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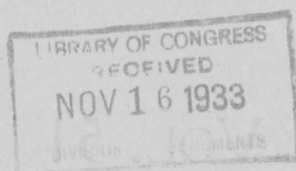


UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1932

72ND CONGRESS 1ST SESSION

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HOUSE DOCUMENTS



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FORTY-NINTH ANNUAL REPORT
OF THE
UNITED STATES
CIVIL SERVICE COMMISSION

FOR THE FISCAL YEAR ENDED JUNE 30

1932



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GOVERNMENT PRINTING OFFICE
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FORTY-NINTH ANNUAL REPORT
OF THE
UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C., *November 18, 1932.*

SIR: The fiscal year 1932 is marked by changes in personnel administration unusual in number and importance.

A part of the consolidation of personnel activities recommended by the commission in its last report has been accomplished by a provision of the so-called economy law of June 30, 1932, which transferred to the commission the duties and functions of the Personnel Classification Board. The law gave the President authority to take further steps toward merging Federal personnel activities under one administration.

Through amendments of the civil-service rules by Executive orders, important extensions of the classified service were made.

The administration of the commission's field offices was improved by changes in personnel and by the extension of the authority of district managers.

The economy law of June 30, 1932, made drastic changes affecting Federal civilian personnel.

Regulations were promulgated under authority of Executive order which reduced the number of original appointments by providing for the transfer of surplus employees and later for the reemployment of worthy employees dismissed because of reduction of force or furloughed for extended periods.

A lessening of the number of voluntary separations, due to economic conditions, and the observance of the President's injunction of economy, reduced the number of examinations held during the year by almost 47 per cent, in comparison with the number held in the preceding year, although the total number of persons examined was greater in 1932 than in 1931. This increase in the number of applicants was to be expected at a time of such widespread unemployment.

The subjects mentioned in the foregoing, and others, are discussed under appropriate headings in the pages following. Numerous recommendations are made for the further improvement of personnel administration.

DECREASE IN EXAMINATION WORK AND INCREASE IN OTHER WORK

During the year ended June 30, 1932, the commission announced 2,441 open competitive examinations, as compared with 4,570 in the preceding fiscal year. Notwithstanding this great reduction in the number of examinations held, the number of persons examined for original appointment was 250,377 in 1932, as against 241,304 in 1931.

There has been a marked increase in the regulatory functions of the commission; there has been an appreciable growth in internal procedure; and these are further increased by the provisions of the economy law of June 30, 1932.

The commission has been called upon to establish a system whereby persons being released from departments or establishments may be used in the highest possible degree to fill essential positions in other departments or establishments. There is a vast amount of detail connected with this duty.

The marital status provisions of the economy law have made a considerable increase in detail work. It is necessary to check the marital status of every person who is considered for original appointment or for reinstatement. The furlough provisions of the economy law increased the service record work.

The general unemployment situation has resulted in an appreciable increase in individual requests for information concerning entrance into the service and the status of employees who have left the service. Proper handling of these informational matters absorbs the time of a considerable portion of the personnel. Outgoing mail from the correspondence division of the commission's central office at Washington numbered 137,213 pieces in the fiscal year 1932, as compared with 125,229 in 1931 and 99,113 in 1930.

The statistical work incident to the administration of the retirement law has been measurably enlarged during the past two years.

Noncompetitive examinations have come to be an important part of the work, due to the increase in the number of transfers of employees from one branch to another. The commission must be satisfied that the employee is qualified for the position to which it is proposed to transfer him.

At the end of the fiscal year 1932 the commission had 599 officers and employees in a permanent status, as compared with 622 at the end of the fiscal year 1931. There are no temporary employees on the staff.

THE ECONOMY LAW

An act (Public 212, 72d Cong.) "making appropriations for the legislative branch of the Government for the fiscal year ending June 30, 1933, and for other purposes," was approved June 30, 1932. The law is commonly known as the economy law. Except in certain

specified particulars, it applies to administration for the year ending June 30, 1933, only, and ceases to be effective on that date unless further legislation should extend it.

Following are some of the provisions of the law:

PROVISIONS OF THE LAW

A furlough of one month is provided for all employees who receive compensation amounting to more than \$1,000 a year, with the exception that in some cases where a furlough is not practicable, the employees must lose one month's pay. Rural mail carriers are an example of the employees to which it is not practicable to apply the furlough. Some others are specified. In the case of per diem employees, it is provided that five days shall constitute a week's work, with ten-elevenths of the pay formerly received.

The money saved by the one month's furlough, or by the loss of one month's salary, or by the loss of one-eleventh of the pay, is impounded and goes back to the Treasury. It can not be spent by the departments and independent offices.

No vacation leave with pay is allowed during the year. Sick leave with pay is allowed under regulations to be promulgated by the President. There is a permanent provision that, with certain specified exceptions, "hereafter no civilian officer or employee of the Government who receives annual leave with pay shall be granted annual leave of absence with pay in excess of 15 days in any one year, excluding Sundays and legal holidays: *Provided*, That the part unused in any year may be cumulative for any succeeding year."

Automatic increases in salary, such as those provided by previous law for certain classes of postal employees, are stopped for the fiscal year. No administrative promotions are allowed in any branch, except upon written authority of the President, to fill a vacancy.

No vacancies can be filled except in absolutely essential positions. The authority of the President in writing is required for an appointment to fill any position vacant during the year. An exception is made in the case of temporary appointments to meet emergencies. Money saved by the vacating of positions goes back to the Treasury and can not be used by the offices affected unless authorized by the President.

All employees who had reached or passed the usual retirement age were retired at the close of business on June 30, 1932, and all who later reach the usual retirement age will automatically be retired. Previous law had authorized certain extensions, but these were stopped under the economy law. An exception is the authority given to the President to authorize extensions when they are clearly in the public interest.

In any reduction of personnel in any branch or service of the United States Government or of the government of the District of Columbia,

married persons (living with husband or wife), employed in the class to be reduced, shall be dismissed before any other persons employed in such class are dismissed, if such husband or wife is also in the service of the United States or of the District of Columbia. In the appointment of persons to the classified service, preference shall be given to persons other than married persons living with husband or wife, such husband or wife being in the service of the United States or of the District of Columbia.

The law provides for administrative furloughs in addition to statutory furloughs in order that dismissals may be reduced to the minimum.

DISCUSSION

Few laws in history had the exciting experiences of this one before it came into full flower as a law. Bills were shuttled back and forth between the two houses of Congress, and in conferences, with countless proposals and amendments, for weeks before any final agreement could be reached. When the President approved the legislation on June 30, 1932, he did so with an expression of limited satisfaction and voiced the hope that at the next session of Congress unnecessary hardships imposed upon employees would be remedied. It has been necessary for the Comptroller General to render more than 300 decisions since the 1st of July to aid the several branches of the Federal Government in the interpretation of the economy law.

In the President's economy message to Congress prior to the economy law it was his evident wish that savings in the Federal pay roll be effected through furloughs rather than dismissals, thus avoiding addition to the army of the unemployed. This thought of the President was honored in part by Congress in the economy law, for the law provides for administrative furloughs, in addition to the legislative furlough stipulated in the law, to keep within the reduced appropriations for the fiscal year. However, some appropriations were so greatly reduced that dismissals, or indefinite furloughs which amount to dismissals, could not be avoided altogether.

FIVE-DAY WEEK

One of the first steps of the President after the economy law was enacted was to refer it to the Council of Personnel Administration, of which the president of the Civil Service Commission is chairman, for advice as to a more or less uniform employment procedure to meet the furlough provision of the new law. Careful consideration was given by the Council of Personnel Administration to the feasibility of instituting the 5-day week. It was found, however, that no definite recommendation on that point could be made due to varying conditions in the different establishments. The council declared in favor of the 5-day week as a principle in and out of Government as a means

of distributing employment, but suggested that the question of the application of the principle be left to the heads of the several departments and independent offices. In branches in which employees are on a per diem basis the 5-day week has been adopted, as the law provides, but in only a few instances has it been applied in an executive establishment where employment is on an annual basis. The Department of Labor and the Employees' Compensation Commission have adopted the 5-day week plan. The Civil Service Commission tried to institute it in its own organization, but after the Comptroller General had rendered a decision that any adoption of a 5-day week would have to be under a clause of the law which would cause employees to lose more pay than would be necessary under the furlough plan, the commission went back to the full week's work and is making proportionate deductions from the pay of employees to cover the legislative furlough of one month within the fiscal year. In addition, deductions are being made each month to cover the administrative furlough made necessary in the commission's force by the reduction of its appropriation for the year. Certain other branches of the service also found it necessary to impose administrative furloughs to keep within their reduced appropriations.

REEMPLOYMENT LISTS

An Executive order of September 20, 1932, authorized the commission to set up procedure and promulgate regulations under which employees with appropriate status who have been recently or who are about to be furloughed or dropped for reduction of force without delinquency or misconduct may be afforded priority in the filling of vacancies when, in the opinion of the commission, the conditions of good administration warrant such priority.

MARITAL STATUS

The marital-status provisions of the economy law deserve special comment. The commission holds that the mere transfer of an employee from one position to another is not an appointment within the meaning of the economy law, and that the law does not apply to such change of position. The provisions do apply, however, to reinstatements as well as to original appointments.

It is reported that in a number of instances married employees have separated in an attempt to evade the operation of the law. The commission holds that the separation of husband and wife for this reason does not give them immunity; that such separation will not remove the restrictions imposed by the law.

The commission regards the marital status provisions of the economy law as unwise. It is believed that merit alone should be the

yardstick of measurement for employment in the Federal service. The law is the mandate, however, and it will, of course, be rigidly enforced.

COMBINING OF PERSONNEL ACTIVITIES

For the first time the commission made a definite recommendation in its report for the year ended June 30, 1931, relating to the combining of personnel activities. Among the changes suggested in that report for the betterment of administration was this, "To combine in one administrative body all Federal agencies which have to do with personnel in the civil service." The agencies the majority of the commission had in mind were the Civil Service Commission, the Personnel Classification Board, the personnel functions of the Bureau of Efficiency, the Employees' Compensation Commission, and that part of the administration of the retirement law which is now under the jurisdiction of the Veterans' Administration.

Commissioner Dell did not concur in the view that the work of the United States Employees' Compensation Commission should be merged with that of the United States Civil Service Commission.

In his message to Congress in February, 1932, the President said:

The personnel administration should comprise various agencies relating to the personnel of the Government as a service agency to all departments of the Government. It is my recommendation that the Civil Service Commission should be maintained as an advisory body to the personnel administration, and the approval of this body should be required in all regulatory questions. The personnel administrator should be the chairman of the commission. Other functions relating to the personnel of the Government as may be advisable should be transferred to the personnel administration as may be deemed wise from time to time.

TRANSFER OF PERSONNEL CLASSIFICATION BOARD

The so-called economy law, approved on June 30, 1932, provided that, effective October 1, 1932, the duties, powers, and functions of the Personnel Classification Board should be transferred to the Civil Service Commission; that the Personnel Classification Board and the position of director of classification should be abolished; that such of the officers and employees of the board as, in the judgment of the Civil Service Commission, are indispensable to the efficient operation of the commission should be transferred to the force of the commission; and that all other officers and employees of the board should be dismissed. Owing to the transfer of some of the duties of the Personnel Classification Board to the commission's established divisions, to the falling off in classification work under present conditions, and to general measures of economy, the commission was able to absorb the duties of the Personnel Classification Board with 20 fewer than the 58 employees on the pay roll of the board. Most of these 20 were transferred to other branches before the merger was effected.

FURTHER CONSOLIDATION

Under the economy law the President was given authority to make certain consolidations of activities, and others subject to review by Congress, but under that part which had to do with personnel administration it was provided in the law that the United States Employees' Compensation Commission should not be included in any such consolidation.

The Bureau of Efficiency, which was a division of the Civil Service Commission before it became an independent bureau, originally was charged with efficiency ratings of employees—a personnel activity—but has branched out to include efficiency of operations. The Employees' Compensation Commission administers the Federal employees' compensation act—another Federal personnel matter—and also the District of Columbia workmen's compensation act and the longshoremen's and harbor workers' act. Under the law the Civil Service Commission has the administration of all phases of the retirement law with the exception of actuarial work and payments of annuities.

