great as it has been by this procedure. Furthermore, it would have been impossible in any other way to have been certain that the standards selected were not only desirable but practicable.

Respectfully submitted.

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

APPENDIX

HISTORICAL REGISTER OF THE UNITED STATES CIVIL SERVICE COMMISSION

COMMISSIONERS

THOMAS E. CAMPBELL, *President, Arizona.*
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. Procter	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	Resigned July 6, 1930.
Miss Jessie Dell	Georgia	Sept. 18, 1925	
Thomas E. Campbell	Arizona	July 7, 1930	
CHIEF EXAMINERS			
Charles Lyman [2]	Connecticut	May 11, 1883	Apr. 17, 1886.[3]
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 retirement and refunds of deductions will be found in reports of the Commissioner of Pensions, but those relative to continuances are 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	1928	1929	1930	Total
Number of first continuances approved	2,965	862	905	895	1,055	1,077	1,771	1,388	1,457	1,499	13,874
Number of second continuances approved	------	118	901	553	581	529	589	744	784	884	5,683
Number of third continuances approved	------	------	------	------	432	314	332	354	361	429	2,222
Number of fourth continuances approved	------	------	------	------	------	119	160	157	188	167	791
Number of fifth continuances approved	------	------	------	------	------	------	------	41	113	74	228
Number of sixth continuances approved	------	------	------	------	------	------	------	------	------	5	5
Total number approved	2,965	980	1,806	1,448	2,068	2,039	2,852	2,684	2,903	[1]3,058	22,803
Number of requests disapproved	14	8	3	3	1	6	30	2	4	3	74
Terminations by death of those continued	74	70	63	52	44	74	57	64	80	111	689
Terminations otherwise of those continued	376	622	1,059	446	454	401	444	501	610	868	5,781
Total terminations	450	692	1,122	498	498	475	501	565	690	979	6,470
Employees retired for age	6,186	1,166	1,875	1,529	1,482	1,266	1,904	1,738	1,764	1,849	20,759
Total employees retired for age plus number of continuances	9,151	2,146	3,681	2,977	3,550	3,305	4,756	4,422	4,667	4,907	43,562
Per cent of continuances of those of or beyond retirement age	32.40	45.67	49.06	48.64	58.25	61.69	59.97	60.70	62.20	62.32	------
Number serving beyond retirement age	2,515	2,685	2,468	2,865	3,422	4,024	5,294	6,117	6,884	7,404	------

[1] Of the 3,058 continuances approved during the fiscal year 1930, 1,141 were limited to Aug. 20, 1930, by the retirement act; but 17 of the 1,141 were allowed further extensions under the law as amended effective July 1, 1930, "as advantageous to the public service."

Up to September 10, 1930, 72 continuances for more than 4 years beyond retirement age were requested, of which 55 were disallowed, 9 allowed for 2 years, and 8 allowed with restrictions.

COMMENT ON TABLE OF CONTINUANCES

Continuances beyond retirement age are authorized in 2-year periods. At the end of the second year an employee must be again continued or dropped.

The alternate fiscal years beginning with 1923 show larger numbers of continuances because of renewals falling due in those years. The services of 689, or 4.97 per cent, of the 13,874 who were continued, terminated by death. The services of 5,781, or 41.67 per cent, terminated otherwise, leaving 7,404, or 53.37 per cent, still in service.

The whole number of employees subject to retirement is approximately 395,000. The whole number serving under continuance is 7,404, or 1.87 per cent of the whole number of employees. Those under continuance are beyond their retirement ages of 62, 65, or 70 years.

PRESIDENTIAL POSTMASTER

Under the civil service law, positions which are filled through nomination by the President for confirmation by the Senate are not included in the classified service. Positions of postmaster at first, second, and third class post offices are filled upon examinations held by the commission, at the request of the Postmaster

General, under an Executive order issued May 10, 1921, revised July 27, 1921, November 5, 1926, June 22, 1928, and May 1, 1929, which provides as follows:

"When a vacancy exists or occurs in the position of postmaster of an office of the first, second, or third class if such vacancy is not filled by nomination of some qualified person within the competitive classified civil service, 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 submitted therewith have been rated the commission shall furnish a certificate of not less than three eligibles, if the same can be obtained, to the Postmaster General, who shall submit to the President the name of one of the highest three eligibles for appointment to fill such vacancy: *Provided*, That the Postmaster General may reject the name of any person or persons so certified if he shall find that by reason of character or residence such person or persons shall have become disqualified after said examination, in which event he may request said commission to complete the certificate of three names; provided that no person who has passed his 65th birthday at the date for close of receipt of applications for such examination shall be permitted to take the same unless he has been continuously in the Postal Service for two years immediately preceding such date: *And provided further*, That no person shall be examined for postmaster who has not actually resided within the delivery of the office for which application is made for two years next preceding such date: *And provided further*, That at the expiration of the term of any postmaster, or anticipating such expiration, the Postmaster General, may in his discretion, request the Civil Service Commission to hold an examination, or he may submit the name of such postmaster to the President for renomination without examination.

"If, pursuant to this order, it is desired to submit to the President for nomination the name of a person in the competitive classified service, such person must first be found by the Civil Service Commission to possess the requisite qualifications.

"No person who has passed his 65th birthday shall be appointed acting postmaster in an office of the first, second, and third class unless he is already in the Postal Service."

On October 14, 1921, the following Executive order was issued:

"While the appointment of presidential postmasters is not within the legal scope of the civil service law and, therefore, as a matter of law, no 'preference' is applicable thereto, yet, in order that those young men and women who served in the World War, having their scholastic and business experience intercepted and interrupted thereby, may not suffer any disadvantage in the competition for such postmasterships, I direct the Civil Service Commission, in rating the examination papers of such candidates, to add to their earned ratings five points and to make certification to the Postmaster General in accordance with their relative positions thus acquired.

"I further direct that the time such candidates were in the service during the World War may be reckoned by the commission in making up the required length of business experience and that all age limitations be waived."

The benefits of the above order have since been extended to veterans of the Spanish-American War and of the Philippine insurrection.

Persons appointed as a result of an examination held in accordance with the foregoing Executive order will not thereby attain a competitive civil-service status and will not thereby become eligible for a position in the competitive classified service; but a person already in the competitive classified service who is appointed or promoted to one of these positions will not thereby lose the privilege of retransfer to a competitive classified position provided his service is

continuous and satisfactory. Postmasters who are not renominated must compete in examinations with other applicants.

On July 1, 1930, there were 49,063 post offices, 33,404 of which were fourth class, appointed by the Postmaster General and subject to the civil-service rules. The remaining 15,659 were outside the civil-service rules, being subject to appointment by the President and confirmation by the Senate; 1,191 were of the first class, paying a salary of $3,200 per annum or more; 3,525 were of the second class, paying a salary of from $2,400 to $3,100, inclusive; and 10,943 were of the third class, paying a salary 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, 1930, 21,485 examinations were requested under the order, 1,192 of which were for the first class, 4,259 for the second class, and 16,034 for the third class. The commission has reported to the Post Office Department the results of 1,163 examinations for postmasters at first-class offices, 4,179 examinations for second-class offices, and 15,835 examinations for third-class offices.

During the same period the Post Office Department reported 18,286 nominations for appointment as the result of examination, 1,077 being for first-class offices, 3,757 for second-class offices, and 13,452 for third-class offices. Of the total number nominated 3,346 were granted military preference.

Postmasters appointed by promotion during the period mentioned numbered 92 for the first class, 131 for the second class, and 3,604 for the third class. Most of the promotions in the third class were the result of the retention of postmasters who were serving when the offices were advanced from the fourth class.

Postmasters reappointed during the period mentioned number 1,135 for the first class, 3,417 for the second class, and 11,585 for the third class.

Of the 15,659 presidential postmasters, 6,049 had previous employment in the Postal Service.

The following statement shows the number and causes of vacancies in the presidential class reported for the year ended June 30, 1930; also the number of post offices for which eligibles were supplied through examinations, and the number of promotions:

Number of vacancies of postmasters reported at first-class offices:	
Resignations	15
Removals	1
Deaths	18
Expiration of commissions	39
Total	73
Number of post offices for which eligibles were supplied	78
Number of promotions authorized	9
Number of vacancies of postmasters reported at second-class offices:	
Resignations	57
Removals	19
Deaths	36
Expiration of commissions	149
Total	261
Number of post offices for which eligibles were supplied	237
Number of promotions authorized	6

Number of vacancies of postmasters reported at third-class offices:	
Resignations	191
Removals	75
Deaths	90
Expiration of commissions	311
Advanced to presidential class	29
Total	696
Number of post offices for which eligibles were supplied	684
Number of promotions authorized	4

FOURTH-CLASS POSTMASTER

During the fiscal year ending June 30, 1930, the department reported 1,165 vacancies at offices paying as much as $500 per annum, 795 of which were caused by resignation, 141 by removal, 182 by death, 9 by declination of persons to accept appointment, 21 by relegation of the office from the third to the fourth class, and 17 separations by transfer. There were 958 persons reported as appointed, 535 men and 423 women. Of those appointed 137 received military preference.

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 the suitability of applicants. 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 2,288 such appointments were reported, 1,346 being men and 942 women. Of these appointments 213 were at newly established offices, 1,582 were to fill vacancies caused by resignation, 200 by removal, 286 by death, and 7 by declination of appointment by persons selected. In 234 of the above cases the compensation of the office was $500 or more per annum, but, as sufficient eligibles were not obtained through examination to permit of selection, authority was granted the Post Office Department to fill the positions under the regulations governing appointment at offices paying less than $500.

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		795
Removals		141
Deaths		182
Declinations		9
Relegated from third class		21
Separations by transfer		17
Total		1,165
Certifications issued	1,045	
Minus certificates returned unused	181	
		864
Appointments reported:		
Men		535
Women		423
Total		958

Separations reported at offices paying less than $500:	
Resignations	1,582
Removals	200
Deaths	286
New offices	213
Declinations	7
Total	2,288
Number of vacancies authorized to be filled through post office inspector	234
Appointments at offices paying less than $500:	
Men	1,346
Women	942
Total	2,288

RURAL CARRIER SERVICE

On June 30, 1930, the number of rural routes in operation in the United States was 43,278, service being rendered on these routes by 43,178 carriers. During the fiscal year ended June 30, 1930, there were 903 appointments, of which 578 were made through examination, 25 by reinstatement, and 300 by transfer from other branches of the service. Women received 11 of the appointments made through examination. Of the total number of appointees 268 were granted military preference. Of these 69 were granted disability preference, 3 wife preference, and 2 widow preference.

During the year the declinations of appointment numbered 22, resignations 286, deaths 269, removals for cause 139, separations without prejudice 18, separations by transfer 214, separations during probation 3, and discontinuances under the provisions of the retirement act 440, making a total of 1,391 separations. The department also reported the establishment of 65 new routes.

Of the number of routes upon which vacancies occurred 674 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.

Appointed through examination:	
Males	567
Females	11
Total	578
Reinstatements: Males	25
Transfers: Males	300
Grand total	903

Of the total number of appointees, 268 were granted military preference. Of these, 69 were granted disability preference, 3 wife preference, and 2 widow preference.

EXECUTIVE ORDERS

ORDERS AMENDING SCHEDULE A

EXCEPTING FROM EXAMINATION TWO ASSISTANTS TO THE SECRETARY IN THE OFFICE OF THE SECRETARY OF AGRICULTURE

September 30, 1929.

Subdivision IX, Schedule A, of the civil service rules, is hereby amended and an additional paragraph to be known as No. 6 is added, reading as follows:

"Two assistants to the Secretary in the office of the Secretary of Agriculture."

EXCEPTING FROM EXAMINATION ATTENDANTS IN HOSPITALS AND SANATORIA OF THE INDIAN SERVICE

October 28, 1929.

Schedule A, Subdivision VIII, paragraph 5, of positions excepted from examination under the civil service rules is amended to read as follows:

5. In the Indian Service at large:
   - (a) Indians employed as disciplinarians, and in minor positions such as judge, chief of police, police private, interpreter, assistant, and weaver.
   - (b) Special commissioners to negotiate with Indians, as the necessity for their employment may arise.
   - (c) One financial clerk at each Indian agency to act as agent during the absence or disability of the agent.
   - (d) 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.
   - (e) Superintendents of livestock, stockmen, stock detectives, and line riders.
   - (f) Special officers to assist in the suppression of the liquor traffic in the Indian Service and among the natives in Alaska.
   - (g) Superintendent of Indian Insane Asylum, Canton, S. Dak.
   - (h) Special agent for the Chippewa Indians of Lake Superior.
   - (i) One Indian trade supervisor.
   - (j) All employees of the Neopit Lumber Mills on the Menominee Indian Reservation in Wisconsin.
   - (k) Attendants employed at hospitals and sanatoria upon the duties of practical nurse, matron, assistant matron, female laborer, assistant, laundress, seamstress, housekeeper, and laborers working inside in connection with cleaning and the care of patients, when, in the opinion of the commission, it is not expedient to make appointment upon competitive examination.

Paragraphs 6, 7, 8, 15, 16, 17, 18, 19, and 26 of said Subdivision VIII are revoked, being included in the several clauses of amended paragraph 5.

Attendants in clause (k) are newly excepted to further the development of the hospital organization in the Indian Service along the lines of other Federal hospitals.

EXCEPTING FROM EXAMINATION ONE PRIVATE SECRETARY OR CONFIDENTIAL CLERK TO EACH MEMBER OF THE FEDERAL FARM BOARD

November 25, 1929.

Schedule A, positions excepted from the requirement of examination under the civil service rules, is hereby amended by the addition of a new subdivision, to be numbered XXI, as follows:

XXI. Federal Farm Board

1. One private secretary or confidential clerk to each member of the Federal Farm Board.

EXCEPTING FROM EXAMINATION ASSISTANT NATIONAL BANK EXAMINERS AND ASSISTANT RECEIVERS, OFFICE OF THE COMPTROLLER OF THE CURRENCY

December 9, 1929.

A conflict has arisen as to the interpretation of Schedule A, Subdivision III, paragraph 12, now reading:

12. National bank examiners and receivers under the office of the Comptroller of the Currency.

It appears to me that the interpretation of the intention of this paragraph as contended by the Secretary of the Treasury will secure employees of higher qualifications, and therefore to clarify the above paragraph it is hereby amended, to read as follows:

12. National bank examiners, assistant national bank examiners, receivers and assistant receivers under the office of the Comptroller of the Currency.

EXCEPTING FROM EXAMINATION GUIDANCE AND PLACEMENT OFFICERS, AGRICULTURAL EXTENSION AGENTS AND HOME DEMONSTRATION AGENTS, FIELD POSITION, INDIAN SERVICE AT LARGE

July 2, 1930.