The proposed consolidation of all personnel activities has in view not only a substantial money economy, estimated at a saving of more than half a million dollars a year through the cutting down of overhead and the elimination of duplication of operations, but also the ideal of one agency to administer every personnel phase from the time the employee enters the service to his separation by retirement or otherwise. The human factor involved is of no inconsiderable consequence. There is the further important consideration of the economy which would result if the several departments and independent establishments could deal with one central office in all matters of personnel administration, instead of with a number as at present.

Legislation is now pending in Congress which has in view the combination of personnel bureaus.

COUNCIL OF PERSONNEL ADMINISTRATION

The report of the Director of the Council of Personnel Administration is printed in this report beginning on page 49.

AMENDMENTS OF THE RULES

To meet new conditions, or to make more adequate provision for existing needs, the President, upon recommendation of the commission, issued a number of orders during the fiscal year amending the civil-service rules. One affecting the classified service as a whole was an order of January 18, 1932, amending section 1 of Rule VI to allow the addition of 10 points to the earned examination ratings of disabled veterans over 55 years of age, or to their wives under certain

conditions. This order is discussed in this report under the title "Veteran Preference."

A change for the purpose of relieving the apportionment of charges of appointments that can not be made according to State residence was made by an Executive order of December 7, 1931, which amended section 2 of Rule VII. Effects of this order were to exclude from the apportionment figures the appointments of persons covered into the classified departmental service by Executive order or otherwise, as well as those exempted from the quota provision in certification, which later, in addition to veterans, include mechanical trades and allied positions, incumbents of which are retirable at not over 65 years of age.

A number of amendments were made affecting positions excepted from examination under Schedule A of the rules, as shown in the Executive orders printed in the Appendix. Their combined effect was to lessen the number of excepted positions, and, therefore, to increase the number in the competitive classified service. Among the positions thus changed as to status are attorney in the Veterans' Administration, mounted inspector in the Customs Service on the Mexican border, and superintendent or officer in charge of a national park or reservation. The modification of Subdivision VI of Schedule A by an Executive order of February 2, 1932, affecting excepted positions in the Department of Justice, was a gratifying result of long-continued effort. The exception previously permitted appointments without examination of persons whose positions were "deemed by the Attorney General to be legal or confidential," but now it definitely lists the positions excluded from the classified service and greatly reduces the number of exemptions.

The position of miner under the Department of Commerce was placed in the classified service by an Executive order of January 15, 1932, revoking paragraph 4, subdivision 1, of Schedule B.

An especially important change was made by the amendment on March 10, 1932, of paragraph 2, Subdivision III, of Schedule B. This change reduced the number of excepted employees by including within the classified service all positions in the Bureau of Foreign and Domestic Commerce in continental United States, Alaska, Hawaii, and Puerto Rico heretofore excepted from competitive examination, other than the director and assistant directors of the bureau. Commercial attachés, assistant commercial attachés, trade commissioners, and assistant trade commissioners remain in the excepted class, but after three years of service abroad they may be transferred or reinstated, upon approval of the commission, to any position under the bureau for which their qualifications fit them, but without change thereby in their excepted status as Schedule B employees.

Extensions of the competitive classified service, such as those discussed above, are in the interest of good civil-service administration.

EXEMPTIONS FROM PROVISIONS OF THE RULES

Twenty-two Executive orders waiving provisions of the civil-service rules in individual cases, principally relating to the requirement of competitive examination, were issued during the year. This was a decrease of one in comparison with the previous year. These waivers constitute a negligible percentage of the number of appointments made.

In addition, two orders were issued relating to examinations for presidential postmasterships. One waived the age limit to permit an appointment as acting postmaster and entrance to the examination of the person affected. The other waived the age limit to permit entrance to examination.

By virtue of authority given the President by the economy law, approved June 30, 1932, four orders were issued for the temporary or other exemption of persons named in the orders from compulsory retirement for age.

A compilation of Executive orders appears in the Appendix of this report.

EXTENT OF THE EXECUTIVE CIVIL SERVICE

Data compiled by the commission show that on June 30, 1932, there were 578,231 employees in the entire executive civil service, as against 616,837 at the end of the preceding fiscal year. These figures appear to show a net decrease of 38,606. The fact is that 35,710 of the apparent reduction is simply the elimination from the figures of certain employees connected with the Postal Service. They are largely clerks at third-class post offices, who really are employees of the postmasters and are not recorded by the department. They also include star route, mail messenger, and other contractors who are omitted from the figures because they are not actual postal employees.

Commissioner Dell does not concur in the statistical changes indicated above, and calls attention to the fact that the actual reduction in the number of employees during the fiscal year, as shown by the tables on pages 11 and 13, is 2,896, representing an increase of 4 in the field service and a decrease of 2,900 in Washington, D. C.

The greatest decreases during the year were in the following-named establishments: War Department, 5,479; Department of Commerce (principally temporary employees of the Bureau of the Census), 2,709; Navy Department, 1,204; Department of Agriculture, 824; and Panama Canal, 809. While some of the departments and establishments show increases for the year, they were due almost wholly to legislative action. Those which show the greatest increases are: Veterans' Administration, 5,240; Treasury Department, 894; Department of the Interior, 709; Department of Justice, 601; and Department of Labor, 519.

The Postal Service, with 279,436 employees, has 48.33 per cent of the entire personnel, and all other branches combined, with 298,795 employees, have 51.67 per cent.

The number of permanent employees on June 30, 1932, was 542,354, which number is 93.8 per cent of the entire force, and the temporary employees numbered 35,877, or 6.2 per cent.

On June 30, 1932, there were 68,793 employees in and 509,438 outside the District of Columbia, while on June 30, 1931, there were 71,693 employees in and 545,144 outside the District of Columbia. These figures show a decrease for the year of 2,900 in and 35,706 outside the District of Columbia. Here again attention is called to the fact that the apparent great reduction is due principally to the omission from the figures of certain persons connected with the Postal Service.

At the end of the fiscal year there were 467,161 positions subject to competitive examination under the civil service act and rules, a decrease of 889 in comparison with the number at the end of the preceding fiscal year. On June 30, 1931, the competitive classified service represented 75 per cent of the entire personnel. As the positions connected with the Post Office Department which are eliminated from the figures are wholly in the unclassified service, the competitive classified positions are now 80 per cent of the total of 578,231 in the executive civil service.

TABLE A.—Increase or decrease of employment in the Federal executive civil service during the last fiscal year and during the past 16 years

Department or office	Number of employees		Changes during fiscal year		Number of employees June 30, 1916	Changes during past 16 years	
	June 30, 1932	June 30, 1931	Increase	Decrease		Increase	Decrease
The White House.....	45	43	2		(¹)	(¹)	(¹)
State.....	4,836	4,959		123	2,783	2,053	
Treasury.....	52,638	51,744	894		30,629	22,009	
War.....	47,877	53,356		5,479	37,695	10,182	
Justice.....	9,103	8,502	601		2,610	6,493	
Navy.....	47,578	48,782		1,204	35,722	11,856	
Interior.....	20,486	19,777	709		19,347	1,139	
Agriculture.....	27,351	28,175		824	18,736	8,615	
Commerce.....	20,971	23,680		2,709	9,903	11,068	
Labor.....	5,931	5,412	519		2,504	3,427	
Government Printing Office.....	4,843	4,894		51	4,028	815	
Smithsonian Institution.....	547	589		42	784		237
Interstate Commerce Commission.....	2,371	2,410		39	2,243	128	
Civil Service Commission.....	599	631		32	2,250	349	
Bureau of Efficiency.....	45	45			27	18	
Federal Trade Commission.....	511	547		36	238	273	
Shipping Board.....	780	1,065		285		780	
Alien Property Custodian.....	121	141		20		121	
Tariff Commission.....	369	319	50			369	
Employees' Compensation Commission.....	176	183		7		176	
Federal Board for Vocational Education.....	83	83				83	
Panama Canal.....	9,514	10,323		809	19,291		9,777
Public Buildings and Parks of the National Capitol ²	3,206	2,994	212		217	2,989	
General Accounting Office.....	1,950	1,988		38		1,950	
Veterans' Administration.....	33,885	28,645	5,240			33,885	
Railroad Administration.....	9	12		3		9	
Commission of Fine Arts.....	3	3			(¹)	(¹)	(¹)
War Finance Corporation.....	2	9		7		2	
National Advisory Committee for Aeronautics.....	312	291	21			312	
Federal Reserve Board.....	205	199	6			205	
Board of Tax Appeals.....	147	151		4		147	
Board of Mediation.....	24	26		2		24	
Federal Power Commission.....	57	50	7			57	
Federal Radio Commission.....	124	132		8		124	
American Battle Monuments Commission.....	40	41		1		40	
Federal Farm Board.....	341	315	26			341	
Personnel Classification Board.....	60	62		2		60	
Geographic Board.....	3		3			3	
International Joint Commission.....	6		6			6	
International Boundary Commission: United States, Alaska, and Canada.....	5		5			5	
United States and Mexico.....	37		37			37	
Reconstruction Finance Corporation.....	1,273		1,273			1,273	
Alaska Road Commission.....	326		326			326	
Inter-American High Commission, United States section.....	5		5			5	
Miscellaneous.....					165	48	165
Total, exclusive of Postal Service.....	298,795	300,578	9,942	11,725	187,172	121,802	10,179
Postal Service.....	279,436	316,259		36,823	250,885	28,551	
Total, entire service.....	578,231	616,837	9,942	48,548	438,057	150,353	10,179

Services	Fiscal year	Past 16 years
Net gain or loss, exclusive of Postal Service.....	-1,783	+111,623
Net gain or loss, Postal Service.....	³ -36,823	+28,551
Net gain or loss entire service.....	³ -38,606	+140,174

¹ Included in miscellaneous figures for 1916.² This is exclusive of details from other Government establishments.³ Increase includes 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.⁴ Does not include 13,200 clerks at third-class offices nor 22,510 contractors who were previously reported as employees of the Government.⁵ 35,710 not actual reduction. See ⁴ above.

TABLE B.—Number of officers and employees in each branch of the Federal executive civil service on June 30, 1932 ¹

Department or office	June 30, 1932						Total
	In District of Columbia			Outside District of Columbia			
	Men	Women	Total	Men	Women	Total	
The White House.....	40	5	45				45
State.....	429	395	824	2,961	² 1,051	4,012	4,836
Treasury.....	5,638	7,915	13,553	32,227	6,858	39,085	52,638
War.....	2,156	1,777	3,933	39,069	4,875	43,944	47,877
Justice.....	858	475	1,333	6,220	1,550	7,770	9,103
Post Office.....	3,236	861	4,097	251,385	² 23,954	275,339	³ 279,436
Navy.....	5,389	1,212	6,601	38,829	2,148	40,977	47,578
Interior.....	2,123	1,191	3,314	14,390	2,782	17,172	20,486
Agriculture.....	3,391	2,479	5,870	18,364	3,117	21,481	27,351
Commerce.....	4,083	2,600	6,683	13,199	1,089	14,288	20,971
Labor.....	449	504	953	4,127	851	4,978	5,931
Government Printing Office.....	3,877	966	4,843				4,843
Smithsonian Institution.....	404	143	547				547
Interstate Commerce Commission.....	1,239	372	1,611	738	22	760	2,371
Civil Service Commission.....	176	247	423	104	72	176	599
Bureau of Efficiency.....	31	14	45				45
Federal Trade Commission.....	360	111	471	28	12	40	511
Shipping Board.....	323	227	⁴ 550	172	58	230	780
Alien Property Custodian.....	65	56	121				121
Tariff Commission.....	163	111	274	83	12	95	369
Employees' Compensation Commission.....	39	80	119	23	34	57	176
Federal Board for Vocational Education.....	39	44	83				83
Panama Canal.....	65	13	78	8,904	532	9,436	9,514
Public Buildings and Parks of the National Capital.....	2,427	779	3,206				3,206
General Accounting Office.....	1,217	733	1,950				1,950
Veterans' Administration.....	2,082	3,685	5,767	17,610	10,508	28,118	33,885
Railroad Administration ⁵	6	3	9				9
Commission of Fine Arts.....	2	1	3				3
War Finance Corporation ⁵	1	1	2				2
National Advisory Committee for Aeronautics.....	21	23	44	246	22	268	312
Federal Reserve Board ⁵	93	92	185	20		20	205
Board of Tax Appeals.....	64	83	147				147
Board of Mediation.....	18	6	24				24
Federal Power Commission.....	42	13	55	2		2	57
Federal Radio Commission.....	59	65	124				124
American Battle Monuments Commission.....	5	1	6	26	8	34	40
Federal Farm Board.....	174	150	324	16	1	17	341
Personnel Classification Board.....	31	29	60				60
Geographic Board.....	2	1	3				3
International Joint Commission ⁵	4	2	6				6
International Boundary Commission:							
United States, Alaska, and Canada ⁵	5		5				5
United States and Mexico ⁵				35	2	37	37
Reconstruction Finance Corporation ⁵	282	215	497	521	255	776	1,273
Alaska Road Commission.....				315	11	326	326
Inter-American High Commission, United States section ⁵	3	2	5				5
Total.....	41,111	27,682	68,793	449,614	59,824	509,438	³ 578,231

¹ Does not include legislative or judicial services, nor the commissioned, warranted, or enlisted personnel of the military branches, nor the government of the District of Columbia.