Schedule A, Subdivision VIII, paragraph 5, of positions excepted from examination under the civil service rules is hereby amended to except guidance and placement officers under clause (a), and by adding a new clause (l) following (k), to read as follows:

5. In the Indian Service at large:

(a) Indians employed as guidance and placement officers; advisers (boys') formerly disciplinarians; and in minor positions such as judge, chief of police, police private, interpreter, assistant, and weaver.

* * * * * * *

(l) Agricultural extension agents and home demonstration agents employed in field positions in the Indian Service, the work of which is financed jointly by the Indian Service and cooperating persons or organizations outside the Federal service. Appointments hereunder may be made only where the employment of a full-time agent is not justified.

ORDERS AMENDING SCHEDULE B

ATTORNEYS AND EXPERTS IN THE FEDERAL FARM BOARD MADE SUBJECT TO NON-COMPETITIVE EXAMINATION

December 28, 1929.

Schedule B of the civil service rules is amended by the addition of the following subdivision:

XII. Federal Farm Board

1. Attorneys of all grades.
2. Experts in all branches of agricultural science, economics, finance, law, statistics, accountancy, insurance, and business administration, whose training and experience along the lines of their proposed duties clearly indicate the possession of expert qualifications.

It is further ordered, with a view to assuring such uniformity as may seem practicable to the Federal Farm Board, that such board will secure from the Personnel Classification Board, in connection with the proposed appointment of any expert, an advisory opinion of the salary of the position in comparison with similar positions elsewhere in the Federal service. Ultimate decision as to compensation of such expert, however, will be retained by the Federal Farm Board as provided by statute.

ORDER RELATING TO THE EXECUTIVE ORDER OF JANUARY 17, 1873

PERMITTING APPOINTMENT OF CERTAIN STATE, COUNTY AND MUNICIPAL OFFICERS AS SUPERVISORS OF THE CENSUS

September 9, 1929.

Whereas by Executive order of January 17, 1873, the holding of a State and Federal office by the same person at the same time, with certain exceptions, was prohibited;

And whereas it would materially assist the Director of the Census in the taking of the Fifteenth Decennial Census if he were permitted to appoint certain persons holding State or county offices as supervisors of the census.

In view of the premises, therefore, the President has deemed it advisable in certain instances to permit the appointment of certain State and county officers as supervisors of the census. The director of the Census is hereby authorized to appoint State, county, and municipal officers as supervisors of the census if in his opinion the duties of such State, county, and municipal officers do not in any manner conflict with the performance of the duties of supervisors of the census, and where the Director of the Census is satisfied that the appointment of such State, county, or municipal officer is for the best interest of the service.

ORDER RELATING TO THE EXECUTIVE ORDER OF JANUARY 17, 1873, AND JANUARY 28, 1873

PERMITTING OFFICERS AND EMPLOYEES OF THE INDIAN SERVICE SERVING IN A MEDICAL OR SANITARY CAPACITY ON A PART-TIME BASIS TO HOLD STATE, COUNTY, OR MUNICIPAL POSITIONS OF A SIMILAR CHARACTER

September 10, 1929.

Executive orders of January 17 and 28, 1873, are further modified as follows:

Officers and employees of the Indian Service serving in a medical or sanitary capacity on a part-time basis may, with the consent of the Secretary of the Interior, also hold State, county, or municipal positions of a similar character.

ORDER RELATING TO EMPLOYMENT BY FOREIGN GOVERNMENT

LIMITATION ON NONOFFICIAL EMPLOYMENT OF OFFICERS OR EMPLOYEES OF THE AMERICAN GOVERNMENT

November 11, 1929.

It is hereby ordered that no officer or employee in the executive branch of the United States Government, regardless of whether he is on annual leave or leave without pay, shall be employed with or without remuneration by any foreign government, corporation, partnership, or individual that is in competition with American industry.

ORDERS GOVERNING HOURS OF LABOR

CHRISTMAS, 1929

December 12, 1929.

It is hereby ordered that the several executive departments and independent Government establishments in the District of Columbia, including the Government Printing Office and the navy yard and stations, be closed on Tuesday, December 24, 1929, and all clerks and other employees in the Federal service in the District of Columbia, except those who may for special public reasons be excepted from the provisions of this order, or those whose absence from duty would be inconsistent with the provisions of existing law, are hereby excused from duty on that day.

This order is not to be deemed as establishing a precedent.

EXCUSING CLERKS AND EMPLOYEES, MAY 31, 1930

May 27, 1930.

It is hereby ordered that the several executive departments and independent Government establishments in the District of Columbia, including the Government Printing Office and the navy yard and stations, be closed on Saturday, May 31, 1930, and all clerks and other employees in the Federal service in the District of Columbia, except those who may for special public reasons be excepted from the provisions of this order, or those whose absence from duty would be inconsistent with the provisions of existing law, are hereby excused from duty on that day.

In view of this order the application of the provisions of Executive Order No. 4644, of May 9, 1927, relating to hours of duty on Saturdays in June, July, August, and September, will be deferred to the second Saturday in June.

This order is not to be deemed as establishing a precedent.

ORDER RELATING TO SPECIAL LEAVES OF ABSENCE TO BE GIVEN DISABLED VETERANS IN NEED OF MEDICAL TREATMENT

July 17, 1930.

With respect to medical treatment of disabled veterans who are employed in the executive civil service of the United States, it is hereby ordered that, upon the presentation of an official statement from duly constituted medical authority that medical treatment is required, such annual or sick leave as may be permitted by law and such leave without pay as may be necessary shall be granted by the proper supervisory officer to a disabled veteran in order that the veteran may receive such treatment, all without penalty in his efficiency rating.

The granting of such leave is contingent upon the veteran's giving prior notice of definite days and hours of absence required for medical treatment in order that arrangements may be made for carrying on the work during his absence.

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):

July 5, 1929. Mrs. Frances D. Haldeman; time limit on eligibility for reinstatement waived; appointment authorized as operative, Bureau of Engraving and Printing; widow of Frank Haldeman, former plate printer, Bureau of Engraving and Printing, who died after a service of 21 years, leaving his wife and dependent daughter without means of support; she had passed junior file clerk and general clerical examination; recommended by the Secretary of the Treasury.

July 5, 1929. Mrs. Mae A. Krigbaum; time limit on eligibility for reinstatement waived; had served after competitive examination as printer's assistant; widow of Samuel Krigbaum, who died after a service as plate printer of more than 26 years; had three dependent children; recommended by the Secretary of the Treasury.

July 8, 1929. Mrs. Lulu M. Davis; time limit on eligibility for reinstatement waived; had been employed as printer's assistant; widow of August Davis, who died after a service of nearly 22 years as plate printer in the bureau; recommended by the Secretary of the Treasury.

July 9, 1929. Mrs. Birdie E. Gordon; time limit on eligibility for reinstatement waived; had been employed in the bureau as printer's assistant and operative; the death of her husband left her dependent on her own efforts for support; recommended by the Secretary of the Treasury.

July 23, 1929. Louis Bulicek; examination waived; appointed junior administrative officer, Department of Commerce; had been employed in the United States Food Administration and the United States Grain Corporation from September 1, 1919, to December 31, 1927; was the only known available individual sufficiently familiar with the records to compile information contemplated by Senate Resolution 98 of the Seventy-first Congress; recommended by the Secretary of Commerce.

July 25, 1929. Howard Fyfe; examination waived; given classified status; had long and meritorious service, and his training and experience were needed in the position in the Dispatch Agency at New York, where unusual conditions prevailed regarding personnel; recommended by the Secretary of State; the commission concurred.

July 25, 1929. James Lawrence Bent; waiver of competitive feature in certification; appointed lieutenant of police, industrial department, naval station, Cavite, P. I.; had served for approximately 18 years in the Regular Navy and had been acting as chief of the navy yard police for over four years; had competed in a civil service examination for policeman held in the Philippine Islands, obtaining a rating of 93.7; recommended by the Secretary of the Navy.

July 29, 1929. Robert F. Kerkam; examination waived; appointed stenographer and typist, naval station, Cavite, P. I.; the department had experienced difficulty in filling positions of stenographer and typist in the Philippines; Mr. Kerkam was chief yeoman in the United States Naval Reserve and was willing to accept the position; had taken a general clerical examination and had attained eligibility; recommended by the Secretary of the Navy.

July 29, 1929. Mrs. Myrtle B. Shely; examination waived; appointment authorized to an appropriate position in the classified service; widow of James W.

Shely, who rendered nearly 51 years' service under supervision of the Architect of the Capitol, serving from October 1, 1877, until his death in 1928; recommended by the Hon. F. W. Simmons and the Hon. William E. Hammer.

August 21, 1929. Mrs. Marjorie M. Noone; examination waived; appointed clerk, Public Health Bureau, Treasury Department; widow of Matthew J. Noone, who was employed in the Treasury Department for 10 years; his death left his widow and three daughters without means of support; recommended by the Secretary of the Treasury.

August 29, 1929. Mrs. Jeanette C. Vaughan; examination waived; appointed clerk, Treasury Department; widow of Dan C. Vaughan, former employee of the Government Printing Office, the Department of Commerce and Labor, and the Treasury Department; she served in the Patent Office following competitive examination in the Food Administration; recommended by the Secretary of the Treasury.

September 7, 1929. Mrs. Ida Elizabeth Henning; examination waived; appointed junior laborer, Department of Agriculture; widow of George A. Henning, who for nearly 44 years was employed in the Government service, eight years of which were in the Department of Agriculture; he lost his life in an explosion in the Department of Agriculture power house on March 10, 1928; recommended by the Secretary of Agriculture.

October 9, 1929. Mrs. Estelle Roberts; examination waived; appointed matron, Immigration Service, Department of Labor; widow of Earl A. Roberts, formerly immigration patrol inspector at Detroit, Mich., who was killed while in the performance of his official duties; recommended by the Secretary of Labor.

October 9, 1929. Erwin G. May; examination waived; appointed assistant customs agent; had taken examination for assistant trade commissioner, Department of Commerce; was particularly qualified because of education, business training, and knowledge of the German language; ultimate assignment to be in Berlin, Germany; recommended by the Secretary of the Treasury; the commission concurred.

October 12, 1929. Mrs. Guilia P. Burke; examination waived; appointed counter clerk, Treasury Department; wife of a disabled World War veteran; had served as printer's assistant, as examiner, Bureau of Engraving and Printing, and as money counter in the National Bank Redemption Agency; recommended by the Secretary of the Treasury.

October 17, 1929. Mrs. Josephine Jackley; examination waived; appointed clerk, Treasury Department; widow of Dano M. Jackley, who served as prohibition agent for seven years and who lost his life in the performance of his official duties; recommended by the Secretary of the Treasury.

November 15, 1929. Mrs. Eliza C. O'Reilly; examination waived; appointed clerk, Treasury Department; widow of Michael J. O'Reilly, who served in the Treasury Department from August 16, 1894, to date of his death May 20, 1927; was chief of the division of bookkeeping and warrants during the last seven years of his life; recommended by the Secretary of the Treasury.

November 15, 1929. Mrs. Alice Tasker; time limit on eligibility for reinstatement waived; reinstatement authorized in an appropriate position in any part of the classified service; was formerly matron in the New York office of the Veterans' Bureau; sustained an injury in an accident in the subway at Forty-second Street, New York; the Director of the Veterans' Bureau stated her services were satisfactory and the bureau would have no objection to the issuance of an Executive order, although there were no vacancies in the bureau at that time.

November 25, 1929. Mrs. Germaine M. Finley; examination waived; appointment authorized to a clerical position in the classified service; widow of James G. Finley, who entered the Consular Service as vice consul at Lyon, France, September 17, 1917, and served at posts in France, Greece, and Canada, and on detail in the Department of State as vice consul, consular assistant, and vice consul of career; died May 26, 1929, while serving as vice consul at Havre; his death left his widow and two children without means of support; recommended by the Secretary of State.

November 25, 1929. Mrs. Maude Williams; examination waived; appointment authorized to a classified position in the Government service; she had three children, aged 13, 12, and 8, who are being taught trades in the Mills Industrial School, N. C., and who are partially dependent upon her for support; had rendered satisfactory service under temporary appointment in the Treasury Department; recommended by the Secretary of Labor and the Secretary of the Treasury.

December 6, 1929. Mrs. Marguerite Barrett; time limit on eligibility for reinstatement waived; appointed clerk, Treasury Department; had classified

status in the War Trade Board and Public Health Service; had three children dependent upon her for support; recommended by the Secretary of the Treasury.

January 10, 1930. Mrs. Mary Bernadine Partridge; examination waived; appointment authorized to a clerical position in the Bureau of Prohibition, Treasury Department; wife of G. T. Partridge, who rendered faithful and loyal service in the Internal Revenue and Prohibition Bureaus from October 13, 1917, to September 19, 1929, when he became incapacitated; the burden of supporting the family, including three young children, devolved upon Mrs. Partridge; recommended by the Acting Secretary of the Treasury.

February 1, 1930. Jose T. Casanovas; given classified status in War Department; had been employed in the Quartermaster Corps of the Army in Porto Rico since 1898, and had a record of long, faithful, and efficient service as a janitor and as a mason; recommended by the Secretary of War.

February 21, 1930. Mrs. Mabel V. Birch; examination waived; appointed clerk, Treasury Department; widow of Platt H. Birch, who served efficiently in the Treasury Department from February 6, 1919, to the date of his death, January 3, 1930; had served in other branches of the Government from May, 1911, to February, 1919; widow and three minor children left without adequate means of support; recommended by the Secretary of the Treasury.

February 25, 1930. Eustaquio Vallecer; given classified status as master, harbor boat service, War Department, Philippine Islands; order was issued in recognition of Mr. Vallecer's loyal and efficient service for the United States Government in the Philippines since August 13, 1898; recommended as being one of the most capable pilots of harbor craft, and during the Spanish-American War demonstrated his loyalty by transporting troops under fire; recommended by the Secretary of War; the commission concurred.

March 25, 1930. H. Charles Spruks; examination waived; appointed technical assistant, Department of State; had unique experience in visa work at two of the most difficult posts in the American Foreign Service, qualifying him as an expert; was appointed Foreign Service officer February 5, 1927, having passed the Foreign Service examination; was assigned to Habana, Cuba, detailed to the Department of State for duty in the Foreign Service School; was assigned to the consulate general at Warsaw, Poland, in charge of visa work; recommended by the Acting Secretary of State.

March 25, 1930. Mrs. Mabel P. Hollister; waiver of competitive feature in certification; appointed stenographer and typist, United States National Museum; had passed civil service examination for stenographer and typist, and translator, Spanish and French; was widow of Ned Hollister, an eminent zoologist and assistant curator and superintendent of the National Zoological Park, who was in the service of the Smithsonian Institution from January 3, 1910, until his death November 3, 1924, as a result of disease contracted while on official duty; recommended by the Secretary of the Smithsonian Institution.