² Approximate.

³ Includes 11,651 substitute clerks, first and second class offices; 13,689 substitute city and village carriers; 2,181 substitute railway postal clerks; 807 substitute motor-vehicle employees; and 886 substitute watchmen, laborers, etc. Does not include 13,200 clerks at third-class offices nor 22,510 contract employees who were previously reported as employees of the Federal Government but who are now eliminated. Does not include 32,732 clerks at fourth-class offices who are employed and paid by the postmaster nor 21,988 mail messengers.

⁴ Includes administrative offices of Merchant Fleet Corporation, but not workmen at terminals or in warehouses or employees on vessels.

⁵ Positions not subject to the civil-service act.

TABLE C.—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, 1926.....	59,569	486,772	546,341
Nov. 11, 1918.....	117,760	¹ 800,000	¹ 917,760	June 30, 1927.....	59,800	499,338	559,138
July 31, 1920.....	90,559	¹ 600,557	¹ 691,116	Dec. 31, 1927.....	60,660	493,515	554,175
July 31, 1921.....	78,865	518,617	597,482	June 30, 1928.....	61,388	507,327	568,715
June 30, 1922.....	69,980	490,883	560,863	Dec. 31, 1928.....	62,140	510,967	573,107
June 30, 1923.....	66,290	482,241	548,531	June 30, 1929.....	63,904	523,761	587,665
Dec. 31, 1923.....	65,025	479,646	544,671	Dec. 31, 1929.....	63,946	525,199	589,145
June 30, 1924.....	64,120	490,866	554,986	June 30, 1930.....	68,510	540,405	608,915
Dec. 31, 1924.....	66,079	489,540	555,619	Dec. 31, 1930.....	71,189	524,267	595,456
June 30, 1925.....	63,756	500,962	564,718	June 30, 1931.....	71,693	545,144	616,837
Dec. 31, 1925.....	61,509	486,568	548,077	Dec. 31, 1931.....	69,435	536,933	606,368
June 30, 1926.....	60,811	499,894	560,705	June 30, 1932.....	68,793	² 509,438	² 578,231

¹ Approximate.² Does not include 13,200 clerks at third-class post offices nor 22,510 postal contractors who were previously reported as employees of the Government.

INCLUSIONS WITHIN THE CLASSIFIED SERVICE

Positions and employees brought into the classified service in the fiscal year 1931-32, with citation of authority:

Executive order of Oct. 11, 1924: War Department.....	4
Executive order of Aug. 22, 1925: War Department.....	2
Executive order of Jan. 26, 1926: Post Office Department.....	1
Executive order of Apr. 23, 1931: Veterans' Administration.....	1,717
Executive order of May 15, 1931:	
War Department.....	59
Navy Department.....	39
Executive order of June 3, 1931: Veterans' Administration.....	193
Executive order of Aug. 10, 1931: Department of the Interior.....	13
Executive order of Jan. 15, 1932: Department of Commerce.....	36
Executive order of Feb. 2, 1932: Department of Justice.....	231
Executive order of Mar. 10, 1932: Department of Commerce.....	147
Rule II, section 6: Positions and incumbents included under Treasury Department—Van Buren Station Building, Chicago, Ill., 7; Brooklyn, N. Y., 1; Albuquerque, N. Mex., 1; McNeil Island, Wash., 1; Mexia, Tex., 1; War Department—Norfolk, Va., 1; Walter Reed General Hospital, Washington, D. C., 11; Veterans' Administration, 53; Department of the Interior—Big Creek, Mont., 4; Public Buildings and Public Parks of the National Capital, 1; Post Office Department—Portland, Oreg., post office, 1.....	82
Rule II, section 7: Postal Service.....	83
Rule X, section 13: Department of Agriculture—Washington, D. C., 1; Juneau, Alaska, 1; island of Guam, 1; Navy Department—Berlin, Germany, 1; Cavite, Philippine Islands, 1; War Department—Manila, Philippine Islands, 2.....	7
Total.....	2,614

On July 1, 1931, 1,717 employees of National Homes for Disabled Volunteer Soldiers were brought into the classified service of the Veterans' Administration under the Executive order of April 23,

1931. This order was an outgrowth of the Executive order of July 21, 1930, by which the President consolidated the Veterans' Bureau, the Bureau of Pensions, and the National Homes for Disabled Volunteer Soldiers in the establishment known as the Veterans' Administration. Under the classifying order no positions occupied by inmates were brought into the classified service. Certain other employees were given an excepted status under Schedule A of the civil-service rules. Unskilled laborers were made subject to the labor regulations at stations where the labor regulations apply.

Another group of employees under the Veterans' Administration, 193 attorneys, were given a classified status, effective October 1, 1931, by the Executive order of June 3, 1931, which revoked paragraph 1, Subdivision IX, of Schedule B. This order brought attorneys of all grades under the Veterans' Administration into the classified service.

On February 2, 1932, on joint recommendation of the Attorney General and the Civil Service Commission, an Executive order was issued which amended Subdivision VI of Schedule A covering positions in the Department of Justice. The chief benefit derived from this amendment was the elimination of paragraph 5 of Subdivision VI. Paragraph 5 provided for appointment without examination to "all positions and employments deemed by the Attorney General to be legal or confidential in their character, and which relate to temporary service or which grow out of appropriation acts committing to the Attorney General the execution of some purpose of the law and the expenditure of the funds therefor, but not creating specific positions." Under this provision the Department of Justice had over a long period of years made appointments without competition to many positions, including messengers, telephone operators, typists, clerks, stenographers, etc., which belong in the competitive classified service. Following the practice in such cases, the commission conferred a classified status upon the incumbents of positions brought into the classified service by the amendment. The commission regards this amendment of the rules as an important step in the extension of the merit system.

On March 10, 1932, paragraph 2, Subdivision III, Schedule B (positions which may be filled upon noncompetitive examination) was amended by an Executive order which provided in part as follows:

All positions in the Bureau of Foreign and Domestic Commerce in the continental United States, Alaska, Hawaii, and Puerto Rico, heretofore excepted from competitive examination, other than the director and assistant directors of the bureau, are hereby included, with their incumbents, in the classified competitive service.

One hundred and forty-seven employees received a classified status under this order when their positions were brought into the competitive group.

EXAMINATIONS AND APPOINTMENTS

The number of persons examined by the commission in 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		
	1930	1931	1932	1930	1931	1932
Under civil-service rules:						
Original appointment.....	260, 509	241, 304	250, 377	38, 281	38, 461	21, 449
Promotion, transfer, or reinstatement through examination.....	6, 920	7, 134	6, 732	2, 794	3, 067	3, 631
Total.....	267, 429	248, 438	257, 109	41, 075	41, 528	25, 080
Not under civil-service rules.....	19, 928	17, 848	22, 209	3, 644	4, 913	2, 535
Total.....	287, 357	266, 286	279, 318	44, 719	46, 441	27, 615

The total number of persons examined during the fiscal year 1932 was 13,032 greater than the number examined during the preceding fiscal year, notwithstanding the fact that the commission announced only 2,441 entrance examinations in the year 1932 as against 4,570 in the year 1931. The great increase in the number of applicants undoubtedly was due to the unemployment situation.

NONCOMPETITIVE EXAMINATIONS

Noncompetitive examinations are given for promotion, demotion, transfer, reinstatement, and other changes in the status of employees which require such examination. During the year, 6,732 noncompetitive examinations were given for all branches of the classified service and for most grades and types of positions.

Further examination is not required in all cases of change of status. For example, a change from typist to clerk, from messenger to guard, from civil engineer to instrumentman, or from attorney to adjudicator, would not call for a new examination inasmuch as the original examination given to the person whose status is changed would qualify him for the new position. Further examination is required, however, in such changes as from clerk to typist, bookkeeper to calculating machine operator, draftsman to engineer, or field examiner to attorney, because the original examination would not be a test of the qualifications required for the new position.

When further examination is considered necessary, the employee may be required to undergo a written scholastic test or to execute a statement under oath setting forth his training and experience or to appear before a board for a test of his physical strength. In changes to law-enforcement positions the character investigation is an essen-

tial part of the examination. On the result of this investigation eligibility for the proposed change in the status of the employee depends, regardless of his other qualifications.

So far as is practicable, noncompetitive examinations which require a written scholastic test are held at regular weekly intervals. In some cases it is necessary to depart from this procedure because of the urgency of the cases involved.

An Executive order of July 9, 1929, permits the reinstatement of persons who have had five or more years of Government service but who have been out of the service for more than five years, provided they can qualify in an appropriate noncompetitive examination. This order has added materially to the volume of noncompetitive examinations. Also because of the increasing number of changes in the status of employees resulting from the policy of shifting employees from one branch to another instead of making new appointments, noncompetitive examinations have become an important part of the commission's work.

TEMPORARY APPOINTMENTS

As in the case of probational appointments, the number of temporary appointments authorized during the last fiscal year was far below the number made in the year ended June 30, 1931. In the fiscal year 1932, 3,496 temporary appointments were approved by the commission's central office at Washington, as compared with 5,915 in the year ended June 30, 1931.

Temporary appointments are authorized to meet the actual needs of the service and are made for a job of work of short duration, or in cases where eligibles are not immediately available for certification for probational appointment, or, in rare instances, pending reinstatement when there are reasons for unusual delay in issuing the reinstatement certificate.

Certifications for temporary appointments are made from existing registers of eligibles when practicable. It is not always feasible or economical, however, to provide eligible registers for temporary job employments. In such cases temporary appointments without examination are permitted.

In previous years the Department of Agriculture has made a considerable number of temporary job appointments without examination to positions of field assistant. An examination for this position was announced during the year, and now seasonal appointments are made from the eligible register.

Work in connection with unemployment was added by law to the Bureau of Labor Statistics which the regular force of that bureau was unable to perform. Funds were made available for additional employees, and a number of temporary appointments were made to overcome the arrearage of work.

Temporary appointments were made in the Post Office Department to complete the work made necessary by section 12 (a) of an act of May 29, 1930, which required each department or establishment to prepare, under regulations prescribed by the commission, an individual account for each employee subject to the retirement act, showing his complete service record and the sum credited to him in the retirement fund.

Some departments and establishments, anticipating reductions in appropriations for the fiscal year 1933, made temporary appointments to dispose of work in arrears. It has been the general policy, however, to make as few appointments as possible.

The following table shows the distribution of the temporary appointments during the fiscal year ended June 30, 1932, 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.....	3	64	258	1 419
Civil Service Commission.....	1		7	
Commerce.....	1	6	95	149
District of Columbia government.....			9	
Bureau of Efficiency.....			2	
Federal Board for Vocational Education.....			1	
Federal Farm Board.....		3	12	3
Federal Power Commission.....		2	2	4
Federal Radio Commission.....		2	1	
Federal Trade Commission.....			5	
General Accounting Office.....			33	1
Government Printing Office.....		1	27	
Interior.....		321	40	248
Interstate Commerce Commission.....			11	
Justice.....	5	22	31	2
Labor.....	4	3	119	5
National Advisory Committee for Aeronautics.....			4	
Navy.....		1	1	
Panama Canal.....		3	1	1
Personnel Classification Board.....		1		
Post Office Department.....			157	2
Public Buildings and Public Parks.....		4	187	11
Smithsonian.....			44	112
State.....			38	5
Tariff Commission.....			16	
Treasury.....	4	49	118	24
Veterans' Administration.....	119	86	388	29
War.....	13	33	27	98
Total.....	150	599	1, 634	1, 113

¹ Includes field assistants.
² Indian field service.