April 12, 1930. Mrs. Liza B. Moncure; examination waived; appointed clerk, Bureau of Prohibition, Treasury Department; widow of Robert K. Moncure, prohibition agent, who met his death while in the performance of his official duties January 18, 1930; recommended by the Secretary of the Treasury.

April 16, 1930. Mrs. Laura Mae Decker; examination waived; appointed clerk, Department of Agriculture; widow of Arthur J. Decker, who for nearly 28 years was employed in the Government service, 12 of which were in the Department of Agriculture; recommended by the Secretary of Agriculture.

April 16, 1930. Mrs. Helen Laddbush; examination waived; appointed clerk, Interstate Commerce Commission; widow of Frank E. Laddbush, an employee of the Interstate Commerce Commission from January 12, 1914, to the time of his death, January 10, 1930, except during the period of his service in the Army as field clerk, January 3, 1918, to February 24, 1919; recommended by the chairman of the Interstate Commerce Commission.

April 22, 1930. Mary Edwina Coons; waiver of competitive feature of certification; appointment authorized to a clerical position under the Federal Trade Commission; she had rendered satisfactory and efficient service as a clerk under temporary appointment and had qualified in a civil service examination for junior typist; she had not been reached for certification for permanent employment; order does not confer any status for subsequent employment in the classified service; recommended by the Federal Trade Commission.

April 22, 1930. Mrs. Thelma D. Roy; examination waived; appointed money counter, Treasury Department; appointment authorized for one year; had served in the Bureau of Engraving and Printing from September 13, 1919, to July 25, 1922; had been temporarily employed in that bureau and in the office

of the Treasurer of the United States; had no eligibility for permanent appointment; was without means; had three small children to support; appointment did not confer any status for subsequent employment in the classified service; recommended by the Secretary of the Treasury.

April 22, 1930. Mrs. Selma F. Dinger; examination waived; appointed clerk, War Department; widow of Capt. Harry A. Dinger, an outstanding pilot in the Air Corps, who was killed in an airplane accident on December 20, 1929; he had served continuously during the World War and as a pilot was selected for many important missions; recommended by the Secretary of War.

April 23, 1930. Ewile K. Jett, engineer, **Andrew D. Ring**, engineer, **Eugene Cogley**, radio expert; the Federal Radio Commission, by joint resolution of Congress, became a permanent commission; it desired certain employees as a nucleus for its permanent force; employees named in this order were on temporary appointment; this order to be effective only during the employment of the three employees named under the Federal Radio Commission and to automatically end with the termination of their service with that commission; it did not confer upon them any status for employment in any part of the classified service; recommended by the Federal Radio Commission.

April 25, 1930. Mrs. Ida K. Marsh; examination waived; appointed clerk, Bureau of the Census, widow of Raymond C. Marsh, who served in the United States Army from May 18, 1918, to July 25, 1919, and who died on April 20, 1928; he left his family without means of support; widow had served in temporary Government positions for an aggregate of about three years; employment restricted to one year only; order does not confer any status for subsequent employment in the classified service; recommended by the Secretary of Commerce.

May 12, 1930. Mrs. Helen Hall York; examination waived; appointed clerk, Bureau of Prohibition, Treasury Department; widow of Lamar W. York, prohibition agent, who met his death while in the performance of his official duties on April 12, 1930; widow left with three small children and without adequate means of support; recommended by the Secretary of the Treasury.

May 12, 1930. Mrs. Florence R. Hopkins; examination waived; appointed for one year as clerk, Treasury Department; did not acquire classified status or right to further employment by such appointment; widow of Henry I. Hopkins, who served the Government for 18 years and died June 14, 1926, from injuries; widow had four dependent children to support and was without adequate means; recommended by the Secretary of the Treasury.

June 20, 1930. Mrs. Mary R. Martin; examination waived; appointed check assorter, General Accounting Office; widow of Harry R. Martin, a former employee of the General Accounting Office, who died on April 5, 1930, after about 10 years' service, leaving her with two sons, aged 9 and 12, and without means of support; recommended by the Comptroller General.

June 23, 1930. Patia Smith; examination waived; appointed clerk, Department of Commerce; daughter of Curtis M. Smith, former employee of the Bureau of Standards, who was seriously injured in an explosion which occurred while he was on duty in the dynamometer laboratory of that bureau in September, 1923, when his heroic action prevented loss of life and further damage to Government property; was seriously injured and incapacitated for duty for some time prior to his death; recommended by the Secretary of Commerce.

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

John Russell Pope, Clarence C. Zantzinger, office of Supervising Architect, Treasury Department, $20 per diem when actually employed, consulting specialist (architectural). They served in an advisory capacity to the Secretary of the Treasury in matters affecting the location of public buildings and in related matters bearing on the public buildings program of the District of Columbia. There would be few qualified men who would compete in an examination for part-time employment.

Arthur W. Franks, United States Public Health Service, Cincinnati, Ohio, $780 per annum, sample clerk, part time. The employee is engaged in collecting samples of river water from designated places in the river; prepares samples for transportation, and forwards them to the public-health station. The collection requires the use of a motor boat. He appeared to be the only person available who had suitable equipment. The appointment was approved with the understanding that compensation is not to be increased without prior approval of the commission. It would be difficult to secure eligibles for such position through examination at the salary stated, and it was understood that the service of the appointee would be required for a limited period.

WAR DEPARTMENT

John B. Hurt, signal service at large, Washington, D. C., $1,800 per annum, crypt analyst aid. The appointee was required to complete a special course of instruction in crypt analysis, to act as an assistant to crypt analysts engaged in the compilation of codes, the preparation of ciphers and cipher tables, etc. There were no eligibles available for certification with a knowledge of the language requirements.

INTERIOR DEPARTMENT

Mary A. Stewart, Bureau of Indian Affairs, $4,600 per annum, supervisor of education. She was appointed as an assistant to the director general in charge of junior education employment service, Department of Labor, on June 1, 1921. She later became assistant to the director general in charge of junior and women's work and assistant director general of employment. She received an A. B. degree from the University of Colorado, had taken graduate work in Columbia University and in the University of Chicago; was given an honorary degree of Master of Letters by the University of Colorado in 1928. She was for eight years a member of the faculty and dean of women at the University of Montana. She had qualifications as a result of experience as an educator, and a residence of several years in States where the Indian problem is understood. Her services were to be used in the general program of reconstructing the Indian bureau. The field of competition appeared to be limited and the appointment was therefore approved.

Robert R. Dieterle, St. Elizabeths Hospital, $4,600 per annum, neuropathologist. A vacancy has existed in this position since 1926. There had been difficulty in securing a sufficient number of neuropathologists, and Doctor Dieterle had practically 18 years' experience in his specialty. It was improbable that an examination would result in securing eligibles with the qualifications required.

Harold C. Bryant, National Park Service, $5,600 per annum, assistant director, branch of education. Doctor Bryant, who had served under temporary appointments in the National Park Service since 1923, had been engaged on general museum work, preparation of museum exhibits, and dissemination of general information on the natural history of the parks. He holds the degrees of B. S., M. S., and Ph. D. He had 12 years' university teaching experience and 12 years of museum collections and technique, lecture and extension work. It was believed that eligibles with the requisite qualifications would not be obtained through examination.

DEPARTMENT OF AGRICULTURE

Chauncey G. Suits, Forest Service, Madison, Wis., $1.04 per hour when actually employed, assistant engineer (radio). The part-time services of an assistant radio engineer were required in the section of timber physics to continue work related to wood through electrical apparatus. It was estimated the

work would require the services of Mr. Suits for an average of 50 hours each month. He is a graduate of the University of Wisconsin and had two years' experience as assistant operator, radio station, and as physicist in research laboratory. The appointment was approved with condition against increase in compensation without prior approval of the commission.

George W. Curran, Forest Service, Madison, Wis., $0.99 per hour when actually employed, junior engineer (radio). The part-time services of a junior engineer (radio) were required in the section of timber physics to continue the work formerly done by Chauncey G. Suits, assistant engineer (radio) who resigned February 11, 1930. The duties were the same as those assigned to Mr. Suits. Mr. Curran is a graduate of the University of Wisconsin, having obtained his B. S. degree in electrical engineering, and has considerable experience as radio-station operator. The appointment was approved with restriction against increase in compensation without prior approval of the commission.

Maulsby W. Blackman, Bureau of Entomology, $4,600 per annum, senior entomologist (specialist in Scolytidae). The services of Mr. Blackman were needed in the division of taxonomy; the appointee was to undertake studies on the classification of bark beetles (family Scolytidae) and in particular of certain genera of outstanding economic importance. The work required the coordination of the taxonomic and morphological studies with field studies of the biological habits of the different species. These duties can be adequately performed only by a specialist in Scolytidae. He had been employed previously under section 10 of Rule II in the Bureau of Entomology as a specialist in Coleoptera. He was a graduate of the University of Kansas with a degree of A. B. and received his Ph. D. degree from Harvard University, specializing in zoology. The appointment was approved because of the difficulty that would be experienced in securing eligibles from competitive examination.

Benjamin Liebowitz, Bureau of Public Roads, New York City, $20.83 per diem when actually employed, research consultant. Mr. Liebowitz had been serving under section 10 of Rule II and the present appointment was an extension for an additional period of six months from April 9, 1930, in order that he may complete the work for which he was originally appointed on April 4, 1928. He had been serving on an important assignment in the division of tests on the instrumentation work which is being carried on for the purpose of developing an accelerometer which is suitable for the measurement of the impact forces produced by the wheels of motor trucks.

DEPARTMENT OF COMMERCE

William K. Hatt, Bureau of Standards, La Fayette, Ind., $5,400 per annum when actually employed, consulting engineer. Doctor Hatt had been serving under Schedule A, Subdivision I, paragraph 6, of the civil service rules, on a committee for the purpose of collecting and disseminating scientific, practical, and statistical information showing approved methods in building. In proposing the appointment under section 10 of Rule II, it was stated that his services would be utilized not to exceed 10 days in any one month; he had consented to undertake the work at a financial sacrifice. He is willing to serve until the desired results are obtained; it was regarded as impracticable to obtain from examination eligibles who would have the requisite qualifications and experience and who would be willing to accept part-time employment.

VETERANS' BUREAU

Ole A. Ingebrigtsen, United States Veterans' Bureau, regional office, Atlanta, Ga., $2,400 per annum, orthopedic mechanic. Mr. Ingebrigtsen had been employed in a similar capacity under section 10 of Rule II in the same office

from January 29, 1923, to August 18, 1926. The commission had on a number of occasions endeavored unsuccessfully to fill positions of this character through competitive examination. In view of the expense involved in holding examination and the lack of competition, the commission approved the appointment under section 10 of Rule II.

SMITHSONIAN INSTITUTION

Clay P. Butler, Astrophysical Observatory, Mount Montezuma Station, Chile, $1,620 per annum, bolometric assistant. Mr. Butler was attached to the Mount Montezuma station, and had three years of training in shopwork, special training at the Smithsonian solar observing station at Table Mountain, Calif., and four months' training at the Smithsonian solar radiation station at Mount Montezuma, Chile, in the exact kind of observations and computations which are required in this position. He showed a special aptitude for the work, and excellent adaptability for isolated field conditions. Difficulty would be experienced in securing qualified eligibles for filling the position satisfactorily under the conditions stated.

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*

Kind of examination	Service [1]	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
FOR ENTRANCE																			
Accountant and auditor:																			
Assistant	CAF	379	4	383	82		82	1		1	20		20	21		21	$2,600	9	
Associate	CAF	240		240	45		45												
Accountant, cost	CAF										1		1	1		1	1,800		
Administrator, prohibition	CAF	14		14	11		11				3		3	3		3	2,900–6,000		
Administrator, prohibition, assistant	CAF										10		10	10		10	2,300–3,800	5	
Administrator, prohibition, deputy	CAF										24		24	24		24	2,300–3,700	12	
Advisor, girls	SP		82	82		62	62												
Advisor	SP	2		2	2		2												
Agent:																			
Antinarcotic act	CAF	99		99	55		55				10		10	10		10	2,300	6	
Commercial associate	CAF							9		9	1		1	10		10	2,200–2,300	3	
Federal (home economics education)	SP		10	10		4	4		1	1		1	1		2	2	3,200–4,600		
Federal (trade or industrial education)	SP	53	2	55	7		7	1		1				1		1	4,600		
Home demonstration	SP		9	9		7	7					3	3		3	3	2,000		
Home economics education	P		10	10		4	4			2	2	1	1		3	3	3,200–3,800		
Prohibition	CAF	113	1	114	37	1	38				567		567	567		567	2,100–2,400	403	
Prohibition, junior	CAF										3		3	3		3	2,100–2,300	85	
Purchasing	CAF	15		15	5		5				1		1	1		1	1,800	1	
Special	CAF	1		1							6		6	6		6	2,600–3,200	5	
Trade and industrial education	P	45	2	47	12		12	1		1				1		1	3,800		
Agronomist:																			
Assistant	P	49		49	13		13				4		4	4		4	2,600–2,900		
Associate	P	27		27	16		16				4		4	4		4	3,200–3,100	1	
Junior	P	40		40	15		15				11		11	11		11	2,000	1	
Principal	P	9		9				1		1				1		1	5,600	1	
Aid:																			
Agriculture, senior	SP	25		25	7		7												
Animal husbandry, junior	SP	3	1	4	1		1												

[1] CAF-Clerical, Administrative and Fiscal Service; SP, Subprofessional Service; P, Professional Service, and Cu, Custodial Service.