TRANSFER POOL

While the so-called transfer pool was no longer in existence at the time of this writing, having been discontinued for the reason herein-after stated, the operations of the pool are recorded as history.

The transfer pool was established under instructions of the President dated October 12, 1931, to facilitate the transfer of personnel

declared surplus in one branch to another branch in which their services were needed. Eligibility for the transfer pool was limited to competent surplus employees serving in a permanent classified status and to those on the roll of the Fifteenth Decennial Census who had a status for permanent employment in classified positions.

The several departments and independent establishments were required by the Chief Coordinator to report the names of employees to the Civil Service Commission immediately upon the determination that such employees could be regarded as surplus. Names of employees thus declared surplus were not placed in the pool more than 90 days in advance of the date set for the termination of their services in the establishments where they were serving and were automatically dropped from the pool upon their transfer to another branch or upon their separation through dismissal or otherwise. They were listed as eligible for transfer to positions for which they had qualified in civil-service examinations and to any other positions for which they could be declared eligible without further examination.

In addition, the Chief Coordinator required that there be reported to his office names of employees available for detail to other branches with the expectation that they would be returned to the branches from which they were detailed. The Civil Service Commission had no part in such details of employees.

Employees in a furlough status, and, therefore, subject to recall to duty, were not eligible for the transfer pool. The pool did not in any way operate to prevent furloughed employees returning to duty when their services were required, nor did it interfere with routine transfers of employees between departments.

The commission refused to authorize a reinstatement or to issue a certification from a register of eligibles to fill a vacancy if the transfer pool included the names of persons eligible and available for the position to be filled, unless clearance had been obtained by the appointing officer from the Chief Coordinator or from his representative in the field.

The names of all persons in the transfer pool who were eligible for a certain position were certified to all appointing officers who made request for certification to fill a vacancy in that kind of position. This involved the certification of the name of an individual to two or more appointing officers at the same time and the certification of a considerable number of names to one appointing officer. There was no relative order of eligibility in the transfer pool, all persons eligible for a particular position being equally eligible for transfer to that position. In the field service certification was made only of those eligibles in the pool who lived in the city in which the vacancy was to be filled or within commuting distance thereof.

Such temporary appointments as were authorized were permitted without reference to the transfer pool, but before making

temporary appointments appointing officers were required to obtain information from the Chief Coordinator as to whether or not employees in other branches were available for detail, except in emergencies where the observance of such procedure would cause serious detriment to the public service.

The names of 2,097 persons were entered in the transfer pool, and 134 appointments were made therefrom. In addition, 166 secured transfers on their own initiative, which automatically removed their names from the transfer pool.

The transfer pool was discontinued when the commission promulgated regulations for reemployment lists under authority given by an Executive order of September 20, 1932, which reads in part as follows:

The Civil Service Commission may set up procedure and promulgate regulations under which employees with appropriate status who have been recently or who are about to be furloughed or dropped for reduction of force without delinquency or misconduct may be afforded priority in the filling of vacancies when, in the opinion of the commission, the conditions of good administration warrant such priority.

VETERAN PREFERENCE

An Executive order of January 18, 1932, amended section 1 of civil service Rule VI to allow the addition of 10 points to the earned examination ratings of disabled veterans over 55 years of age, or to their wives under certain conditions. As amended, the rule provides for the addition of 10 points to the earned ratings of four classes, as follows: (1) Veterans who establish by official records the present existence of service-connected disability; (2) veterans more than 55 years of age who, because of disability, are entitled by law to pension, compensation, or disability allowance, whether the disability is service-connected or not; (3) widows of veterans; and (4) wives of veterans specified in (1) and (2) when the veterans themselves are disqualified for appointment by reason of their disability. The names of those eligibles who are entitled to the 10-point preference are entered at the head of the appropriate registers in the order of ratings attained, in competition with other 10-point preference eligibles, if any, whose names appear at the head of the register.

A previous Executive order authorized the Civil Service Commission to hold quarterly examinations for positions for which eligible registers exist, which examinations shall be open only to men and women entitled to the 10-point preference. Applications for quarterly examinations may be filed at any time at the commission's office at Washington or at the office of any district manager. The commission will admit an applicant to the next quarterly examination held for the position applied for if the application shows the applicant to be qualified for admission. Under present conditions comparatively

few appointments are being made in the Federal civil service. There is, therefore, lessened opportunity for appointment of those who have attained eligibility on registers through quarterly or other examinations.

Applications for quarterly examinations have become so numerous that such examinations are now an important part of the commission's work. Under the procedure for reopened examinations which obtained in the fiscal year 1931 there were 1,065 applicants for 113 different kinds of examinations, while in the fiscal year 1932 there were 6,185 applicants for 291 different kinds of examinations.

Other preferences established by former Executive orders under the general provision of law are not affected by the Executive order of January 18, 1932. These include the addition of 5 points to the earned ratings of veterans not entitled to the 10-point preference and the preferences relating to age limitations, apportionment, physical requirements, training and experience, and reduction of force.

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, 1932, 13,088 appointments were made of 10-point preference eligibles. In the last fiscal year, 1,409 disabled veterans were appointed, as compared with 2,012 in the preceding year. Also, 152 veterans' wives and widows entitled to the 10-point preference were appointed in the last year and 153 in the preceding year. In making these comparisons there should be kept in mind the fact that the total number of original appointments made during the year ended June 30, 1932, was only 21,449, as compared with 38,461 made during the year ended June 30, 1931.

Practical results of veterans preference regulations are indicated by the following figures:

Appointments of veterans in the classified service July 1, 1919-June 30, 1932

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	13.60
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	25.95
1924-25	9,930	1,474	11,404	48,804	23.37
1925-26	6,973	1,027	8,000	36,992	21.63
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	47,817	25.83
1929-30	7,273	1,996	9,269	38,281	24.21
1930-31	7,898	2,165	10,063	38,461	26.16
1931-32	4,899	1,561	6,460	21,449	30.11
Total	162,767	13,088	175,855	706,511	24.89

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 Approximate.

It will be observed that of the 21,449 appointments made during the last fiscal year, 6,460 were appointments of those entitled to veteran preference. This number is 30.11 per cent of the entire number of appointments made, as compared with 26.16 per cent in the preceding fiscal year. It will further be observed that in the last fiscal year 1,561 of the appointments were of veterans entitled to the 10-point preference. This number is 7.2 per cent of the entire number of appointments made, as against 5.6 per cent in the preceding fiscal year.

Table No. 6 of the Appendix of this report shows for the fiscal year 1932 by departments and independent offices the number of preference and nonpreference eligibles certified, appointed, and passed over without selection, the figures being compiled from final actions on all certifications reported on in the year.

STATISTICS

An important task completed by the commission during the year was a comprehensive series of statistical tables compiled, as of June 30, 1930, for the Board of Actuaries and giving needed data pertaining to the employees of the several Federal departments and independent establishments and of the municipal government of the District of Columbia who are subject to the provisions of the retirement and disability act. To obtain this data it was necessary to devise an individual record card on which was posted a complete service history and a statement of annual retirement deductions for each employee within the purview of the act. A small force of experienced employees transferred this information to punch cards, and the results were obtained by the use of sorting and tabulating machines. Many supplementary tables of great statistical value were obtained from this data. The whole procedure demonstrated the possibilities of modern methods when applied to personnel statistics.

NEED OF STATISTICAL UNIT

The commission has long felt the need of a permanent central agency to accumulate and disseminate data of this type in order that any competent inquirer may be given exact figures as to any phase of Government personnel. Intelligent recommendations for legislation or analysis of statistical data can not properly be based upon estimated or approximate figures. The volume of legislation in recent years affecting the Government personnel indicates the need of the legislative body for the most accurate and up-to-date statistical information obtainable.

Recently a number of Federal agencies were called upon by the legislative branch to supply personnel data which could have been given more promptly and more accurately by a properly equipped

unit. Divided efforts in matters of statistics are not conducive to accuracy, efficiency, or economy.

It is believed that funds should be provided for the organization of a central unit to supply all personnel statistics. The commission suggests that items of information which seem essential to the value of the proposed statistical unit are: (1) Numbers of officers and employees by departments, bureaus, offices, or services; (2) designations of positions; (3) status of positions, i. e., whether presidential, classified, unclassified, excepted from competitive examination, or subject to noncompetitive examination; (4) salaries and classification grades; (5) sex; (6) place and date of birth; (7) locality of employment; (8) legal residence (State and congressional district); (9) race; (10) education (common school, high school, college, postgraduate); (11) training; (12) service in military branches; (13) service in civil branches; (14) changes in status (transfers, reinstatements, promotions, demotions, separations); (15) marital status; (16) actuarial information pertaining to civil-service retirement, etc. As a by-product, so to speak, the unit would be able to compile valuable supplementary tables from the data obtained.

The commission has the nucleus upon which to build an adequate statistical organization. Its present facilities do not permit it to answer satisfactorily the great number of inquiries received for statistical information, although a number of valuable statistical tables are prepared each year and are kept current.

BOARD OF APPEALS AND REVIEW

The Board of Appeals and Review has appellate jurisdiction in matters pending before the commission and its field offices. In establishing this board under its direct supervision, separated in the exercise of its functions from the control of any subordinate official, the commission's purpose was to insure impartial consideration of the many and diverse questions raised with respect to the rights of individuals to examination, their eligibility, and their civil-service status generally. The authority of the board is not limited to the consideration of appeals from ratings in examinations; it extends to every question connected with the work of the commission.

The board's primary function is to determine whether the facts in any given case were correctly interpreted or applied when decision was made originally. Subject only to reversal by the commission itself, the decisions of the board are final.

The board also reviews, at the request of officials of the commission, questions of any kind arising in the work and gives advice thereon. These frequently involve questions of law in connection with the administration of the civil service act and rules.

Upon his request, a competitor is accorded a personal hearing before the board, and his testimony is recorded stenographically. Both oral testimony and documentary evidence are accepted. The hearings are informal and are not open to the public, but the appellant may have his relatives or friends present, may produce witnesses, and may be represented by attorney. Hearings are held by the board only in Washington, D. C., and appellants appearing personally must bear any expense that they incur. One hundred and sixteen hearings were held by the board during the year ended June 30, 1932.

In the fiscal year the board decided 10,820 cases, and of these 1,133 were appeals from ratings in written tests, changes being made in 78 instances. Appeals from ratings on the subject of education and experience numbered 3,745. Including those in which new evidence was produced by the appellants, the original action was changed in 580 such cases. All other questions considered numbered 5,942, the previous action being amended in 597 cases.

RETIREMENT

Section 204 of Title II of the economy law, approved June 30, 1932 (Public 212, 72d Cong.), provided that "on and after July 1, 1932, no person rendering civilian service in any branch or service of the United States Government or the municipal government of the District of Columbia who shall have reached the retirement age prescribed for automatic separation from the service, applicable to such person, shall be continued in such service, notwithstanding any provision of law or regulation to the contrary: *Provided*, That the President may, by Executive order, exempt from the provisions of this section any person when, in his judgment, the public interest so requires." This law forced the separation from the service of several thousand persons at the close of June 30, 1932. The great number thus separated will make immediate demands on the retirement fund heretofore expected to be made several years later.

RETIREMENT AGE

In its report for the fiscal year ended June 30, 1929, the commission said:

Seventy years as a retirement age for clerks is too high, as nearly 30 per cent of all annuitants in that group were retired for total disability before reaching 70, and a large per cent of that group still in the service must be partially disabled. Sixty-five years as a retirement age for post-office clerks and carriers is too high, as over 25 per cent of those on the rolls as annuitants were retired for total disability before reaching 65. The Government must carry these partially disabled clerks, either as employees or annuitants. * * * The above * * * facts suggest a flat optional retirement age of 60 years for all groups of employees.