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Appraisal land, senior	CAF	121	1	122	40	1	41				9		9	9		9	$2,000	8	
Biological, senior	SP	9		9	9		9				2		2	2		2	2,000–2,400	1	
Computing, assistant	SP	1	4	5	1	4	5					1	1		1	1	1,620		
Engineering	SP	160	1	161	86		86	7		7				7		7	1,800	2	
Engineering, senior	SP	43		43	1		1												
Field, engineering	SP	1		1				3		3	3		3	6		6	1,020–1,260	4	
Foreign plant introduction, assistant	SP	19		19	8		8				2		2	2		2	1,620		
Laboratory	SP	37	1	38	21		21				10	1	11	10	1	11	1,260–1,560		
Laboratory, in animal husbandry, assistant	SP										2		2	2		2	1,440–1,500		
Laboratory, and technical clerk	SP											1	1		1	1	1,560		
Library	SP	93	173	266	65	103	168	3	1	4				3	1	4	1,020		
Occupational therapy	SP	56	75	131	8	35	43				5	12	17	5	12	17	1,800	3	1
Physiotherapy	SP	13	8	21	5	2	7				5		5	5		5	1,800	5	
Scientific	SP	13	52	65	4	13	17		1	1	3		3	3	1	4	1,800–2,000		
Scientific, assistant	SP	103	112	215	86	88	174	10	2	12	7	3	10	17	5	22	1,440–1,750		
Scientific, junior	SP	96	19	115	60	17	77	19	4	23	10	4	14	29	8	37	1,260–1,440	4	
Scientific, senior	SP	9	1	10	6	1	7												
Anatomist, plant, physiological, assistant	P	11	1	12	5		5				1		1	1		1	2,600		
Animal husbandman:																			
Assistant	P	25		25	6		6												
Associate	P	42		42	20		20	1		1				1		1	3,200	1	
Junior	P	34	1	35	23		23				2		2	2		2	2,000		
Appraiser:																			
Land	CAF	8		8	2		2				5		5	5		5	3,800	1	
Land, assistant	CAF	98		98	24		24				11		11	11		11	2,600	5	
Land, associate	P	88		88	32		32	1		1	10		10	11		11	3,200	6	
Apprentice	Cu	2,007		2,007	626		626												
Government Printing Office	Cu							41		41				41		41	826–1,002	1	
Laboratory, minor	SP	234	6	240	169	4	173	22		22	10		10	32		32	1,020–1080		
Laboratory, under	SP							5		5	1	1	2	6	1	7	1,260–1,440	1	
Ordnance Department at Large	Cu										13		13	13		13	651		
Shop	Cu							5		5				5		5	1,020	1	

Architect	P							1		1			1		1	3,200	1	
Assistant	P	182	5	187	33	1	34	15		15	1		1	16		16	2,600	6	
Associate	P	65		65	40		40	4		4	1		1	5		5	3,200	5	
Landscape, assistant	P	18		18	3		3	1		1	4		4	5		5	2,000–2,600	3	
Landscape, senior	P	27	1	28	7		7				1		1	1		1	5,200		
Naval. assistant	P	8		8	5		5	2		2	1		1	3		3	2,600–3,000		
Naval, associate	P	25		25	20		20												
Artist-illustrator	SP	9		9	2		2												
Assayer, junior	SP										1		1	1		1	2,204	1	
Assistant:																			
Auditing and accounting, principal	CAF							2		2	4		4	6		6	2,300	2	
Administrative	CAF	8	4	12	5		5												
Agriculture information	CAF	32	3	35	5		5	1		1				1		1	2,900		
Electrical	SP	2		2	2		2												
Engineering, sanitary	P	41		41	17		17												
Library	SP	8	56	64	1	19	20		4	4					4	4	1,800		
Library, junior	SP	13	128	141	4	27	31		4	4		2	2		6	6	1,440–1,620		
Library, minor	SP	26	65	91	5	12	17	5		5				5		5	1,260		
Library, under	SP	17		17	8		8	3	1	4		1	1	3	2	5	1,320–1,440		
Occupational therapy	SP										4		4	4		4	1,440–1,560	2	
Personnel research	P							1		1				1		1	3,200	1	
Physiotherapy	SP										5		5	5		5	1,440	2	
Surgeons	SP	37	26	63	26	26	52				6	10	16	6	10	16	1,260–1,680	4	
Printer's assistant	Cu								1	1					1	1	1,252		1
Surgeon's (operating room)	SP	9	2	11	7	2	9				4		4	4		4	1,440	3	
Technical, junior	SP	385	246	631	111	57	168												
Astronomer, junior	P	14	1	15	7		7												
Attendant:																			
Laboratory	Cu	2		2	2		2				4		4	4		4	1,020–1,320	1	
St. Elizabeths Hospital	SP										37	14	51	37	14	51	1,260	12	
Statue of Liberty	Cu	9		9	1		1				1		1	1		1	1,380	1	
Attorney	P										5		5	5		5	3,000–4,000	4	
Associate (and assistant)	P	111		111	77		77				6		6	6		6	2,600–4,000	2	
Junior	P	8		8	4		4				1		1	1		1	2,000	1	
Senior	P	3		3	3		3				2		2	2		2	3,200–3,300		
Auditor, junior	CAF	2,306	128	2,434	737	27	764				1		1	1		1	2,000		
Auditor, transportation rate and traffic (freight) senior	CAF							5		5	2		2	7		7	2,300		
Bacteriologist	P	15	11	26	8	6	14												
Assistant	P	30	8	38	16	3	19	1		1				1		1	2,600		
Associate	P	24	6	30	14	3	17					1	1		1	1	2,400		
Junior	P	34	16	50	20	9	29		1	1	3		3	3	1	4	2,000–2,200		
Senior	P							1		1				1		1	4,600		
Band leader	Cu	2		2	2		2				1		1	1		1	1,440	1	
Biochemist	P	6	1	7	3		3				1		1	1		1	3,800		
Associate	P	7	1	8	3	1	4												
Junior	P	1	1	2															
Biologist:																			
Aquatic, assistant	P	10	2	12	6		6				1		1	1		1	2,600	1	
Aquatic, associate	P	10		10	6		6				1		1	1		1	3,200		
Aquatic, junior	P	21	3	24	10	2	12												
Assistant	P	12	1	13	5		5				1		1	1		1	2,600		

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Biologist—Continued.																			
Associate	P	3		3	3		3				1		1	1		1	$3,200	1	
Junior	P	164	42	206	58	17	75	1	1	2	6		6	7	1	8	2,000	1	
Blacksmith	Cu	18		18	13		13				7		7	7		7	1,409–1,878	5	
Boatswain	Cu	9		9	3		3				1		1	1		1	1,440	1	
Bookbinder	Cu	299	19	318	97		97	30		30				30		30	2,504	10	
Bookkeeper	CAF										4	1	5	4	1	5	1,440–1,800	2	
Bookkeeper, assistant	CAF										5	1	6	5	1	6	1,223–1,800		
Bookkeeper, junior	CAF							1		1	2		2	3		3	1,440–1,800	1	
Bookkeeper, senior	CAF										8	1	9	8	1	9	1,620–2,000	3	
Bookkeeper-typist	CAF	18	5	23	3	1	4				3		3	3		3	1,440–1.620	1	
Botanist, seed, junior	P	2	10	12	1	8	9		2	2					2	2	2,000		
Business specialist, assistant chief	CAF	34		34	7		7	1		1				1		1	3.800	1	
Butcher	Cu	5		5	3		3				3		3	3		3	1,440–1,500		
Cabinet maker	Cu	11		11	4		4	1		1	1		1	2		2	1,800–1,860	1	
Cable splicer	Cu	15		15	8		8				1		1	1		1	1,260	1	
Carpenter	Cu	131		131	100		100	1		1	122		122	123		123	1,092–2,754	35	
Ship	Cu										5		5	5		5	1,740–2,740	3	
Chainman	Cu	7		7	6		6				8		8	8		8	1,200–1,500	1	
Chauffeur	Cu	226		226	91		91	3		3	49		49	52		52	900–1,800	34	
Checker	CAF	19		19	13		13				8		8	8		8	1.440	8	
Chemist	P	6		6	5		5	1		1				1		1	3,200		
Assistant	P	137	8	145	52	9	61	10	2	12	21	2	23	31	4	35	2,322–2,717	12	
Associate	P	81		81	56		56	5		5	6		6	11		11	2,400–3,200	1	
Junior	P	425	69	494	151	15	166	21	1	22	48	2	50	69	3	72	[2] 1,000–2,400	4	
(Leather), assistant	P							2		2				2		2	2,600		
Physical	P	8		8	6		6				1		1	1		1	3,800		
Physical, qualified in ferrous metallurgy, associate	P										1		1	1		1	3,200		
Physical (X ray), assistant	P							1		1				1		1	2,600		
Senior	P	16		16				1		1	2		2	3		3	4,600–5,000	2	
Chief, fire, assistant	Cu										2		2	2		2	1,740	2	
Chief of food control	CAF	10		10	5		5	1		1				1		1	5,600		

Chief of plant quarantine and control administration	P										1		1	1		1	5,000		
Chief of protective division, assistant	P	1		1															
Cleaner	Cu		8	8		7	7				1		1	1		1	2,000	1	
Dry	Cu	4		4	2		2												
Clerk:																			
Ammunition	CAF	23		23	8		8												
Card punch operator	CAF	2	1	3	2	1	3					1	1		1	1	1,500		
Chief	CAF										1		1	1		1	1,800	1	
Distilled spirits, assistant	CAF										1	1	2	1	1	2	1,620–2,100	1	
Distilled spirits, junior	CAF										1		1	1		1	2,000		
Editorial	CAF	92	80	172	3	2	5	2	3	5				2	3	5	1,800		
Editorial, principal	CAF	122	120	242	11	17	28	2		2				2		2	1,800–2,300	1	
File	CAF	60	77	137	9	21	30				9	4	13	9	4	13	1,260–1,512	5	
File, junior (and under)	CAF	158	1,905	2,063	66	700	766	24	2	26	6	5	11	30	7	37	1,260–1,440	10	1
Finance and allotment	CAF	7		7	1		1				1		1	1		1	1,500		
Forest and field	CAF	362	229	591	13	9	22				7		7	7		7	1,620–1,800	3	
Forest and field, senior	CAF	161	19	180	2	1	3				12		12	12		12	1,620–2,000	3	
General	CAF	3,000	1,257	4,257	893	229	1,122				279	75	354	279	75	354	960–2,250	104	5
Junior	CAF	6,812	12,258	19,070	3,118	5,444	8,562	812	1,407	2,219				812	1,407	2,219			
Minor	CAF	9	22	31	3	17	20				1	4	5	1	4	5	600–780		
Postal (Panama Canal)	CAF										2		2	2		2	1,800–2,124	1	
Railway postal	CAF	10,644	1	10,645	3,895		3,895				657		657	657		657	1,850	241	
Sanitary inspector	CAF		2	2															
Statistical, assistant	CAF	1,482	943	2,425	136	109	245	7	7	14		1	1	7	8	15	1,440–1,800	1	
Statistical, junior	CAF								1	1					1	1	1,800		
Statistical, senior	CAF							3		3	1	3	4	4	3	7	1,440–2,000	1	
Third grade	CAF	1		1	1		1				93		93	93		93	840–1,860	22	
Transportation, assistant	CAF	53		53	13		13				1		1	1		1	1,620	1	
Weight	CAF	22		22	6		6				3		3	3		3	1,252–1,678	1	
Clerk-carrier	CAF	66,104	3,967	70,071	32,148	2,253	34,401				7,795	145	7,940	7,795	145	7,940	1,700	1,856	7
Clerk-embalmer	CAF	12		12	1		1				1		1	1		1	2,300	1	
Clerk-typist, under	CAF		3	3		1	1	1	16	17		1	1	1	17	18	1,260		
Collector of cotton-gin statistics	CAF	49	5	54	43	4	47												
Commissioner of Prohibition, assistant	CAF	1		1															
Computer	SP										3		3	3		3	1,731–2,000		
Assistant	P	38	11	49	10	5	15				2	2	4	2	2	4	1,440		
Junior (and senior)	P	166	39	205	79	22	101												
Cook	Cu		2	2		1	1												
Assistant	Cu	18		18	10		10				5	1	6	5	1	6	1,080–1,860	4	
Copy puller	Cu							14		14				14		14	1,080		
Curator	P	6		6	2		2	1		1				1		1	4,600	1	
Associate	P	6	1	7	6	1	7	1		1				1		1	3,200	1	
Custodian-engineer, assistant	Cu	62		62	23		23				6		6	6		6	2,100–2,500	1	
Cytologist, associate	P	2	2	4		2	2												
Dairy husbandman, assistant	P	32		32	7		7				3		3	3		3	2,600–3,100	1	
Dairyman	Cu	69		69	33		33				5		5	5		5	1,560	2	
Dentist, associate	P	226		226	125		125				3		3	3		3	3,200–3,278	3	
Dietitian	SP	2	91	93		54	54					35	35		35	35	1,800–1,920		
Assistant	SP		3	3		1	1					1	1			11	1,800		

[2] Part-time salary.

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Director:																			
Agriculture	P	55		55	21		21				8		8	8		8	$2,300-$2,900	8	
Girls' physical education	SP											4	4		4	4	1,800- 1,860		
Technical, assistant	P	16		16	8		8				1		1	1		1	8,000	1	
Ditchrider	Cu	44		44	32		32				30		30	30		30	1,440- 1,980	5	
Draftsman:																			
Aeronautical, senior	SP	16		16	16		16				3		3	3		3	2,300	1	
Apprentice	SP	39	1	40	25	1	26	1	4	5	8	5	13	9	9	18	1,020- 1,560		
Architectural	SP							4		4				4		4	1,620- 1,800	1	
Architectural, principal	SP										3		3	3		3	2,400- 2,875		
Architectural, senior	SP							4		4	3		3	7		7	2,000- 2,875		
Architectural and structural steel, principal	SP										1		1	1		1	2,300	1	
Blue print, junior	SP	10		10															
Copyist	SP	148		148	77		77				47		47	47		47	960- 1,620	3	
Copyist (clerk)	SP	28	1	29	5		5				1		1	1		1	1,500		
Designing	SP	133	1	134	109		109				38		38	38		38	2,520- 2,914	6	
Detail	SP	207	2	209	149	2	151				51	1	52	51	1	52	1,819- 2,454	11	
Electrical	SP										2		2	2		2	1,800		
Electrical, assistant	SP										2		2	2		2	1,800- 1,819	1	
Electrical engineering, principal	SP										1		1	1		1	2,520	1	
Electrical, junior	SP							1		1				1		1	1,440		
Electrical, senior	SP										1		1	1		1	2,000		
Engineering	SP	78		78	65		65				13		13	13		13	1,800- 2,250	5	
Engineering, assistant	SP	19		19	18		18				4		4	4		4	1,620- 1,800	1	
Engineering, chief	SP	21		21	3		3												
Engineering, junior	SP	50	1	51	36	1	37				4		4	4		4	1,200- 1,740		
Engineering, principal	SP	10		10	10		10				4		4	4		4	2,000- 2,600	2	
Engineering, senior	SP	4		4	3		3				2		2	2		2	2,000	1	
Hull	SP	4		4	3		3				2		2	2		2	3,000- 3,200		
Mechanical	SP	4	1	5	4	1	5	1		1	3		3	4		4	1,800- 1,819		
Mechanical, assistant	SP										1		1	1		1	1,620		
Mechanical, chief	SP	12		12	11		11				10		10	10		10	2,600	3	
Mechanical, junior	SP	19	1	20	17	1	18	1	1	2	11	1	12	12	2	14	1,440- 1,620	2	
Mechanical, principal	SP	2		2	2		2				1		1	1		1	2,500	1	

Mechanical, senior	SP	27		27	23		23	3		3	5		5	8		8	2,000		
Structural, chief	SP	4		4	4		4												
Structural engineering, principal	SP										1		1	1		1	3,250		
Structural engineering, senior	SP										2		2	2		2	2,520- 2,875		
Structural, principal	SP	5		5	4		4				3		3	3		3	2,300- 2,400	1	
Structural, senior	SP	13		13	8		8				1		1	1		1	2,400	1	
Topographic	SP	85	7	92	39	4	43	8		8	17		17	25		25	1,800- 2,100	6	
Topographic, assistant	SP	61	5	66	30	3	33	8		8	17	1	18	25	1	26	1,500- 1,800	6	
Topograhic, junior	SP	118	23	141	22	16	38	6		6	6	1	7	12	1	13	1,440- 1,560	4	
Topographic, principal	SP	93	2	95	76	2	78				18		18	18		18	2,000- 2,600	9	
Topographic, senior	SP	71		71	46		46	2	1	3	26		26	28	1	29	1,800- 2,400	7	
Draftsman-illustrator, senior	SP										1		1	1		1	2,200		
Driller, diamond	Cu	3		3	2		2												
Driver-mechanic	Cu	620		620	252		252				330		330	330		330	1,200- 1,600	151	
Druggist	SP	38	3	41	16	1	17				2		2	2		2	1,260- 2,000	2	
Druggist's assistant	SP	23	1	24	20	1	21				3		3	3		3	1,260- 1,620	2	
Ecologist:																			
Associate	P	12		12	3		3	1		1				1		1	3,200	1	
Forest	P										1		1	1		1	3,800	1	
Forest, associate	P	6	1	7	6	1	7	1		1	2		2	3		3	2,600	1	
Economist:																			
Agricultural	P	36		36	12		12	1		1	2		2	3		3	3,400- 3,800		
Agricultural, assistant	P	79		79	16		16	5		5	3		3	8		8	2,600- 3,200	3	
Agricultural, associate	P	55	1	56	16		16	4		4	2		2	6		6	2,600- 3,200	1	
Agricultural, junior	P	69	4	73	17		17	2		2	1		1	3		3	2,000		
Agricultural, principal	P	6		6	3		3												
Agricultural, senior	P	20		20	8		8	4		4	1		1	5		5	4,600	3	
Forest	P	9		9	3		3												
Forest, assistant	P	2		2	2		2				2		2	2		2	2,600		
Forest, associate	P	12		12	4		4				1		1	1		1	3,200	1	
Forest, head	P	9		9															
Forest, principal	P	17		17	4		4				1		1	1		1	5,600		
Forest, senior	P	14		14	9		9	1		1	4		4	5		5	4,600- 5,200	5	
Industrial, associate	P		1	1		1	1		1	1					1	1	2,600		
Industrial, junior	P	70	4	74	31	2	33	1	2	3				1	2	3	1,620- 2,000		
Social, assistant	P		4	4		3	3												
Social, associate	P	1	1	2		1	1												
Social, junior	P	13	23	36	7	15	22				4		4	4		4	1,920- 2,160		
Social, senior	P		1	1							1		1	1		1	4,600	1	
Editor:																			
Assistant	CAF	43	20	63	4	3	7	1		1				1		1	2,600	1	
Film	CAF	15	2	17	5		5	1		1				1		1	2,300	1	
Technical	CAF	16		16	6		6	1		1				1		1	3,500		
Technical review, assistant	CAF	17		17	6		6												
Educationist	P	95	4	99	22	1	23												
Educationist (secondary education)	P										1		1	1		1	3,200		
Electrician	Cu	133		133	76		76	4		4	59		59	63		63	1,350- 2,504	31	
Chief	Cu	8		8	4		4				1		1	1		1	2,400		
Master	Cu	16		16	1		1				1		1	1		1	4,082		
Radio	Cu	97		97	9		9				5		5	5		5	1,800	4	
Radio, principal	Cu	1		1	1		1				2		2	2		2	2,300	1	
Radio, senior	Cu	87		87	26		26				3		3	3		3	2,000	3	
Senior	Cu	9		9	4		4	1		1	1		1	2		2	1,680- 2,348	2	

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Electroplater	Cu	1		1	1		1				1		1	1		1	$1,500		
Elevator conductor	Cu	413	1	414	143	1	144	27	13	40	85	2	87	112	15	127	1,020–1,320	39	1
Engineer:																			
Aeronautical, assistant	P	27		27	4		4				1		1	1		1	2,607		
Aeronautical, associate	P	26		26	5		5	1		1				1		1	3,200	1	
Agricultural	P	31		31	18		18				4		4	4		4	3,800	1	
Agricultural, assistant	P	18		18	5		5				1		1	1		1	2,600	1	
Agricultural, associate	P	16		16	9		9				2		2	2		2	3,200		
Agricultural, senior	P	25		25	9		9												
Appraisal	P							1		1				1		1	2,600	1	
Architectural	P	42		42	1		1												
Architectural, assistant	P	27		27	7		7	2		2				2		2	2,600	1	
Architectural, associate	P	63		63	36		36	2		2	1		1	3		3	3,200	1	
Army transport, first assistant	CAF										1		1	1		1	2,500	1	
Army transport, third assistant	CAF										1		1	1		1	2,250		
Army transport, fourth assistant	CAF										1		1	1		1	2,370		
Assistant	P	928		928	461		461												
Associate	P	733		733	508		508												
Cartographic, junior	P	27		27	12		12	6		6				6		6	2,000	2	
Chemical	P	5		5	4		4												
Chemical, assistant	P	9		9	5		5				3		3	3		3	2,600		
Chemical, associate	P	6		6	4		4	1		1	1		1	2		2	3,200–3,700	1	
Chief	P	24		24	9		9	1		1				1		1	5,600		
Civil	P										6		6	6		6	1,380–2,100		
Civil, assistant	P	155		155	44		44	9		9	14		14	23		23	2,500–3,000	10	
Civil, associate	P	130		130	32		32	2		2	12		12	14		14	2,600–3,756	8	
Construction, assistant	P	146		146	47		47				2		2	2		2	2,700–2,855		
Construction, associate	P	63		63	22		22	3		3	3		3	6		6	3,200	3	
Electrical, assistant	P	24		24	8		8	3		3	4		4	7		7	2,400–2,600	6	
Electrical, associate	P	37		37	9		9				2		2	2		2	3,200	1	
Fuel assistant	P										1		1	1		1	2,600		
Highway bridge, associate	P							1		1				1		1	3,200	1	
Hydraulic	P	69		69	33		33												

Hydraulic, assistant	P	99		99	56		56											
Hydraulic, associate	P	87		87	39		39											
Hydraulic, senior	P									3		3	3		3	3,600–4,800		
Hydroelectric	P	33		33	7		7			5		5	5		5	3,600–4,000	2	
Hydroelectric, assistant	P	48		48	14		14			5		5	5		5	2,600–2,800	4	
Hydroelectric, associate	P	47		47	16		16			6		6	6		6	3,200–4,000	5	
Hydroelectric, principal	P	13		13	5		5			4		4	4		4	4,000–6,000		
Hydroelectric, senior	P	17		17	17		17			1		1	1		1	5,200	1	
Irrigation, assistant	P									2		2	2		2	2,600–2,900		
Irrigation, associate	P									2		2	2		2	3,240–3,500	1	
Junior	P	929	2	931	524	2	526	83	83	171		171	254		254	1,800–2,500	10	
Management	P	16		16	2		2			1		1	1		1	3,500	1	
Materials testing	P	11		11				1	1				1		1	3,800		
Materials testing, assistant	P	6		6														
Material testing, associate	P	3		3	1		1	1	1				1		1	3,200	1	
Mechanical	P	65		65	13		13			1		1	1		1	3,800		
Mechanical, assistant	P	67		67	5		5	3	3	3		3	6		6	2,600	1	
Mechanical, associate	P	88		88	16		16	2	2	5		5	7		7	2,055–3,200	5	
Mechanical research, senior	P									1		1	1		1	4,600	1	
Mechanical, senior	P	27		27	4		4			3		3	3		3	4,600–5,000	2	
Mining	P	17		17	10		10			1		1	1		1	3,200		
Mining, assistant	P	13		13	7		7			4		1	4		4	2,600	3	
Mining, associate	P	6		6	5		5			2		2	2		2	2,600–3,200	2	
Mining, senior	P	21	1	22	14		14											
Natural gas	P	2		2	2		2											
Natural gas, associate	P	6		6	4		4			1		1	1		1	3,200		
Petroleum	P	16		16	6		6											
Petroleum, assistant	P	12		12	8		8	1	1	3		3	4		4	2,600	1	
Petroleum, associate	P	14		14	8		8			1		1	1		1	3,200		
Radio	P	10		10	4		4											
Radio, assistant	P	46		46	8		8			4		4	4		4	2,400–2,629	1	
Radio, associate	P	12		12	3		3											
Radio, senior	P	6		6	2		2											
Refrigeration	P	5		5	5		5			3		3	3		3	1,530–1,920		
Senior	P	37		37	6		6											
Steam, marine	Cu	54		54	33		33			21		21	21		21	1,860–2,400	8	
Steam, marine, assistant	Cu	3		3	3		3			3		3	3		3	1,620–2,400	3	
Steam-electric, second class	Cu	27		27	13		13	1	1	20		20	21		21	1,320–2,000	13	
Structural, assistant	P	8		8	5		5	7	7	4		4	11		11	2,600–3,200	5	
Structural, associate	P	22		22	16		16	1	1	1		1	2		2	3,200	1	
Telephone, assistant	P	5		5						6		6	6		6	2,200–2,600	4	
Welding, senior	P							1	1				1		1	4,600		
Engineer and deck officer, junior	P	76		76	43		43			17		17	17		17	2,000		
Engineman:																		
Diesel, first assistant	Cu	2		2	2		2											
Diesel-electric, first class	Cu	32		32	5		5	1	1	1		1	2		2	2,000–2,504	2	
Gas, marine	Cu	39		39	17		17			22		22	22		22	1,260–2,200	9	
Helium plant	Cu	4		4	4		4			2		2	2		2	1,860	1	
Helium plant, assistant	Cu	10		10	7		7											
Internal combustion	Cu	3		3														
Laundry	Cu	10		10	1		1			2		2	2		2	1,560–1,740		
Power shovel	Cu									1		1	1		1	1,740	1	

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Engineman—Continued.																			
Steam-electric, Chief	Cu										1		1	1		1	$2,300		
Steam-electric, first class	Cu	6		6	3		3				5		5	5		5	1,860-2,300	2	
Steam-electric, third class	Cu										1		1	1		1	1,800		
Steam, second class	Cu							4		4	1		1	5		5	1,680-2,100	5	
Steam, third class	Cu	47		47	40		40				34		34	34		34	1,140-1,800	11	
Engraver:																			
Map, copperplate, junior	SP	29	1	30	11		11	2		2				2		2	1,440		
Photo	SP	40		40	28		28	2		2				2		2	3,005		
Entomologist:																			
Assistant	P	24	1	25	17	1	18				4		4	4		4	2,600-3,000		
Associate	P	27	1	28	22	1	23				2		2	2		2	3,200-3,690	2	
Junior	P	226	6	232	77	3	80		3	3	79		79	79	3	82	2,000-2,400	7	
Senior	P	11		11	4		4				1		1	1		1	4,600		
Estimator, crop and livestock, junior	Cu	66		66	31		31	1		1	5		5	6		6	2,000	2	
Examiner:																			
Civil service, assistant	P							2		2				2		2	2,600	1	
Claims	CAF	54	1	55	28	1	29		1	1	25		25	25	1	26	1,800-2,600	17	1
Formal cases, assistant	P							4		4				4		4	2,600	3	
Formal cases, associate	P							7		7				7		7	3,200	5	
Naturalization (law), junior	CAF										20		20	20		20	2,600	15	
Patent	P	24		24	9		9	2		2				2		2	3,800	1	
Patent, junior	P	316	5	321	153		153	137		137				137		137	2,000	14	
Range, junior	P	27		27	13		13				12		12	12		12	1,800-2,000	2	
Transportation tariff	CAF							6		6	1		1	7		7	1,800-2,300	2	
Warehouse, assistant	P	220		220	16		16				2		2	2		2	2,600	1	
Warehouse, associate	P	58		58	6		6				2		2	2		2	3,200		
Examiner and investigator	CAF	1		1															
Farmer	SP	3		3	3		3				17		17	17		17	1,560	6	
Fingerprint classifier;																			
Assistant	CAF	32	1	33	1		1				1		1	1		1	1,620		
Student	CAF	428	31	459	110	7	117	43		43				43		43	1,440	5	

Fireman	Cu	256		256	155		155											
Stationary	Cu	113		113	79		79	3		3	240		240	243		243	840–1,800	106
Stationary boilers	Cu	229		229	26		26											
Stationary, high-pressure boiler	Cu							7		7	4		4	11		11	1,200–1,320	7
Stationary, low-pressure plant	Cu							2		2				2		2	1,200	2
Stationary, oil-burner plant	Cu							2		2				2		2	1,200	2
Fireman-laborer	Cu	2		2	2		2											
Fire marshal	Cu	4		4	1		1											
Fish-culturist, apprentice	SP	266		266	216		216				21		21	21		21	1,020–1,260	7
Forage master	CAF	6		6	3		3											
Foreman	Cu	36		36	31		31											
Assistant explosives handler	Cu	2		2	2		2											
Concrete	Cu	12		12	9		9				4		4	4		4	1,800–2,445	
Concrete revetment	Cu	2		2	2		2				1		1	1		1	2,445	
Construction	SP	80		80	56		56				2		2	2		2	2,400–2,524	1
Dredge	Cu	2		2	1		1				5		3	3		3	1,800–2,500	1
Fleet	Cu	1		1	1		1											
Garage	Cu	12		12	9		9				1		1	1		1	2,000	1
General	Cu	7		7	5		5				2		2	2		2	2,400	
Laborers	Cu	123		123	86		86	5		5	12		12	17		17	1,320–2,040	9
Laborers and janitor	Cu	25		25	3		3											
Laundry department	Cu	87		87	25		25				6		6	6		6	1,020–1,800	2
Levee	Cu	1		1	1		1											
Levee machine	Cu	3		3	3		3				1		1	1		1	2,400	
Mechanical	Cu	1		1														
Power plant	Cu	3		3	3		3				1		1	1		1	5,000	1
Public works	Cu	5		5	2		2				2		2	2		2	3,756	
Repair service, garage	Cu	1		1	1		1				1		1	1		1	2,600	
Road	Cu	19		19	2		2				1		1	1		1	2,040	1
Snag boat	Cu	1		1	1		1											
Water conservation	Cu	1		1	1		1											
Foreman airplane mechanics	Cu	10		10	1		1				2		2	2		2	1,620–2,100	2
Foreman, boilermaker	Cu	1		1	1		1											
Foreman, carpenter	Cu	49		49	34		34				5		5	5		5	1,680–3,130	
Foreman, electrician	Cu	25		25	16		16				1		1	1		1	2,300	1
Foreman, instructor	Cu	34		34	5		5				2		2	2		2	2,000	2
Foreman, leadingman-quarterman	Cu	229		229	182		182											
Foreman, machinist	Cu	1		1	1		1				2		2	2		2	2,600–2,800	
Foreman, metal shop	Cu										1		1	1		1	3,756	1
Foreman, national park	CAF										1		1	1		1	1,680	1
Foreman, painter	Cu	4		4	3		3											
Foreman, patternmaker	Cu	1		1	1		1											
Foreman, pipefitter	Cu	1		1	1		1											
Foreman, washman	Cu	1		1	1		1											
Forester, extension	P							1		1	1		1	2		2	4,000–4,600	1
Forester, junior	P	187	1	188	79	1	80				44		44	44		44	1,680–2,000	2
Game protector, United States	CAF										3		3	3		3	2,300	3
Game warden:																		
Forest	CAF	3		3	1		1											
Forest, junior	CAF	1		1	1		1											
Garage man, driver	Cu	373		373	163		163				78		78	78		78	1,500–1,550	36