These conclusions are still valid. No inflexible retirement age can meet the interests of the service. Were it possible to determine and apply to any group the average age of arrival at impaired efficiency, that age would be too high or too low for most of the individual employees in that group. Most of them would be retired too soon or too late, and the Government would be the loser in both cases.

Also, greater flexibility in the age of retirement is desirable to obviate the pressure of departments for assignment of their employees to the 62-year retirement age group as permitted by section 1 of the retirement act with the concurrence of the commission. This pressure originates in the desire of departments to lower the retirement age to meet the needs of their less vigorous employees and replace them with stronger ones; but if concurred in, it results in too early retirement of the stronger members of the group. The commission has been reluctant to concur in assignments to the 62-year group.

The commission now recommends uniform optional retirement after 30 years of service, to permit the retirement of those whose efficiency is waning, without resort to the extravagance of lowering the compulsory retirement age of any entire group.

The commission also recommends a change in the retirement law to make retirement mandatory for all employees holding positions not required to be filled with Senate confirmation, at the age prescribed for automatic separation from the service.

ACTUARIAL TABLES

The work of making an individual financial account and service record, on one card (Form 2806), of each employee subject to the retirement act, discussed in the commission's forty-eighth report, has been practically completed. The accounts are being used as a basis for adjudicating claims under the retirement act. During the last fiscal year the commission prepared for the actuaries comprehensive statistical tables covering the entire Federal personnel subject to the retirement act.

It is shown by one of these tables that on June 30, 1930, there were 413,314 employees subject to the retirement act, 359,428, or 87 per cent, of whom were men and 53,886, or 13 per cent, women. The same table shows that 57,980, or 14 per cent, were retirable at 62 years of age; 243,552, or 59 per cent, at 65; and 111,782, or 27 per cent, at 70.

Another table of interest in the study of optional retirement after 30 years of service shows that on December 31, 1932, there will be 21,927 employees with 30 years of service but who will not have reached the retirement ages of their age groups. Of these, 8,732 are in the 70-year age group and will have attained an average age of 57.488 years; 9,978, in the 65-year age group, will have an average age of 56.033 years; and 3,217, in the 62-year age group, will have an average age of 54.288 years.

APPORTIONMENT

On June 30, 1932, there were 38,880 incumbents of positions in the Federal service in the District of Columbia charged to the State apportionment, an increase of 588 in comparison with the number at the end of the preceding fiscal year. It is interesting to note that although there was an increase of 588, there was a net decrease of 45 in the charges to the States in excess under the apportionment.

In its effort to correct the inequalities in the apportionment which have existed since the beginning of the classified service, and in marked degree since the World War, the commission ruled that, effective August 15, 1932, no retransfer or reinstatement to the apportioned service involving a charge to a State in excess under the apportionment would be authorized. This action was in line with the previously established policy of refusing to make certifications for original appointments of eligibles in States in excess under the apportionment when eligibles in States in arrears were available.

Steps have been taken to relieve the apportionment, in all States and Territories, of charges of appointments made without regard to the apportionment provision of the civil-service law. An amendment of section 2 of civil-service Rule VII, made by an Executive order of December 7, 1931, provided for the relief mentioned and modified the list of positions in the District of Columbia which are not charged to the apportionment. The order follows:

2. Certification for appointment in the departments or independent offices at Washington shall be so made as to maintain, as nearly as the conditions of good administration will warrant, the apportionment of appointments among the several States and Territories and the District of Columbia upon the basis of population, but eligibles who have been granted military preference shall be certified without regard to apportionment, and the appointments of persons covered into the classified service by Executive order or otherwise, or exempted from the restrictions of the quota provision in certification, shall be excluded from the apportionment figures: *Provided*, That appointments to the following positions shall not be so apportioned:

In all departments and offices: Apprentice, cabinetmaker, carpenter, electric lineman, electric wireman, engraver, gardener, helper (if approved by the commission), painter, plumber, skilled laborer (female), student, telephone operator, and mechanical trades and allied positions of the non-educational class, incumbents of which are retireable at not over 65 years of age.

In the Government Printing Office, mail equipment shops, local offices in the District of Columbia, field service of the military staff departments, and at Army headquarters: All positions.

In the Bureau of Engraving and Printing: Plate printer and skilled helper.

It is expected that this action, in addition to reducing the number of appointments charged to the apportionment, will appreciably diminish the number charged to the District of Columbia and States in excess.

The various changes herein mentioned will have a marked effect upon the apportionment figures, but because of conditions repeatedly

mentioned, conditions beyond the control of the commission, the District of Columbia, Maryland, and Virginia will continue to be charged with appointments greatly in excess of their respective shares for a long time to come.

The commission recommends a change in the laws relating to residence and domicile to provide that residence, for eligibility for the apportioned departmental service, shall be established in accordance with voting privilege.

Distribution of the appointments to and separations from the apportioned service, by States, fiscal year 1931-32

States	Appointments					Separations							
	Probational	Reinstatements	Transfers from field	Transfers from nonapportioned service	Total	Resignations	Dismissals 1	Retirements	Dropped without prejudice	Transfers to field	Deaths	Transfers to nonapportioned service	Total
States in arrears.....	922	314	179	197	1,612	337	11	185	34	204	82	1	854
States in excess.....	151	227	42	89	509	230	12	183	22	55	67	4	573
Total.....	1,073	541	221	286	2,121	567	23	368	56	259	149	5	1,427

¹ Includes resignations accepted with prejudice, and dismissals for inefficiency as well as misconduct.

² The items of 227 reinstatements, 42 transfers from the field, and 89 transfers from the nonapportioned service, charged to States in excess, will be eliminated from future tables of this kind under the operation of the ruling of the commission effective Aug. 15, 1932, mentioned on page 25.

SELECTION OF ATTORNEYS

There is no system approaching uniformity in the selection of attorneys in the Federal civil service, as will be seen from the following statement of the various ways in which attorneys may be appointed. The figures given must be considered as approximate because of fluctuations from time to time. They are, however, sufficiently definite for all practical purposes.

For the purpose of the present discussion, attorneys in the Federal civil service may be classed in six groups, as follows:

Group 1.—Seven hundred and fifteen attorneys in the competitive classified service, embracing 293 attorneys and 325 adjudicators under the Veterans' Administration (adjudicators are appointed from attorney registers); 42 attorneys under the Bureau of Customs, Treasury Department; 3 under the Bureau of Narcotics, Treasury Department; 45 under the Bureau of Industrial Alcohol, Treasury Department; and 7 under the organization of the Five Civilized Tribes and the Tribes of the Quapaw Agency.

Group 2.—One hundred and seventy-four attorneys under the Interstate Commerce Commission appointed through open competition by agreement between the Interstate Commerce Commission and the Civil Service Commission, although excepted under Schedule A.

Group 3.—Three hundred and ninety-four attorneys under the Treasury Department excepted from competitive examination under Schedule A but selected on the basis of standard qualifications set up by the appointing power.

Group 4.—One thousand six hundred and eighty-nine attorneys excepted from competition under Schedule A of the civil-service rules and appointed without competition. These include 51 under the Department of Agriculture, 78 under the Interior Department, 717 under the Department of Justice, 605 under the Treasury Department, and 53 under the Board of Tax Appeals. The remainder are distributed among most other executive branches in which other employees generally are appointed through competition under the civil service law and rules.

Group 5.—Four attorneys under the Federal Farm Board, appointed through noncompetitive examination under Schedule B of the civil-service rules.

Group 6.—Three hundred and eighty-two attorneys excepted from competition by law. These embrace 75 under the Bureau of Prohibition, Department of Justice; 19 under the Shipping Board or the Merchant Fleet Corporation; 108 under the Federal Trade Commission; 7 under the Federal Farm Loan Board; 15 under the Federal Reserve Board; 13 under the General Accounting Office; 1 under the Bureau of the Budget (only those positions under the General Accounting Office and the Bureau of the Budget which pay salaries in excess of \$5,000 a year are excepted by law); 53 under the Reconstruction Finance Corporation; 91 United States attorneys under the Department of Justice (these are appointed through nomination by the President and confirmation by the Senate).

It will be observed that of the total of 3,358 attorney positions, only 715 are in the competitive classified service. Of the remaining 2,643 positions, 2,261 which are now excepted under Schedule A or Schedule B of the rules can be placed in the competitive classified service by the revocation of those sections of Schedules A and B which relate to attorney positions. The 382 excepted by law can be brought into the competitive classified service only by the amendment of the laws which except them.

The commission finds no difficulty whatever in supplying well-qualified attorneys of any grade for those positions which are filled through open competition. The fact that the Interstate Commerce Commission prefers the open competitive method for filling its attorney positions, including the higher grades, all of which, under the rules, could be appointed without competition, is an indorsement of the value of the application of the competitive principle in the selection of attorneys.

The commission recommends uniformity in the method of selecting attorneys by extending the requirement of open competition to all attorney positions.

DEPUTY COLLECTORS OF INTERNAL REVENUE

Attention repeatedly has been called to the injustice and inconsistency of the law which provides that deputy collectors of internal revenue "who may be required * * * to execute a bond * * * to secure faithful performance of official duty" are exempted from the application of the civil service law and rules. This provision of law has the effect of excepting all deputy collectors of internal revenue from the competitive system. They form one of the largest groups of Federal civil employees who may be appointed without tests of fitness.

At the close of the fiscal year, there were 3,780 deputy collectors of internal revenue, all outside the classified service. At the same time, only 924 classified employees were serving in internal revenue collection districts. There was no great change in the total number of employees in the districts during the year. The excepted force increased by 70 and the classified staff remained the same as it was at the end of the preceding fiscal year.

The number of employees, classified and unclassified, in the 64 collection districts at the end of each of certain fiscal years from 1913 to 1932, follows:

Year	Number classified	Number excepted	Total	Per cent classified	Per cent excepted
1913.....	1,315	-----	1,315	100.0	-----
1914.....	932	712	1,644	56.7	43.3
1917.....	796	1,438	2,234	35.7	64.3
1922.....	2,214	4,825	7,039	31.4	68.6
1927.....	1,010	3,977	4,987	20.0	80.0
1931.....	924	3,710	4,634	19.9	80.1
1932.....	924	3,780	4,704	19.6	80.4

As in other cases where employees are excepted from competition, political or personal considerations must determine the appointment of deputy collectors. Upon the appointment of a new collector the force under his direction is disrupted. The result is a period of confusion during which taxpayers suffer and the Government incurs unnecessary expense in the training of a new staff.

Deputy collectors of internal revenue perform practically the same duties that thousands of competitive classified employees perform. In the view of the commission, there is no logical reason to except deputy collectors from competition. Further, their classification under the civil service law and rules would entitle them to the benefits of the retirement act.

The positions in the central office at Washington, D. C., are under the competitive civil-service system; most of those in the field are not.

By what reasoning is the difference made? It can not be on the ground that a bond is required, for many classified employees are bonded.

Experience justifies the statement that any new positions created in collectors' offices will afford further opportunity for appointments under political or personal pressure. There is ample evidence to prove that appointments made on any basis other than merit are bad economy. Economy in expenditure of Federal funds is, or should be, the aim of all administrative officers of the Government. The commission recommends again that all such positions be brought within the scope of the civil service act and rules.

DEPUTY MARSHALS

The act which excepted deputy collectors of internal revenue from competition also placed positions of deputy marshal in the exempted class. In this case also the law specified that the exception should apply to deputy marshals "who may be required * * * to execute a bond * * * to secure faithful performance of official duty." As in the case of deputy collectors of internal revenue, the law has the effect of placing deputy marshals generally outside the scope of the civil service law and rules.

At the close of the fiscal year 1932, 997 office and field deputy marshals were employed under the Department of Justice. It is the view of the commission that all deputy marshals should be in the classified service, and, therefore, subject to competitive examination. This applies with particular force to office deputies. Many of the duties of an office deputy marshal are the same as those performed by classified employees, such as clerks, accountants, bookkeepers, and the like. While it is true that an office deputy marshal may be called upon to serve process if necessary, that duty is merely incidental and is not the usual work of an office deputy. The requirement of a bond to secure the faithful performance of duty does not seem to be a convincing argument that positions should be placed in the excepted class. Many employees of the Government in classified positions handle large sums of Government money and are bonded, and the requirement of a bond has never been recognized by advocates of good government as a compelling reason for removing positions from the competitive classified service.