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Gardener	SP	24		24	13		13				14		14	14		14	$1,080–$1,680	8	
Assistant	SP	59		59	26		26	9		9	3		3	12		12	1,260– 1,440	4	
Head	SP	9		9	5		5				1		1	1		1	1,680	1	
Gate tender	Cu	2		2	2		2				2		2	2		2	1,560		
Geneticist	P										1		1	1		1	4,000	1	
Assistant	P	5		5	4		4				1		1	1		1	2,800		
Associate	P	5	1	6	2	1	3				2		2	2		2	3,200		
Geologist:																			
Assisant	P	30	1	31	11	1	12				2		2	2		2	2,600		
Junior	P	105	4	109	48	1	49				5		5	5		5	2,000	1	
Guard	Cu	816	1	817	501		501	53		53	251		251	304		304	1,080– 1,860	252	
Chief	Cu	9		9	2		2												
Customs	Cu	3,515		3,515	1,716		1,716				42		42	42		42	1,200– 1,860	38	
Mounted	Cu	2		2	2		2				1		1	1		1	960	1	
Penal and correction institution	Cu	2,454		2,454	630		630				319		319	319		319	1,680– 1,860	236	
Helper:																			
Airplane fabric worker's	Cu	4		4	3		3				4		4	4		4	1,020– 1,380		
Airplane mechanic's	Cu	18		18	7		7				9		9	9		9	1,020– 1,440	7	
Airplane painters and doper's	Cu	3		3	2		2				1		1	1		1	1,320	1	
Auto mechanic's	Cu	60		60	7		7				8		8	8		8	1,252– 1,600	3	
Carpenter's (ship)	Cu	25		25	17		17												
Cotton classer's	SP							1		1	2		2	3		3	1,620	2	
Electrician's	Cu	58		58	37		37	1		1	19		19	20		20	1,002– 1,722	6	
Laboratory, under	SP	10	1	11	5	1	6					1	1		1	1	1,440		
Laundry, skilled	Cu	11	4	15	9	3	12				5	45	50	5	45	50	540– 1,440	6	
Machinist's	Cu										20		20	20		20	1,252– 1,680	2	
Mechanic's (band inst. rep.)	Cu	5		5	4		4												
Packer's	Cu	47		47	14		14												
Painter's	Cu	53		53	29		29				14		14	14		14	876– 1,487	5	
Plumber's	Cu	1		1	1		1	1		1	10		10	11		11	1,252– 1,560	4	
Sheet-metal worker's	Cu	4		4	4		4				6		6	6		6	1,020– 1,502	2	
Scientific, under	SP	13	6	19	2	3	5	6	4	10	7	2	9	13	6	19	1,020– 1,320		
Steamfitter's	Cu	17		17	7		7	1		1	11		11	12		12	1,260– 1,500	4	

Herder, buffalo	Cu	8		8	4		4												
Historical research, associate in	P	68	24	92	17	4	21												
Horticulturist	P	40		40	15		15	1		1	2		2	3		3	3,800– 4,000	2	
Assistant	P	22	1	23	9		9				3		3	3		3	2,600	1	
Junior	P	25	1	26															
Hygienist, dental	SP	1	12	13	1	9	10					4	4		4	4	1,440– 1,800		
Inspector:																			
Aircraft, assistant	Cu	40		40	16		16				4		4	4		4	2,204	1	
Aircraft, senior	Cu	11		11	2		2				2		2	2		2	2,504– 2,855	1	
Airways construction	P.	455		455	303		303				3		3	3		3	2,300	3	
Antinarcotic act	CAF										25		25	25		25	2,300	9	
Boilers, local and assistant	Cu	107		107	42		42				3		3	3		3	2,900	1	
Building	P	21		21	10		10				1		1	1		1	2,400		
Clothing	Cu	10		10	6		6												
Construction	P	103		103	67		67				5		5	5		5	1,800– 2,400	2	
Construction, assistant	P	34		34	13		13				5		5	5		5	1,800– 2,354	3	
Customs	CAF	7,719	84	7,803	3,005	36	3,041				72	3	75	72	3	75	1,800– 2,600	54	
Electrical, assistant	Cu	19		19	6		6				3		3	3		3	2,191	1	
Engineering material, assistant	Cu	44		44	15		15				9		9	9		9	2,078– 2,504	4	
Field office, associate	CAF	1		1	1		1				1		1	1		1	3,200		
Floating plant construction	P	7		7	2		2												
Food and drug, junior	P	170		170	70		70												
Hull and engineering material, assistant	Cu										4		4	4		4	2,081– 2,504		
Hull material, assistant	Cu	10		10	7		7				1		1	1		1	2,081		
Hulls (local and assistant)	Cu	72		72	27		27				3		3	3		3	2,900	2	
Immigrant	CAF	3,364	3	3,367	2,004	3	2,007				184	1	185	184	1	185	2,100	120	
Lay, assistant	SP										53		53	53		53	1,620	13	
Locomotives	Cu	1,255		1,255	95		95				1		1	1		1	3,800	1	
Mechanical, assistant	Cu	12		12	5		5												
Naval construction, assistant	P	11		11	8		8				2		2	2		2	2,354	2	
Ordnance, junior	Cu	9		9	3		3				1		1	1		1	1,928	1	
Ordnance, senior	Cu	2		2	1		1				1		1	1		1	2,504	1	
Patrol, customs	Cu	1,419		1,419	520		520				388		388	388		388	2,100– 2,500	310	
Patrol, immigration	Cu	25		25	11		11				148		148	148		148	1,680– 1,800	113	
Plant quarantine, associate	P										1		1	1		1	3,200		
Plant quarantine, junior	P	118		118	88		88												
Radio, assistant	P	32		32	7		7				4		4	4		4	2,204– 2,322	2	
Radio enforcement, assistant	P	126		126	48		48	1		1	17		17	18		18	2,400– 2,600	3	
Sanitary, junior	CAF	41		41	20		20				9		9	9		9	840– 1,680	1	
Sanitary engineering	Cu	22		22	14		14												
Ship construction, senior	CAF										1		1	1		1	2,729	1	
Shoes and leather	CAF										1		1	1		1	2,629		
Surveillance, junior	SP										2		2	2		2	1,620	1	
Textiles	Cu	10		10	7		7												
Textiles, assistant	Cu	17		17	4		4				1		1	1		1	2,204		
Weights and measures	P	36		36	6		6												
Weights and measures, assistant	P	128		128	5		5												
Inspector—foreman, engineering, senior	P	49		49	43		43				8		8	8		8	2,000	3	
Inspector—superintendent, engineering, chief	P										2		2	2		2	2,800– 3,000	1	
Instructor:																			
Airplane mechanics	SP	8		8	1		1				2		2	2		2	2,100– 2,200	2	
Sheet-metal work and radiator repairs	SP	2		2	1		1												
Shop subjects	SP										4		4	4		4	2,000– 2,300	4	

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Instructor, foreman	SP										6		6	6		6	$2,000–$2,600	3	
Instructor, foreman, and machinist assistant (fitting and stitching department)	SP										1		1	1		1	2,300	1	
Instrument maker	SP	22		22	11		11	3		3	3		3	6		6	1,620– 2,200	1	
Electrical	SP	3		3	1		1				1		1	1		1	2,100		
Senior	SP							1		1				1		1	1,800		
Instrument man	SP	30		30	20		20				11		11	11		11	1,800– 2,100	1	
Investigator, prohibition	CAF										7		7	7		7	2,900– 3,400	6	
Investigator, prohibition, junior and prohibition agent	CAF										21		21	21		21	2,600–3,000	15	
Investigator, prohibition, senior	CAF	9		9	5		5				5		5	5		5	2,500– 3,200		
Janitor	Cu	77		77	25		25				16		16	16		16	420– 1,740	6	
Joiner, ship, quarterman	Cu	2		2	1		1												
Keeper:																			
Airways, assistant	Cu	728	2	730	96		96				55		55	55		55	1,200	36	
Lighthouse, assistant	Cu	50		50	44		44				58		58	58		58	1,140– 1,560	31	
National Zoological Park	Cu							1		1				1		1	1,320		
Laboratorian:																			
Bacteriology, assistant	SP	1		1															
Engineering	SP	24		24	18		18				6		6	6		6	2,000		
Mechanical	SP	24		24	19		19												
Metallurgical	SP	26		26	16		16												
Laborer:																			
Classified	Cu	165		165	106		106				23		23	23		23	1,080– 1,500	9	
Junior (janitor)	Cu	1,615	2	1,617	1,387	2	1,389				345		345	345		345	630– 1,440	13	
Postal	Cu	5,138	1	5,139	3,794		3,794				764		764	764		764	1,500	276	
Laborer, fumigator	Cu	15		15	13		13				4		4	4		4	1,320	1	
Laundress	Cu								1	1		2	2		3	3	1,080		
Leader, predatory animal control, assistant	SP	31		31	24		24				1		1	1		1	2,000		
Levelman	SP	1		1	1		1				3		3	3		3	1,620– 2,003	1	
Librarian:																			
Hospital	P	2	47	49	2	21	23					13	13		13	13	1,620– 1,800		1
Junior	P	7	59	66	3	29	32		2	2		4	4		6	6	1,800– 2,040		
Senior	P	39	51	90	5	2	7												

Lineman	Cu	3		3	3		3				5		5	5		5	1,500- 2,035		1
Telephone	Cu	21		21	7		7												
Lithographer:																			
Artistic apprentice	SP	31		31	8		8	3		3				3		3	1,020- 1,260		
Artistic apprentice (minor)	SP							1		1				1		1	1,020		
Artistic, chief	SP							1		1				1		1	2,600		
Mechanical, apprentice, and minor apprentice	SP	41		41	21		21	6		6				6		6	1,020- 1,260		
Machinist	Cu	28		28	26		26				106		106	106		106	1,470- 2,128	25	
Mason	Cu	3		3	2		2				4		4	4		4	1,680- 2,466		
Master (dredge)	Cu	1		1	1		1												
Master and engineer of tugboat (gasoline)	Cu										1		1	1		1	2,000		
Mate	Cu	51		51	41		41				30		30	30		30	1,500- 2,700		
Dredge	Cu	3		3	3		3				12		12	12		12	1,380- 2,200	3	
Mathematician:																			
Junior	P	35	7	42	10	1	11	1		1	1		1	2		2	2,000		
Senior	P	10		10	3		3				1		1	1		1	5,600		
Matron	Cu		169	169		136	136					45	45		45	45	1,080- 1,500		1
Meat cutter	Cu	2		2	2		2				9		9	9		9	1,440- 1,500	4	
Mechanic:																			
Airplane	Cu	8		8	4		4				21		21	21		21	1,440- 2,100	19	
Auto, general	Cu	100		100	71		71				48		48	48		48	1,680- 2,300	23	
Auto, senior	Cu							1		1	1		1	2		2	1,800	1	
Auto, special	Cu	38		38	11		11				5		5	5		5	1,620- 2,000	3	
Automobile	Cu	1		1				1		1	13		13	14		14	1,502- 2,295	4	
Chief (aviation)	Cu	4		4															
Dental laboratory	SP	12		12	12		12				2		2	2		2	1,500- 2,000	1	
Forest, junior	Cu	28		28	17		17												
General	Cu	21		21	14		14				25		25	25		25	1,200- 2,010	9	
Laboratory, junior (coal sampler)	SP	3		3	1		1												
Laboratory, under	SP	22		22	17		17												
Marine, motor	Cu										3		3	3		3	2,600	2	
Navy yard	Cu										6,185	16	6,201	6,185	16	6,201		1,755	
Subordinate	Cu	138	1	139	123	1	124	6		6				6		6	1,080	1	
Test	Cu	31		31	2		2												
Mechanicain:																			
Airway	Cu	200		200	56		56				28		28	28		28	[2] 1,860- 2,000	21	
General	Cu	22		22	14		14												
Medical officer	P	54	4	58	53	3	56				12		12	12		12	3,200- 3,800	9	
Assistant	P	58	4	62	51	2	53				15		15	15		15	1,500- 3,100	7	
Associate	P	92		92	45		45	1	1	2	41		41	42	1	43	[2] 720- 3,400	29	
Junior	P	22	2	24	21	1	22				5		5	5		5	2,000	3	
Senior	P	17		17	9		9				1		1	1		1	4,600	1	
Messenger, junior (and assistant)	Cu	140	2	142	104	2	106	108	1	109				108	1	109	60 0-780	1	
Messenger boy and girl	Cu	531	192	723	356	155	511				197	28	225	197	28	225	600- 1,200	2	
Messenger and skilled laborer	Cu	1,214	8	1,222	783	7	790	55		55	73	1	74	128	1	129	900- 1,690	47	
Metallurgist:																			
Assistant	P	10		10	8		8				1		1	1		1	2,388		
Associate	P	11		11	7		7	1		1				1		1	3,200	1	
Junior	P	14		14	8		8	4		4	3		3	7		7	1,884- 2,125		
Meteorologist, junior	P										1		1	1		1	2,300		

[2] Part-time salary.