There is not the slightest reason why persons qualified to perform the duties of deputy marshals could not be appointed through competition. The commission therefore repeats its recommendation that all positions of deputy marshal be placed in the classified service.

FINGERPRINTS

Effective July 1, 1932, the work of classifying fingerprints made in connection with civil-service procedure and of searching the records for identification was turned over to the identification division of the Bureau of Investigation of the Department of Justice. This consolidation is in line with the policy of combining related activities in different branches of the service with economy in view. The commission will continue to supervise the taking of fingerprints in connection with appointments, and in some cases with examinations. The commission transferred to the Department of Justice its entire file of 145,543 classified fingerprint charts.

During the fiscal year the commission followed its established practice of fingerprinting persons entering the service by original appointment under the civil service act and rules and persons subject to character investigation in connection with examinations for law-enforcement positions. More than 3,000 fingerprints were taken in the character investigation procedure.

In the year 31,939 persons were fingerprinted by the commission's agents. Of these, 540, or one in 59, were found to have been previously fingerprinted somewhere in the United States because of offenses against law or regulation. The action of the commission in such cases depends upon all the circumstances involved. Denial of eligibility for appointment, or suspension or removal if the person is already employed, is the penalty if warranted.

POLITICAL ACTIVITY

During the year the commission took action in 78 cases of undue political activity on the part of classified employees. This number was 41 less than the number in the fiscal year 1931.

The charges and results in the 1932 cases are listed below:

Political activity cases

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 board	1		4				5
Taking an active part in political convention, campaign, or election			5		5		10
Electioneering			3			1	4
Becoming a candidate for elective office		3				1	4
Soliciting support for political organization						1	1
Holding office in political organization		5				1	6
Activity in school controversy			5		2	1	8
Miscellaneous (minor offenses and two or more charges)		1	18	3	2	16	40
Total	1	9	35	3	9	21	78

The provisions of an Executive order of February 14, 1912, were extended to Seat Pleasant, Md., to permit Federal employees permanently residing there to become candidates for and hold local municipal offices.

In May, 1932, the commission received a petition from residents of Alexandria, Va., asking that the provisions of the Executive order of February 14, 1912, be extended to the city of Alexandria to permit Federal employees residing there to become candidates for and hold municipal offices. This request was made after a machinist at the Washington Navy Yard was nominated for election to the city council. A delegation of interested persons appeared before the commission on May 9 in support of the petition, but the commission found itself unable to grant the request for two reasons: (1) That the Federal employees living in Alexandria constitute only about 4 per cent of the population of the city, and (2) that the city elections are of a partisan political character, there being no nonpartisan primaries or elections.

The commission found that two classified employees residing in Arlington County, Va., had become the candidates of a political party for election to the county board and had let it be known that they were running on a party ticket and on a party platform. As this course of action constituted partisan political activity in violation of the specific language of the Executive order of May 20, 1931, the two employees mentioned and the proper authorities of Arlington County were advised that if in the future any classified employee accepted a party nomination or engaged in partisan political activity in connection with a campaign for election to a county office, the commission would suspend, and perhaps withdraw, the privilege granted by the Executive order, under the authority given to the commission by the order itself.

The Community League of Takoma Park, Md., submitted a proposal that officers and employees of the executive civil service, permanently residing in Montgomery County, Md., be permitted to become candidates for and hold local offices in that county, and to participate in campaigns for election to such offices. In making this request, reference was made to the Executive order of May 20, 1931, granting permission to officers and employees of the executive civil service permanently residing in Arlington County, Va., to become candidates for and hold local offices in that county.

This commission has consistently declared against the extension of permission to participate actively in county politics, for the reason that it would be a step toward participating in State politics, and then in national. The change in the government of Arlington County, Va., by which that county became virtually a municipality, was the chief reason for the commission's departure from its long-standing

policy with reference to participation of Federal employees in county politics.

As the government of Montgomery County, Md., is different from that of Arlington County, Va., the commission could not concur in a recommendation for the issuance of an Executive order for Montgomery County.

ORGANIZATIONS OF EMPLOYEES

Due to communications sent by the Railway Mail Association to its members in the State of Minnesota, citing the records of 10 Members of Congress with reference to certain provisions of the so-called economy bill, and a similar letter of the American Federation of Labor to Post Office Clerks' Union No. 125, Minneapolis, Minn., in May, 1932, the commission on June 20 issued the following statement to the press and to the various associations of Federal employees:

In order that Federal classified employees might be fully advised of the provisions of the civil-service rules relating to political activity by organized groups, the commission has published for years its ruling that what an employee may not lawfully do independently he may not lawfully do in open or secret cooperation with others; neither may he employ for any unlawful purpose an agent, officer, or other person chosen by himself or subject to his power. Every employee is clearly responsible for a continuation or repetition of the abuse of power vested by such employee in an association, or its officers or in other persons. Such responsibility may be terminated only by establishing and maintaining effective control over such agencies, or by the withdrawal of the power so vested in them.

To make a public attack on a candidate for public office is to take active part in a political campaign. Such action by an employee is a violation of civil-service Rule I and may subject the offending employee to separation from the public service. If the attack is made by the joint action of several employees, the guilt is still personal and attaches to each employee separately and severally for the purpose of the administration of the civil-service law. If it be permissible for Federal employees to take active part in a political campaign to elect one candidate and defeat another, by the same token the successful candidate must be accorded the right to dismiss from the public service whom he will and fill the vacancy by the appointment of whom he will. That means the return of the spoils system, with infinite disaster to Federal employees and the public service. It is childish to assume that the protective provisions of the civil-service law can outlive the full and impartial enforcement of its restrictive provisions. The latter alone make the former possible, and the nullification of the latter will destroy the whole law.

The foregoing principles are fundamental to any maintenance of the merit system, and the commission accordingly holds that it is contrary to the civil-service rules prohibiting political activity for any organization of classified Federal employees to issue letters or statements making direct or implied suggestion that the Federal employees vote or work for the return to office of those legislators whose records are regarded as favorable in matters primarily or solely concerning Federal employees.

Controversial replies by the American Federation of Labor were printed in newspapers. It is believed that the vast majority of classified employees of the Federal Government realize the protection

afforded them by the civil-service rule which prohibits undue political activity and are in sympathy with the enforcement of the rule by the commission.

PRESIDENTIAL OFFICERS

The commission frequently receives inquiries concerning the political activity of presidential officers, particularly postmasters at first, second, and third class offices. The public generally does not understand why presidential officers are permitted to take an active part in political affairs, while classified employees under their supervision are restricted in their political activities. In a letter of June 13, 1902, to the commission, President Roosevelt drew a clear and sharp line of demarcation between the status of presidential officers and that of classified employees, in so far as participation in political matters is concerned. President Roosevelt said:

As Civil Service Commissioner under Presidents Harrison and Cleveland I found it so impossible satisfactorily to formulate and decide upon questions involved in these matters of so-called pernicious activity by officeholders in politics that in the eleventh report of the commission I personally drew up the paragraph which you quote. This paragraph was drawn with a view of making a sharp line between the activity allowed to public servants within the classified service and those without the classified service. The latter under our system are, as a rule, chosen largely with reference to political considerations, and, as a rule, are and expect to be, changed with the change of parties. In the classified service, however, the choice is made without reference to political considerations and the tenure of office is unaffected by the change of parties. Under these circumstances, it is obvious that different standpoints of conduct apply to the two cases. In consideration of fixity of tenure and of appointment in no way due to political considerations, the man in the classified service, while retaining his right to vote as he pleases and to express privately his opinions on all political subjects, "should not take any active part in political management or in political campaigns, for precisely the same reasons that a judge, an Army officer, a regular soldier, or a policeman is debarred from taking such active part." This, of course, applies even more strongly to any conduct on the part of such employee so prejudicial to good discipline as is implied in a public attack on his or her superior officers, or other conduct liable to cause scandal.

* * * Officeholders must not use their offices to control political movements, must not neglect their public duties, must not cause public scandal by their activity; * * *

On April 27, 1932, the Postmaster General issued the following order governing the conduct of presidential postmasters:

A presidential postmaster's conduct is governed by the rules and regulations of the Postmaster General. He must not use his executive authority to influence or coerce those under him. His conduct toward the public should be that of one realizing that his service must be strictly impartial, and that all patrons should be treated with the same promptness and courtesy. Presidential postmasters, however, do have a right to engage in political matters, so long as the required time and attention is given to postal duties. Postmasters should, however, bear in mind that a post office must not be used as political headquarters or for partisan political conferences.

PENALTIES

The commission repeats its recommendation of an amendment to the civil-service rules to require employing departments to carry out the commission's recommendations for the imposition of penalties on employees in the classified civil service who have violated the civil service law or rules.

WOMEN IN THE SERVICE

APPOINTMENTS

The great reduction in the number of all probational appointments to positions in the competitive classified service in the year ended June 30, 1932, in comparison with the year ended June 30, 1931, is one reason why only 3,636 women were appointed to competitive classified positions in 1932 as against 7,412 in 1931.

In 1932, 829 of the appointments in the competitive classified service were to positions of fourth-class postmaster. Also, 219 women were originally appointed as postmasters at first, second, and third class offices at salaries ranging from \$1,100 to \$3,600 a year. Six of these appointments were made in first-class offices: Prescott, Ariz. (salary, \$3,300); Independence, Kans. (\$3,600); Fort Madison, Iowa (\$3,600); Greenville, Miss. (\$3,400); Laurel, Miss. (\$3,400); and Murfreesboro, Tenn. (\$3,200). The appointments in second-class post offices numbered 31, and those in third-class offices numbered 182. In addition, 643 women were commissioned for an additional 4-year term as postmaster at presidential offices, 7 in first-class, 83 in second-class, and 553 in third-class offices. Forty-three women were appointed as clerks in post offices and five as rural carriers.

In the professional and scientific service women received a considerable number of appointments to the higher-salaried positions, such as senior social economist, senior economist, and senior educationist, all at \$4,600 a year; educationist (specialist in western European school systems), at \$3,800; associate supervisor (home economics), associate bacteriologist (medical), associate aquatic biologist, associate geologist (for research in sedimentary projects), associate social economist, associate industrial economist, and demonstration teacher (elementary), all at \$3,200; and head of home economics (senior high school) and associate in public information, at \$2,900.

Other positions of a professional or scientific character to which women were appointed include associate home economist, assistant economist, assistant industrial economist, assistant agricultural economist, associate physician, dietician, girls' adviser (high school), home extension agent, junior animal fiber technologist, junior biologist, junior chemist, junior librarian, junior microanalyst, junior

physicist, field assistant, junior technical assistant, school social worker (visiting teacher), superintendent of Indian school, and teachers in a number of special branches.

Additional positions to which women were appointed are chief nurse, assistant supervisor of nurses, head nurse, senior dental hygienist, dental hygienist, graduate nurse, graduate nurse (junior grade), graduate nurse (visiting duty), field aide, hospital librarian, biological aide (entomology), junior scientific aide, junior biological aide, topographic draftsman, junior topographic draftsman, library assistant, junior library assistant, medical technician (bacteriology), medical technician (Röntgenology), occupational therapy aide, physiotherapy aide, social service worker, social service worker (psychiatric), student nurse, surgeon's assistant, and under scientific helper.

Women were, of course, appointed to clerical and similar positions and to positions in the custodial service.

WOMEN ON REGISTERS

During the year women also attained eligibility through competitive examination for many other positions of the higher grades, including assistant dentist, cytologist, engrosser, associate physicist, assistant physicist, orthopedic mechanic, assistant latitude observer, immigrant inspector, physiotherapy assistant, senior medical technician (bacteriology), social-service worker (prison bureau), assistant supervisor of probation, senior attorney, attorney, associate attorney, assistant attorney, associate physiologist (seed germination), associate chemist, assistant chemist, junior librarian (penal and correctional institutions), junior magnetic and seismological observer, associate civil-service examiner, junior sugar technologist, home-extension agent, associate supervisor (home economics), associate home economist (family budgets), associate home economist (food purchasing), associate home economist (standards of living), executive officer (human relations), senior agricultural economist, associate agricultural economist, assistant agricultural economist, antinarcotic agent, senior scientific aide (malacology), junior landscape architect, senior educationist (senior specialist in education of physically handicapped children), associate pathologist (storage and transit diseases of vegetables), and prohibition agent.