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Miner	Cu	40		40	23		23												
Molder, master	Cu	2		2	1		1												
Mycologist, junior	P	3	5	8	1	3	4	1	1	2				1	1	2	$1,620–$2,000		
Naturalist, park	P										1		1	1		1	2,600		
Assistant	P	10		10	6		6				3		3	3		3	2,600	2	
Associate	P	2		2	1		1				1		1	1		1	3,200		
Junior	I	3		3	2		2				1		1	1		1	2,000	1	
Nautical assistant	SP	2		2	2		2												
Negative cutter	SP							1		1				1		1	1,260		
Nematologist	P	1	2	3	1	2	3												
Junior	P											2	2		2	2	2,000		
Nurse:																			
Chief	SP		5	5		2	2												
Chief, assistant, and instructor	SP		2	2		2	2												
Graduate	SP	11	1,094	1,105	3	736	739				1	446	447	1	446	447	1,700– 2,400		85
Head	SP	1	2	3	1		1					2	2		2	2	1,620– 1,800		1
Student	SP											28	28		28	28	799		
Trained	SP	12	122	134	8	101	109				4	20	24	4	20	24	2,000– 2,025	4	5
Nurseryman	SP	4		4	1		1												
Observer:																			
Meteorology, junior	SP	547		547	214		214				172		172	172		172	1,320– 1,620	25	
Meteorology, minor	SP	154	3	157	139	3	142				39	1	40	39	1	40	1,020	1	
Meteorology, under	SP	7		7	3		3				1		1	1		1	1,020		
Minor	SP	20		20	19		19												
Officer, administrative, plant quarantine and control, principal	CAF										1		1	1		1	4,000	1	
Officer, Army transport, first	CAF										1		1	1		1	2,300		
Officer, probation	CAF										2		2	2		2	1,800– 2,600	1	
Officer, State Department, junior	P										1		1	1		1	2,000		
Oiler, marine	Cu	10		10	7		7				38		38	38		38	1,260– 1,920	4	
Olericulturist, junior	P	8		8	5		5												

Operative:																				
Bindery	Cu	3	158	161	2	141	143		40	40					40	40		1, 377		
Secret service	CAF	59		59	33		33				5		5	5		5		2, 400		
Tabulating machine, junior	CAF								9	9		1	1		10	10	1, 227-	1, 440		
Operator:																				
Addressograph	CAF	39	42	81	36	36	72	2		2	1	1	2	3	1	4	1, 227-	1, 440		
Addressograph and graphotype	CAF											1	1		1	1		1, 440		
Automatic addressograph	CAF	2		2	1		1													
Billing and bookkeeping machine, junior	CAF	9	27	36	2	16	18				1	7	8	1	7	8		1, 440	1	
Blueprint, junior	CAF	64	4	68	19		19				1		1	1		1		1, 440		
Blueprint, under	CAF										2		2	2		2		1, 260	1	
Calculating machine (qualified as typist)	CAF	1	5	6		1	1					1	1		1	1		1, 440		
Calculating machine, junior	CAF	61	751	812	47	607	654	2	48	50		11	11	2	59	61	1, 260-	1, 440		1
Carbon dioxide	Cu	2		2	2		2				2		2	2		2	1, 440-	1, 680		
Card punch, under	CAF	1, 166	3, 744	4, 910	584	1, 487	2, 071	148	591	739				148	591	739		1, 260		
Crane	Cu	5		5	4		4				3		3	3		3	1, 560-	1, 680		
Crusher	Cu	1		1	1		1				1		1	1		1		1, 565		
Ditch cleaner	Cu	4		4	3		3				7		7	7		7	1, 565-	1, 878		
Drag line	Cu	17		17	15		15				27		27	27		27	1, 722-	2, 640	5	
Drag line, chief	Cu	1		1	1		1				1		1	1		1		2, 003		
Drag line, junior	Cu	3		3	2		2				3		3	3		3	1, 753-	1, 878	1	
Engine	Cu	1		1	1		1				5		5	5		5	1, 722-	1, 878		
Flat bed bookkeeping machine	CAF	62	351	413	27	210	237	1	2	3		1	1	1	3	4	1, 440-	1, 620		1
Graphotype	CAF								4	4					4	4		1, 260		
Helium plant	Cu	2		2	1		1				1		1	1		1		2, 040		
Helium plant, assistant	Cu	10		10	7		7				8		8	8		8	1, 680-	1, 740	1	
Locomotive crane	Cu	3		3	2		2													
Mimeograph	CAF	24	11	35	2	6	8	3		3	2		2	5		5	1, 080-	1, 260	1	
Multigraph, junior and under	CAF	6		6	4		4	3		3				3		3		1, 440	1	
Photostat, junior and under	CAF	40		40	15		15				1		1	1		1		1, 500		
Photostat and blue print, junior	CAF	10		10	5		5				1		1	1		1		1, 440		
Power sewing machine	Cu		1	1		1	1		3	3		1	1		4	4	901-	1, 252		
Power station	Cu	4		4	4		4													
Pumping station	Cu	8		8	6		6				3		3	3		3	1, 500-	1, 620	3	
Radio	CAF	163		163	115		115				95		95	95		95	1, 440-	2, 000	51	
Radio, junior	CAF	182		182	168		168				40		40	40		40		1, 620	38	
Sewage plant	Cu	2		2	1		1				1		1	1		1		1, 860		
Telegraph	CAF	143	12	155	103	9	112	4	1	5	18		18	22	1	23	1, 620-	2, 504	6	
Telephone, junior	CAF	37	519	556	15	274	289		6	6	7	63	70	7	69	76	1, 080-	1, 380	3	9
Tractor	Cu	4		4	2		2													
Overseer	Cu	7		7	5		5				4		4	4		4	2, 400-	2, 700		
Packer, pack train	Cu	21		21	18		18				6		6	6		6		1, 740	5	
Painter	Cu	64		64	52		52	5		5	67		67	72		72	1, 260-	3, 130	37	
Painter and doper, airplane	Cu	7		7	4		4				1		1	1		1		1, 500	1	
Pathologist	P	9	1	10	5		5	1		1	2		2	3		3	3, 800-	4, 400	2	
Assistant	P	8		8	1		1				4		4	4		4	2, 600-	3, 000	3	
Associate	t	24		24	11		11				2		2	2		2		3, 200		
Junior	P	43	5	48	27	3	30				6		6	6		6		2, 000	1	
Senior	P	6		6	2		2				1		1	1		1		4, 000		
Pharmacist	P										3		3	3		3	1, 920-	2, 600		
Pharmacist, junior	SP										1		1	1		1		2, 600	1	

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Pharmacologist:																			
Junior	P	4	3	7	3	2	5				1	1	2	1	1	2	$2,200		
Senior	P	7		7															
Photographer	CAF	2		2	2		2	2		2	3		3	5		5	1,800–2,010	3	
Chief	CAF	118	1	119	10		10				1		1	1		1	3,000	1	
Dry-plate, assistant	CAF							1		1	1		1	2		2	1,620	1	
Junior	CAF										1		1	1		1	1,260	1	
Physical director, senior	SP	1		1	1		1				2		2	2		2	1,800–2,000	2	
Physician	P	135		135	69		69	2		2	33		33	35		35	[3] 1,920–3,800	27	
Associate	P	82	1	83	47		47				35		35	35		35	[3] 1,360–3,200	16	
Physicist	P	5		5	3		3												
Assistant	P	25	3	28	9	1	10	4	1	5	2		2	6	1	7	2,579–3,200		
Associate	P	13		13	11		11	1		1	3		3	4		4	2,707–3,700		
Junior	P	139	14	153	83	9	92	10		10	10		10	20		20	2,000–2,125		
Physiologist:																			
Assistant	P	1	1	2		1	1												
Associate	P	8	4	12	3	1	4				1		1	1		1	3,200		
Junior	P	11	9	20	5		5				1		1	1		1	2,000		
Plasterer, senior	Cu							1		1				1		1	1,680	1	
Plumber	Cu	42		42	23		23	1		1	26		26	27		27	1,260–2,100	13	
Policeman	Cu	879		879	147		147	25		25	3		3	28		28	501–1,800	15	
Policeman (ship keeper)	Cu										3		3	3		3	1,452	2	
Policewoman	Cu		24	24		6	6		4	4					4	4	1,800		
Pomologist:																			
Assistant	P	7		7	5		5				2		2	2		2	2,600		
Junior	P	24		24	8		8	2		2	2		2	4		4	2,000		
Postmaster, assistant	CAF										1		1	1		1	2,400	1	
Postmaster, fourth-class	CAF	1,689	1,381	3,070	930	800	1,730				1,882	1,363	3,245	1,882	1,363	3,245		129	11
Poultry husbandman, junior	P										1		1	1		1	2,000		
Poultryman	Cu										1		1	1		1	1,560	1	
Poultryman, assistant	Cu	13		13	8		8				1		1	1		1	1,440	1	
Pressman, printing (cylinder)	SP							31		31				31		31	2,754	21	
Principal (elementary school)	P	3	3	6	2		2												

Principal, normal training department	SP											1	1		1	1	2,300		
Printer	Cu	158	32	190	48	3	51	76	1	77	1		1	77	1	78	2,000–2,629	38	
Printer-proofreader	Cu	76	26	102	24	4	28	23	4	27				23	4	27	2,754	7	
Private, fire department	Cu	544		544	45		45	27		27				27		27	1,800	5	
Quarterman, leadingman	Cu	54		54	39		39												
Ranger:																			
Forest	SP	734		734	79		79				33		33	33		33	1,020–2,000	8	
Park	SP	319		319	107		107				16		16	16		16	1,860	5	
Recorder:																			
Surveys	CAF	5		5	5		5				3		3	3		3	1,500–1,560		
Water records	CAF	3		3	2		2				1	1	2	1	1	2	1,500		
Repairer, mail-bag	Cu	92	30	122	13	2	15	3		3				3		3	1,753	2	
Repairman:																			
Auto	Cu	15		15	12		12												
Tractor	Cu	8		8	4		4				3		3	3		3	1,377–2,160	2	
Woodwork	Cu	2		2	2		2												
Reservation protector	Cu	53		53	38		38				1		1	1		1	1,620		
Rodman	SP	18		18	17		17				217		217	217		217		12	
Rodman and chainman	SP										3		3	3		3	1,200–1,440	2	
Rural carrier	CAF	6,296	261	6,557	3,187	152	3,339				588	14	602	588	14	602	792–2,760	264	4
Sanitarian veterinary (dairy), junior	P										1		1	1		1	2,000	1	
Scaler, timber	SP										10		10	10		10	1,860	2	
Scientist and computer, assistant	P	6		6	2		2												
Scientist (nautical), junior	P							1		1				1		1	2,000	1	
Seamstress	Cu		69	69		43	43					20	20		20	20	720–1,200	2	
Sheet-metal worker	Cu	1		1							8		8	8		8	1,500–2,100	4	
Shot firer	Cu	33		33	25		25												
Silviculturist	P										2		2	2		2	4,000	2	
Assistant	P	31		31	18		18				1		1	1		1	2,600	1	
Associate	P	3		3	1		1				4		4	4		4	3,200–3,600	1	
Social worker	SP	25	81	106		13	13					11	11		11	11	2,000		1
Junior	SP	23	106	129	2	23	25					8	8		8	8	1,800		1
Soil conservationist, senior	P	18		18	11		11												
Soil scientist	P	25		25	19		19				3		3	3		3	3,800	2	
Assistant	P	12		12	4		4				2		2	2		2	2,600		
Associate	P	26		26	24		24	1		1	2		2	3		3	2,600–3,500	3	
Soil surveyor, junior	P	14		14	5		5	9		9	1		1	10		10	2,000	1	
Specialist:																			
Agricultural education	P	41		41	12		12	3		3				3		3	3,800	3	
Cotton classing	P	2		2				1		1				1		1	3,800	1	
Cotton classing, senior	P	123		123	40		40				2		2	2		2	4,600		
Historical research	P	27	8	35	9		9	2		2				2		2	4,600	1	
Home economics	P		8	8		2	2												
Home economics, assistant	P	1	17	18		7	7												
Home economics, associate	P	1	26	27		14	14		2	2					2	2	3,200		
Home economics, junior	P		77	77		44	44		1	1					1	1	2,000		
Home economics, senior	P		6	6		5	5		1	1					1	1	4,600		
Marketing	P	64		64	11		11				2		2	2		2	3,200–3,800	1	
Marketing, assistant	P	168	1	169	45		45	1		1	16		16	17		17	2,600	8	
Marketing, associate	P	10		10	3		3	1		1	4		4	5		5	3,200	1	
Marketing, junior	P	252	5	257	60		60				6		6	6		6	2,000	2	

[1] Part-time salary.

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Specialist--Continued.																			
Marketing, principal	P	24		24	3		3	1		1	1		1	2		2	$5,600		
Marketing, senior	P	16		16	4		4												
Milk, associate	P										1		1	1		1	2,600	1	
Research	P	97	27	124	21	5	26												
Research (agricultural education)	P	20		20	5		5	1		1				1		1	4,600		
Statistician, medical, associate	P	11	10	21	5	2	7												
Steam fitter	Cu	18		18	10		10				11		11	11		11	1,500–2,191	3	
Stenographer	CAF	2,197	11,234	13,431	731	3,751	4,482	38	364	402	177	852	1,029	215	1,216	1,431	1,140–1,800	33	22
Stenographer, principal	CAF										1		1	1		1	1,620–1,800		
Stenographer-typist, court-martial	CAF	9		9	1		1				1		1	1		1	2,301		
Steward	Cu	9		9	4		4												
Assistant	Cu	5		5	3		3												
Stockman	CAF										4		4	4		4	1,252–2,304	2	
Stockman-checker	CAF	238		238	58		58				29		29	29		29	1,252–1,560	13	
Storekeeper	CAF	435	9	444	76		76				23		23	23		23	1,032–2,000	17	
Junior	CAF	47		47	35		35				8		8	8		8	1,440	2	
Storekeeper-gager	Cu	2		2							59		59	59		59	2,000–2,300	28	
Storeman	CAF	27		27	12		12				14		14	14		14	1,252–1,427	5	
Subclerical positions	Cu	19		19	7		7												
Subforeman (laborers)	Cu	4		4	3		3												
Superintendent:																			
Brush factory	Cu	24		24	3		3												
Construction	CAF										1		1	1		1	2,191		
Farm	P										3		3	3		3	2,000–2,300	1	
Laundry	Cu	2		2	2		2				1		1	1		1	1,920	1	
Laundry, assistant	Cu	14		14	3		3				1		1	1		1	1,700	1	1
Of manufactures, general (clothing department)	CAF										1		1	1		1	5,200		
Manufacturing, general	Cu	6		6	1		1												
Melting and refining department, assistant	Cu	1		1	1		1												
Warehouse, assistant	Cu	106		106	1		1												