EQUALITY OF TREATMENT IN EXAMINATIONS

All examinations announced by the commission are open to both men and women, except that an examination may be closed to one sex or the other in case the names of a large number of men or of women already appear upon the register. Under the rules, an appointing officer has the right to specify the sex desired when he

requests a certification of eligibles. If sex is not specified, the certification is made without regard to sex.

On June 30, 1932, 27,682 women were employed in the Federal executive civil service in the District of Columbia and 59,824 outside the District of Columbia, a total of 87,506. These figures include positions classified under the civil service law and those not so classified.

CERTIFICATION ACCORDING TO SEX

On October 6, 1932, Commissioners Campbell and Dell recommended to the President that civil service Rule VII, section 1, paragraph (a), be amended so as to authorize the commission to merge the existing registers, now divided according to sex, and to certify eligibles without regard to sex unless the nature of the duties of the position to be filled are such as, in the opinion of the commission, can be performed only by men or by women, as the case may be.

It was stated that, in the opinion of these two members of the commission, arbitrary certification according to sex is inconsistent with existing law and with the spirit of the merit system; that, in their view, women should be given equal opportunity with men to enter the Government service after they have successfully passed the open competitive examinations prescribed by the commission and have obtained ratings sufficiently high to entitle them to certification.

Commissioner Wales expressed to the President a contrary opinion. He said that he believed that the proposed change would not be in the interest of good business administration; that the department head who is responsible for the efficiency of his organization should be allowed to place a man or a woman in a position in which one or the other would better fit into the organization; that he believed that the proposed merger would defeat its own purpose because of the fact that on the majority of registers male eligibles who have been allowed the 10-point preference and thereby placed at the top of the register far exceed the number of 10-point preference female eligibles in competition; that should the department have a real desire to appoint a woman it would be unable to do so because of the large number of disabled male veterans at the head of the register; that in his mind there was doubt as to the authority of the President to issue an order merging the registers because of the provision of section 165 of the Revised Statutes, which reads:

Women may, in the discretion of the head of any department, be appointed to any of the clerkships therein authorized by law, upon the same requisites and conditions, and with the same compensation, as are prescribed for men.

Commissioners Campbell and Dell stated that, in their opinion, the section of the Revised Statutes mentioned, to which Commissioner Wales referred in his dissenting recommendation, did not in any way restrict the power of the President, under section 1753 of the Revised

Statutes, to prescribe such regulations for admission of persons into the civil service as may best promote the efficiency thereof, or his authority under the civil service act to promulgate suitable rules for carrying that act into effect.

Commissioner Dell holds that certifications based on sex are unfair; that under the civil-service rules there is provision for objections to certified eligibles by appointing officers, which objections can be sustained or overruled by the commission on the merits of the individual case; that under the rule as it stands now discrimination can be and is made against women allowed military preference in favor of nonpreference men.

THE DISTRICT SYSTEM

In order that the civil service law and rules might be effectively and uniformly administered throughout the country, and to avoid delays in filling necessary positions made vacant, the commission established many years ago branches known as district offices. There are 13 of these offices conveniently located in the larger cities.

Approximately 5,000 local boards of examiners, constituted principally of employees of the Postal Service, are under the supervision of the district managers. These boards are the direct points of contact between the commission's organization and the public. They give publicity to announced examinations, provide information, distribute announcements and application blanks, and conduct examinations which require the assembling of competitors in examination rooms for written tests. They do not participate in the rating of examination papers.

RATING BOARDS

In addition, rating boards of examiners have for many years been maintained for many of the larger local branches, such as navy yards, arsenals, air fields, district engineer headquarters, veterans' hospitals, lighthouse depots, etc. Under the direction and with the participation of the district managers the rating boards are authorized to announce necessary examinations for mechanical trades and similar positions and for unskilled labor; to give publicity to the examinations, accept applications therefor, rate the papers, establish eligible registers, and certify eligibles to appointing officers in the establishments for which they serve. All of this work is performed under regulations promulgated by the commission through the district managers. In the interest of economy and efficiency, many rating boards of this kind have been discontinued and their rating work has been taken over by the district managers or the central office.

For several years there has been little opportunity for district officials to visit the local rating boards and give them the benefit of such additional instruction as they may need. This lack of personal

supervision has been due principally to the necessity for assigning district supervisors to the work of character investigations in connection with examinations for law-enforcement positions. It was, therefore, found desirable to establish in the commission's organization a position designated as rating board inspector. One person has been appointed to visit local rating boards, inspect their records, study their operations, and give any further needed instruction as to procedure. This personal inspection work has been undertaken only in the eastern and central parts of the country. The results have more than justified the expense involved. It is expected that the inspection of the remaining rating boards can be completed during the fiscal year 1933. It will be a continuing work, for the efficient administration of the duties performed by the rating boards is, of course, highly important.

PERSONNEL ADJUSTMENTS

A reorganization of the supervisory personnel in district offices was effected during the fiscal year 1932. The district managers have been vested with greater responsibilities in the adjudication of questionable cases arising in connection with field examinations, appointments, etc. The district managers are of necessity in closer contact than the central office with operations in the field, and it is, therefore, desirable that they have the widest possible authority in the administration of the civil service law and rules in their respective territories. Many changes in policy and procedure took place during the year.

MISASSIGNMENTS

An important phase of the commission's regulatory work, the adjustment of misassignments, was given special attention by the district managers during the year. Assignments of employees to classes and grades of work not warranted by the evidence of qualifications before the commission are prohibited by the civil-service rules. Under the law and rules the commission must decide from the evidence of qualifications it secures whether or not an employee may be changed to a status different from that permitted by his entrance examination. New assignments without the authority of the commission are violations of the principles of the merit system; they throw open the door to favoritism. They constitute a fraud upon the public by lessening the opportunity of citizens to compete for appointments. It is the policy, of course, to encourage the filling of vacancies by promotions and transfers within the service. The commission must be satisfied, however, that the person proposed for promotion or transfer is qualified for the duties of the new assignment. Unquestionably, many misassignments are made without deliberate intent to evade the rules, and some of the departments and independent offices cooperate willingly with the commission in correcting mistakes

of this character. Other branches have not always been cooperative, and the commission has found it necessary to demand adjustments. Assistance given by the rating board inspector herein mentioned has been of value in the correction of misassignments.

MISASSIGNMENTS IN THE DEPARTMENTAL SERVICE

The classification act of 1923 requires that employees in the departmental service who come within the provisions of the act be assigned to duties for which they are properly qualified, but misassignments such as those in field branches discussed under "The District System" above have been found to exist in the departmental service in considerable degree. Permanent assignments of employees to duties outside their examination status not only violate the classification act but also are contrary to the provisions of the civil service act and rules.

One of the functions of the commission is to see that employees are qualified to perform the duties of the positions to which they are assigned. Therefore, the commission's primary interest is not in the mere designation of a position but in the character of the duties performed by the employee. Its authority with respect to the question whether an employee is qualified for a new assignment is not dependent upon a change in the employee's designation made by the department. The vital question is whether the department has changed the employee's duties. Hence, misassignment is a question of fact readily ascertainable.

FEDERAL TRADE COMMISSION

In some instances the improper application of statutes providing for the exception of certain classes of positions from the requirement of competitive examination has led to serious abuses. A case in point was discovered in a recent survey of personnel assignments in the Federal Trade Commission. The statute creating that commission provides:

With the exception of the secretary, a clerk to each commissioner, the attorneys, and such special experts and examiners as the commission may from time to time find necessary for the conduct of its work, all employees of the commission shall be a part of the classified civil service and shall enter the service under such rules and regulations as may be prescribed by the commission and by the Civil Service Commission. (38 Stat. 718, Sept. 26, 1914.)

Investigation made by a representative of the Civil Service Commission disclosed the fact that 71 employees of the Federal Trade Commission, appointed under the designation of "special expert" or "examiner," performed duties not at all consistent with the accepted interpretation of those titles. For the most part they did clerical work of a routine nature. The Civil Service Commission insisted upon an adjustment by the Federal Trade Commission, which pro-

posals met with resistance upon the part of the Federal Trade Commission, but the Civil Service Commission's view was finally accepted and remedial action was taken.

A few of the individual cases were adjusted by restoration to a former classified status or by transfer to a bona fide excepted position. The remaining 64 employees affected were separated from the service on July 1, 1932.

OTHER BRANCHES

In other branches the assignment of unclassified laborers to classified duties, of employees in a clerical status to legal work, and employees limited by their examination status to the minor clerical or subclerical grade to duties requiring a full clerical or higher examination status, are typical instances. The commission insists that every such case of misassignment be corrected to the end that the provisions of the law and rules may be respected by all those to whom they relate.

A program of procedure has been established and many adjustments have been made. The program is a continuing one.

Usually the commission finds administrative officers cooperative in the effort to correct misassignments, but in cases where objection is offered the commission will insist upon adjustments.

USE OF REGISTERS BY DISTRICT OF COLUMBIA GOVERNMENT

After it was agreed between the Commissioners of the District of Columbia and the Civil Service Commission that it would be in the interest of good administration to make appointments to certain classes of positions under the government of the District of Columbia through competitive tests of qualification and to apply the principles of the civil service law and rules, so far as practicable, to municipal positions in Washington, D. C., by using eligible registers maintained by the Civil Service Commission, the President, by an order of November 18, 1930, directed that such action be taken in so far as it could be done without additional expense.

Based upon the experience gained since the procedure authorized by the order mentioned was adopted, the Commissioners of the District of Columbia and the Civil Service Commission have entered into a new agreement which applies the competitive system to a greater number of municipal positions than was at first deemed advisable. Under the agreement the commission's registers of eligibles will not be used for the following positions, for the reasons set forth:

1. *Positions under the Board of Education.*—Law provides for appointments to these positions by the board.
2. *Positions under the Board of Library Trustees.*—Librarians and the employees of the public library are appointed by the board.
3. *Positions under the recorder of deeds.*—The Commissioners of the District of Columbia have no jurisdiction over such appointments.

4. *Positions in the office of the register of wills.*—The Commissioners of the District of Columbia have no jurisdiction over such appointments.

5. *Positions in the police court, the municipal court, and the juvenile court of the District of Columbia.*—Appointments under these courts are made by the judges of the courts.

6. *The following-named positions under the Board of Public Welfare, provided the salary does not exceed \$1,320 a year.*—Orderly, attendant, matron, caretaker, janitor, servant, maid, ward maid, laundress, cook, laborer, waiter, chambermaid. Similar positions in various branches of the Federal service are likewise excepted.

7. *Drivers in all departments.*—The Civil Service Commission maintains no registers which are appropriate for such positions. "Driver" in this sense means a driver of horses or mules and does not include drivers of motor vehicles.

8. *Unskilled laborers in the engineer and playground departments.*—These employees are largely seasonal and the commission's registers are not adequate to the needs of such temporary service.

For municipal positions, eligibles on registers who reside in the District of Columbia are preferred in certification unless it is deemed advisable to consider also those outside the District because of the important technical or professional nature of the position.

The competitive-examination system was applied by law to the police and fire departments of the District of Columbia a number of years ago. For these departments, examinations are held by the commission when necessary.

REMOVAL TO OLD PATENT OFFICE BUILDING

In 1911 the commission moved from its location at Eighth and E Streets NW., to a newly-constructed, privately-owned building at 1724 F Street NW. This new building was at first sufficient for the accommodation of all the commission's activities in Washington, including the holding of examinations. Gradually this building was outgrown, and in recent years the commission has occupied not only the building at 1724 F Street, but also those at 1723 and 1725 F Street, and has had examination rooms in a temporary building at Eighteenth and D Streets.

With centralization of work and economy of operation in view, the commission obtained in February, 1932, through the Public Buildings Commission, the use of the first and second floors of the old Patent Office Building at Seventh and F Streets NW., which building was vacated by the Patent Office when it was moved to the new Commerce Building. This space houses the commission's entire force in Washington. The examination rooms in the temporary building are still used.

Removal to the new quarters was completed in the first five days of March, with the exception of certain files, all of which were moved by March 10.