Supervisor:																			
Construction	Cu	6		6	6		6												
Field	CAF										1		1	1		1	5,600		
Grain inspection, junior	P										13		13	13		13	1,860	4	
Landscape gardening	P							2		2	2		2	4		4	1,320–2,600	2	
Vocational rehabilitation	SP	38	5	43	7		7	1		1				1		1	3,800	1	
Surveyor	SP	37		37	25		25				3		3	3		3	2,028–3,000	1	
Swineherdsman	Cu	21		21	2		2				2		2	2		2	1,260	1	
Taxidermist	SP	4		4	3		3	1		1				1		1	2,000		
Teacher	SP	204	426	630	69	185	254												
Agriculture	P										1		1	1		1	1,860		
Demonstration	SP	20	57	77		9	9					4	4		4	4	3,200		
Elementary school	SP	2	11	13	2	6	8				10	73	83	10	73	83	1,500–1,680		
Home economics	SP		69	69		49	49					15	15		15	15	1,500–2,000		1
Junior high	SP										7	17	24	7	17	24	1,500–1,680	2	
Music	SP											2	2		2	2	1,680		
Senior high	SP										14	4	18	14	4	18	1,500–2,300	11	
Technician:																			
Medical	SP	15	8	23	1		1												
Medical (bacteriology)	SP	3	10	13	2	6	8				1	7	8	1	7	8	1,628–1,800	1	
Medical (deep X-ray therapy)	SP	2		2	1		1				1		1	1		1	1,140		
Medical, junior	SP	5	1	6															
Medical (roentgenology)	SP	4		4	2		2				2		2	2		2	1,620–2,000	1	
Medical, senior	SP	15	4	19	7	3	10												
Medical, senior (bacteriology)	SP	7	3	10	3	1	4				2	2	4	2	2	4	2,000–2,100	1	
Medical, senior (Röntgenology)	SP	6	1	7	4		4												
Technologist:																			
Animal fiber, junior	P	1		1	1		1												
Assistant	P	32	2	34	13		13				1		1	1		1	2,600	1	
Associate	P	28		28	17		17	1		1				1		1	3,200	1	
Baking, associate	P	18		18	9		9	1		1				1		1	3,200	1	
Cotton, assistant	P							1		1				1		1	2,600		
Junior	P	61	1	62	28		28	3	1	4	2		2	5	1	6	2,000–2,100	1	
Soil, assistant	P										1		1	1		1	2,600		
Livestock and meat, associate	P	34		34	8		8	1		1				1		1	3,200		
Textile	P	26		26	5		5	1		1				1		1	3,800		
Wool	P	6		6															
Third officer	Cu	21		21	15		15				2		2	2		2	2,370	1	
Timekeeper	CAF	5		5	5		5				2		2	2		2	1,440–1,620		
Toolmaker	Cu										32		32	32		32	1,753–2,229	5	
Toxicologist	P	2	2	4		2	2												
Assistant	P	4		4	1		1												
Associate	P	3		3	2		2												
Senior	P										1		1	1		1	5,000	1	3
Transcriber, dictating mach	CAF	2	31	33		12	12	1	17	18		5	5	1	22	23	1,440		
Transitman	SP	84		84	7		7				7		7	7		7	1,440–2,000		
Translator	CAF	51	2	53	7		7		1	1					1	1	1,620		
Assistant	CAF										1		1	1		1	1,680	1	
Principal	CAF							2		2				2		2	1,800–2,300		
Senior	CAF	2	1	3					1	1	1		1	1	1	2	1,680–2,000		
(Spanish) qualified as typist	CAF										1		1	1		1	1,620		
Truck driver, motor	Cu	47		47	17		17				16		16	16		16	1,440–1,620		1

TABLE 1.—*Showing for the fiscal year ended June 30, 1930, by kinds of examinations and sex, the number examined and passed; the number appointed, departmental and field, by sex and salary range; the number having military preference; and a summary by classification services and kinds of preference*—Continued

Kind of examination	Service	Examined			Passed			Appointed									Entrance salary per annum	Appointed with preference	
								Departmental			Field			Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		Male	Female
Typist	CAF	2,021	6,022	8,043	852	3,364	4,216	110	190	300	261	430	691	371	620	991	$451–$2,100	54	21
Typewriter repairman	Cu	9		9	4		4				1		1	1		1	1,980	1	
Verifier, opener and packer	Cu	89		89	20		20				42		42	42		42	1,680	15	
Veterinarian, junior	P	174		174	121		121				33		33	33		33	2,000	19	
Village carrier [4]	CAF	35		35	11		11												
Warder	Cu	1	70	71		57	57					26	26		26	26	1,320– 1,500		
Warehouseman	CAF	94		94	27		27				8		8	8		8	1,200– 1,500	3	
Warehouse trucker, cold storage	Cu	66		66	4		4	3		3				3		3	1,330		
Watchmaker	Cu	1		1	1		1												
Watchman, warehouse	Cu	1		1	1		1				8		8	8		8	1,320– 1,500	6	
Welder, acetylene, airplane	Cu	2		2	2		2				2		2	2		2	1,620	1	
Wireman, switchboard	Cu	24		24	4		4				1		1	1		1	2,300		
Woodworker (airplane)	Cu	5		5	2		2				1		1	1		1	1,680		
Writer:																			
Agricultural	CAF	3	1	4				5		5				5		5	2,900	2	
Agricultural, special	P	45	4	49	5		5	1		1				1		1	4,600	1	
Zoologist, assistant	P										1		1	1		1	2,600		
Zoologist, junior	P	13	5	18	6	3	9												
Miscellaneous:																			
Air Service	Cu	671		671	407		407				54		54	54		54	1,020– 2,500	22	
Army Transport Service	Cu	36		36	20		20				9	1	10	9	1	10	1,092– 1,272	3	
Bureau of Fisheries	Cu	7		7															
Chemical Warfare Service	Cu	320	15	335	150	15	165												
Civil service districts	Cu	11,957	86	12,043	7,599	63	7,662												
Coast Guard	Cu	42		42															
Custodian Service	Cu	487		487	334		334				16		16	16		16	1,002– 2,301	6	
Dept. of Agriculture	Cu	70		70	44		44				16		16	16		16	1,680– 2,400	5	
Engineer Department at Large	Cu	6,212	9	6,221	4,812	8	4,820				1,805		1,805	1,805		1,805		337	
Freedman's Hospital	Cu	6	2	8							10		10	10		10	1,080	1	
Indian Service	Cu	120		120	75		75				6		6	6		6	1,440– 1,680	1	
Lighthouse Service	Cu	749		749	572		572				56		56	56		56	1,200– 2,160	16	
Marine Corps	Cu	33	25	58	29	22	51												
Motor-vehicle Service	Cu	382		382	184		184												

Naval Aviation Service	Cu	207		207	133		133													
Navy Yard Service [5]	Cu	17,887	466	18,353	13,015	311	13,326													
Ordnance Department at Large	Cu	1,279	27	1,306	983	27	1,010				320	15	335	320	15	335		76		
Public Health Service	Cu	8		8	7		7				9		9	9		9	1,260- 2,200	3		
Quartermaster Corps	Cu	1,565	313	1,878	1,214	216	1,430				227	209	436	227	209	436	783- 2,600	85		
Reclamation Service	Cu	290	3	293	226	3	229				37		37	37		37	1,440- 2,100	5		
St. Elizabeths Hospital	Cu	217	193	410	226	104	330				7		7	7		7	1,080- 1,200	1		
Veterans' Bureau	Cu	408	1	409	231	1	232				22		22	22		22	1,020- 2,204	9		
Total for entrance, classified service		210,154	50,355	260,509	106,204	21,748	127,952	2,418	2,792	5,210	28,882	4,189	33,071	31,300	6,981	38,281		9,083	186	
Professional and scientific		12,568	768	13,336	5,595	309	5,904	463	30	493	992	34	1,026	1,455	64	1,519				
Subprofessional		5,919	3,253	9,172	2,845	1,719	4,564	253	28	281	926	744	1,670	1,179	772	1,951				
Clerical, administrative and fiscal		129,162	42,616	171,778	53,117	18,379	71,496	1,217	2,659	3,876	13,040	2,988	16,028	14,257	5,647	19,904				
Custodial		62,505	3,718	66,223	44,647	1,341	45,988	485	75	560	13,924	423	14,347	14,409	498	14,907				
Total		210,154	50,355	260,509	106,204	21,748	127,952	2,418	2,792	5,210	28,882	4,189	33,071	31,300	6,981	38,281				
Nonpreference		157,410	49,433	206,843	77,960	21,181	99,141	1,981	2,761	4,742	20,237	4,033	24,270	22,218	6,794	29,012				
Preference (5 points allowed)		45,453	502	45,955	23,966	279	24,245	266	3	269	6,942	62	7,004	7,208	65	7,273				
Disability preference		7,291	52	7,343	4,278	48	4,326	171	3	174	1,703	14	1,717	1,874	17	1,891				
Wife preference			191	191		105	105		6	6		25	25		31	31				
Widow preference			177	177		135	135		19	19		55	55		74	74				
Total		210,154	50,355	260,509	106,204	21,748	127,952	2,418	2,792	5,210	28,882	4,189	33,071	31,300	6,981	38,281				
Transfer, promotion and reinstatement		5,286	1,634	6,920	4,024	1,015	5,039	603	163	766	1,761	267	2,028	2,364	430	2,794				
Total for classified service		215,440	51,989	267,429	110,228	22,763	132,991	3,021	2,955	5,976	30,643	4,456	35,099	33,664	7,411	41,075				
Designation to military and naval academies				2,229																
Entrance to Naval Academy and Coast Guard				2,512																
Foreign service (Department of State)				117																
Philippine service (teacher)		126	174	300	95	153	248				10	5	15	10	5	15				
Postmaster, first, second, and third classes				5,287							634	213	847	634	213	847				
Unskilled laborer		8,241	1,242	9,483	6,890	1,520	8,410	152	73	225	2,287	270	2,557	2,439	343	2,782		883		
Total for unclassified positions				19,928				152	73	225	2,931	488	3,419	3,083	561	3,644		883		
Aggregate				287,357				3,173	3,028	6,201	33,574	4,944	38,518	36,747	7,972	44,719		9,966	186	

[4] Appointments included in clerk-carrier figures.

[5] For appointments, see mechanic, navy yard.

TABLE 2.—*Apportionment of appointments from July 15, 1883, to June 30,1930*

IN ARREARS

State or Territory	In service on June 30, 1929	Appointed since June 30, 1929	Separated since June 30, 1929	In service on June 30, 1930	Appointments to which each State and Territory would be entitled on June 30, 1930 [1]
1. Porto Rico	19	4	1	22	451
2. Hawaii	10	4	1	13	89
3. Alaska	4	2	1	5	19
4. Oklahoma	189	31	27	193	704
5. Texas	460	49	41	468	1,620
6. California	344	55	43	356	1,190
7. Arkansas	193	28	27	194	609
8. Louisiana	192	28	17	203	625
9. Arizona	38	4	3	39	116
10. Michigan	433	36	25	474	1,274
11. Georgia	379	33	31	381	1,006
12. Alabama	321	20	27	314	816
13. New Jersey	487	26	32	481	1,096
14. South Carolina	253	24	19	258	585
15. North Dakota	95	11	6	100	224
16. Mississippi	287	12	18	281	622
17. Wisconsin	420	52	45	427	914
18. Ohio	936	89	86	939	2,000
19. Washington	199	41	18	222	471
20. Illinois	1,058	136	90	1,104	2,252
21. New Mexico	64	6	6	64	125
22. Nevada	11	3	----------	14	27
23. Montana	102	12	14	100	191
24. North Carolina	465	43	31	477	889
25. New York	1,978	128	129	1,977	3,607
26. Connecticut	269	33	32	270	479
27. Oregon	147	24	14	157	272
28. Tennessee	465	39	28	476	812
29. Kentucky	513	36	52	497	839
30. Wyoming	29	14	3	40	68
31. Minnesota	471	92	61	502	829
32. Nebraska	259	48	22	285	450
33. Idaho	89	17	8	98	150
34. South Dakota	140	22	17	145	221
35. Missouri	748	105	77	776	1,182
36. Colorado	200	40	23	217	326
37. Indiana	679	52	51	680	1,018
38. Pennsylvania	2,046	177	142	2,081	3,029
39. Kansas	420	58	47	431	614
40. Utah	106	23	14	115	156
41. Florida	244	38	28	254	336
42. New Hampshire	121	17	13	125	154
43. Massachusetts	1,145	129	103	1,171	1,338
44. Rhode Island	183	21	16	188	210
45. West Virginia	447	41	29	459	508
46. Iowa	710	111	53	768	835
47. Maine	248	27	23	252	267
48. Delaware	81	1	6	76	77

IN EXCESS

49. Vermont	143	8	11	140	122
50. Virginia	2,542	211	142	2,611	802
51. Maryland	2,393	169	143	2,419	503
52. District of Columbia	12,788	924	778	12,934	152
Total	36,593	3,354	2,674	37,273	[2] 37,271

[1] The last column shows how the 37,273 appointments would have been distributed among the States and Territories had each State and Territory furnished sufficient eligibles with the necessary qualifications for the positions to be filled. These figures are based upon the population as shown by the 1920 census.

[2] This total would be the same as the total in the preceding column, which shows actual appointments, if it were possible to apportion the fractional parts of an appointment.

In the above table the States and Territories are arranged (in inverse order) according to the relative percentage of appointments they have received. This order is not fixed. States are lowered or raised 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. A comparison of the figures in the first column of the table with those in the fourth column shows the gain or loss to the State or Territory during the fiscal year.

TABLE 3.—*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	24,600	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
July 1, 1927, to June 30, 1928	238,449	100,576	49,279	49.0	----------	----------
July 1, 1928, to June 30, 1929	241,394	96,276	44,986	46.7	----------	----------
July 1, 1929, to June 30, 1930	250,525	80,115	39,665	49.5	----------	----------
Total	----------	2,130,325	1,392,400	65.3	----------	----------
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

[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.

TABLE 3.—*Showing for all branches of the classified service the number examined, etc.*—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
RAILWAY MAIL SERVICE—Contd.						
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
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	15,717	53.3	708	----------
July 1, 1927, to June 30, 1928	21,343	194	90	46.4	----------	----------
July 1, 1928, to June 30, 1929	21,379	12	6	50.0	----------	----------
July 1, 1929, to June 30, 1930	21,443	10,645	3,895	36.5	----------	----------
Total	----------	338,042	206,966	61.2	----------	----------
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

[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 3.—*Showing for all branches of the classified service the number examined, etc.*—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, 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
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	129,497	65,321	50.4	20,509	31.4
July 1, 1927, to June 30, 1928	171,971	136,227	74,461	54.7	----------	----------
July 1, 1928, to June 30, 1929	183,184	147,222	80,734	54.8	----------	----------
July 1, 1929, to June 30, 1930	190,115	176,669	89,431	50.6	----------	----------
Total	----------	3,877,451	2,539,104	65.5	----------	----------
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	154,693	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	[3] 41,935	28.4
July 1, 1914, to June 30, 1915	292,291	167,795	114,632	68.3	[4] 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	257,401	126,118	49.0	38,777	30.7
July 1, 1927, to June 30, 1928	431,763	236,997	123,830	52.2	37,796	30.5
July 1, 1928, to June 30, 1929	445,957	243,510	125,726	51.6	44,817	----------
July 1, 1929, to June 30, 1930	462,083	267,429	132,991	49.7	38,281	----------
Total	----------	6,345,818	4,138,470	65.2	----------	----------

[3] 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.

[4] 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.

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