CRITICISM BY THE PUBLIC PRINTER

In his annual report for the year ended June 30, 1931, the Public Printer said:

The civil-service system of hiring and discharging employees is likewise cumbersome and adds materially to the cost of Government operation by the slow and expensive method of obtaining employees and readjusting the force to the needs of the service from time to time.

On January 30, 1932, the commission wrote to the Public Printer quoting the above paragraph from his annual report, and said, "The commission requests to be informed as to the specific grounds for complaint."

Having received no reply, the commission repeated its letter on March 26, 1932. It is still without a reply.

APPROPRIATIONS AND EXPENDITURES

The appropriations and expenditures for the fiscal year 1932 were as follows:

APPROPRIATIONS	
Salaries:	
Office, District of Columbia.....	\$863, 370
Field.....	557, 540
Expert examiners.....	2, 000
Traveling expenses.....	85, 000
Contingent and miscellaneous expenses.....	40, 000
Rent of building.....	24, 592
Printing and binding.....	58, 000
Total regular appropriations.....	1, 630, 502
Salaries and expenses (presidential postmaster examinations).....	27, 840
Personnel Classification Board ¹	218, 850
Total regular and special appropriations.....	1, 877, 192
Allotment from appropriation for "Individual records, civil service retirement and disability fund": Salaries.....	525
Total.....	1, 877, 717
Less appropriation for rent of building transferred to Office of Public Buildings and Public Parks July 16, 1931.....	24, 592
Total funds available during 1932.....	1, 853, 125

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, 545, 722
02 Supplies and materials.....	58, 914
04 Subsistence (care and storage of motor vehicles).....	347
05 Communication service.....	9, 447
06 Travel expenses.....	74, 167
07 Transportation of things.....	3, 614
08 Printing and binding.....	4, 905
12 Repairs and alterations.....	1, 582
13 Special and miscellaneous current expenses.....	3, 113
30 Equipment.....	2, 024
Total expenditures.....	1, 703, 835
Unexpended balance of appropriation.....	149, 290
Total.....	1, 853, 125

¹ By an act of June 30, 1932, the Personnel Classification Board was abolished, effective Oct. 1, 1932, and its duties and functions were transferred, with its appropriation, to the Civil Service Commission. Its appropriation and expenditures for the fiscal year 1932 are included for comparison with 1933.

APPROPRIATIONS, 1933

The appropriations for the fiscal year 1933 are as follows:

Salaries:

Office, District of Columbia.....	\$716, 000
Field.....	450, 000
Expert examiners.....	1, 000
Traveling expenses.....	41, 000
Contingent and miscellaneous expenses.....	25, 000
Printing and binding.....	40, 000
<hr/>	
Total regular appropriations.....	1, 273, 000
Salaries and expenses (presidential postmaster examinations).....	39, 370
Personnel Classification Board ¹	145, 116
<hr/>	
Total regular and special appropriations.....	1, 457, 486

SUGGESTIONS

We suggest the following:

1. To combine in one administrative body all Federal agencies which have to do with personnel in the civil service. (See p. 6.)
2. To authorize the President, through the Bureau of the Budget, to change allocations of funds of the several departments and independent establishments, to permit concentration of personnel in those activities where work is temporarily increased, and away from activities where decreases in work take place within the budgetary period. Such a provision would permit elasticity in the assignment of personnel, and overworked departments could be relieved, without additional expenditure, by the use of employees in other departments experiencing a temporary decrease of work. It would remove existing restrictions on interdepartmental detailing of employees.
3. To consolidate departmental personnel offices and thus eliminate duplication in personnel records. (Commissioner Wales dissents.)
4. To empower the Civil Service Commission to hear and determine finally appeals of employees in the classified service who have been reduced in salary, rank, or grade, suspended from duty, or dismissed from the service, under regulations to be promulgated by the President, the decision of the commission to be binding upon the department or office concerned.
5. To vest in the Civil Service Commission authority to require the infliction of penalties on employees in the classified service who have violated the civil service act or rules.
6. To change the retirement law so that its administration in all particulars will be under the Civil Service Commission. (See p. 6.)

¹ By an act of June 30, 1932, the Personnel Classification Board was abolished, effective Oct. 1, 1932, and its duties and functions were transferred, with its appropriation, to the Civil Service Commission. Its appropriation and expenditures for the fiscal year 1932 are included for comparison with 1933.

7. To change the retirement law to permit optional retirement at an age lower than that allowed by the present law. (See p. 23.)

8. To change the retirement law so as to make retirement mandatory, without exception, for all employees holding positions not required to be filled with Senate confirmation, at the age prescribed for automatic separation from the service.

9. To change the retirement law to permit relief to a person retired because of disability where the disability disappears and the person is unable to secure reinstatement.

10. To place the following positions in the competitive classified service:

(a) Postmasters at first, second, and third class offices.

(b) Collectors and deputy collectors of internal revenue. (See p. 28.)

(c) Collectors of customs.

(d) Marshals and deputy marshals. (See p. 29.)

(e) Attorneys of all grades. (See p. 26.)

(f) All positions in the United States Employment Service.

(g) Positions under the government of the District of Columbia.

Commissioner Dell does not concur in the recommendation to classify the positions mentioned in (f) and (g) above.

11. To change the laws relating to residence and domicile to provide that residence, for eligibility for the apportioned departmental service, shall be established in accordance with voting privilege.

12. To return to the pay levels of the classification act of 1923, as amended, without legislative furloughs.

13. To return to a normal and equitable promotion system.

14. To relieve the President of the personal authorization of the filling of vacancies.

15. To prevent the employment in the classified service of persons receiving retired pay because of length of service in military establishments. Retired civilian employees can not be reemployed in the civil service.

16. To eliminate marital status as a factor in Federal employment. (See p. 5.)

17. To provide seven days of sick leave per annum in lieu of the present 30-day limit, with permission to accumulate for the future in case of serious and extended illness.

18. To provide that a furlough in excess of three months may not be ordered unless the employee concerned has been afforded the protection now provided by law for employees separated from the service because of reduction of force.

19. To permit the Civil Service Commission to fix the classification and compensation of employees transferred to the commission from the Personnel Classification Board under authority of sections 505 to 509, inclusive, of the economy act.

20. To extend the principle of uniform and coordinated administration of the classification of positions and salary standardization to those positions in the field service, the salaries of which are now required by law to be adjusted by the heads of the several departments and independent establishments "to correspond, so far as may be practicable, to the rates established by this act (the classification act of 1923, as amended) for positions in the departmental services in the District of Columbia."

21. To set up in the office of the Civil Service Commission a modern and well-equipped unit to compile personnel statistics. (See p. 21.)

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

SEPTEMBER 3, 1932.

THE COMMISSION:

The following table shows the number of persons examined and appointed through examination during the fiscal year ended June 30, 1932.

Examinations	Examined	Appointed
Classified service:		
For entrance—		
Professional and scientific service.....	14, 004	1, 510
Subprofessional and subscientific service.....	16, 457	1, 508
Clerical, administrative, and general business.....	147, 199	8, 899
Custodial, labor, and mechanical.....	72, 717	9, 532
Total for entrance.....	250, 377	21, 449
For promotion, transfer, and reinstatement.....	6, 732	3, 631
Total classified service.....	257, 109	25, 080
Unclassified service:		
Foreign Service, Department of State.....	498	—
Designation to Military and Naval Academies ¹	3, 421	—
Entrance to Naval Academy ² and Coast Guard.....	2, 452	—
Philippine service (various examinations).....	1, 549	—
Postmaster (first, second, and third classes).....	8, 020	1, 202
Schedules A and B.....	247	85
Unskilled laborer.....	6, 022	1, 248
Total unclassified service ³	22, 209	2, 535
Total classified and unclassified services.....	279, 318	27, 615

¹ Reports showing the results of the examinations of persons for designation as cadet or midshipman made to the Members 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 service are only partially reported to the commission.

The number of different occupations or kinds of positions for which examinations were held is 1,083, in addition to those held for mechanical trades and similar occupations. This number is 166 less than for the fiscal year 1931. There was an increase of 13,032 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 1931 and 1932:

Title	Persons examined in fiscal year 1931	Persons examined in fiscal year 1932
Clerk-carrier.....	41, 706	21, 692
Laborer, Postal Service.....	2, 827	665
Postmaster, fourth class.....	2, 646	3, 559
Railway postal clerk.....	10	105
Rural carrier.....	6, 860	6, 509
Total.....	54, 049	32, 530

The number of information circulars, application forms, and information cards distributed during the year was 2,800,602, as compared with 2,808,336 for the

preceding year. The number of visitors at the information office in Washington was 155,616, as compared with 107,406 for 1931. The number of formal applications received in the application section was 227,069, as compared with 181,309 for the preceding year. Preference claims of 62,326 ex-service men and women were investigated, 38,952 being considered in the commission's Washington office and 23,374 in its district offices.

The number of persons debarred from future examinations was 682, of which number 559 were barred for false statements in applications, 111 because of unsuitability, 2 for offer of bribe, and 10 for miscellaneous reasons.

During the fiscal year 31,939 persons were fingerprinted, inspection disclosing that 540 had a record of having violated some law or regulation. Although the commission will continue to supervise the taking of fingerprints in connection with appointments, and in some cases with examinations, the work of classifying and searching the records will hereafter be performed by the identification division of the Bureau of Investigation, Department of Justice.

In addition to supervising the taking of fingerprints, the commission's investigations division conducts investigations as to the suitability and fitness of applicants for such positions as operative, Secret Service; agent, antinarcotic act; customs inspector; customs guard; customs patrol inspector; customs motor boat operator; inspector, Bureau of Industrial Alcohol; positions in Federal penitentiaries; prohibition agent and investigator; immigration patrol inspector; immigrant inspector; policeman, policewoman, and private, fire department, District of Columbia government; presidential postmaster, etc. The total number of cases investigated during the fiscal year was 4,943.

The commission's Board of Appeals and Review received during the fiscal year 10,820 appeals from ratings and other actions taken by the commission, changes being made in 1,255 instances.

Respectfully submitted.

H. A. EDSON, *Chief Examiner.*

Fiscal year ended June 30, 1932	Fiscal year ended June 30, 1931	Total	Increase or decrease
155,616	107,406	258,022	48,210
227,069	181,309	408,378	46,760
62,326	50,000	112,326	12,326
38,952	23,374	62,326	15,578
682	559	1,241	123
540	411	951	129
31,939	28,000	59,939	3,939
4,943	4,000	8,943	943
10,820	9,000	19,820	1,820
1,255	1,000	2,255	255

The number of information circulars, application forms, and information cards distributed during the year was 220,000, as compared with 200,000 for the

REPORT OF THE DIRECTOR, RESEARCH IN PERSONNEL AND ADMINISTRATION, AND COUNCIL OF PERSONNEL ADMINISTRATION

PLANS TO INCREASE CAREER OPPORTUNITIES IN THE FEDERAL SERVICE

THE COMMISSION:

THE TRANSFER SURVEY PROGRAM

During the latter months of the fiscal year ended June 30, 1932, many of the departments and independent establishments were faced with the necessity of reducing the number of their personnel because appropriations for this class of expenditure were certain to be drastically cut. At the same time other departments not so much affected by approaching appropriation reductions were making requests for new appointments from civil-service registers to take care of turnover and additional work.

Thus, the condition arose wherein qualified Government employees were being dismissed from some departments on account of lack of funds, while new employees were being appointed from civil-service registers to do similar or identical work in other departments.

A plan to correct this condition was developed and recommended by the Council of Personnel Administration, and was adopted by the Civil Service Commission in April, 1932. This procedure provided that notice of all vacancies in civil service positions should be brought to the attention of classified Federal employees through the council representatives of their departments, and that any qualified employee desiring to apply for transfer to a vacant position should be considered.

One purpose of this procedure was to give, directly or indirectly, opportunity for continued employment in the Government service to those who might be dropped from certain departments on account of reduced appropriations. A major purpose was to place before all employees information concerning existing vacancies, in order that those qualified for positions of higher grade than the ones they held might have the opportunity to transfer to such higher grade positions.

In order to be certain that the departments requesting eligibles should not be asked to consider inferior personnel, the Civil Service Commission carefully examined the qualifications of all transfer applicants, with regular examination requirements in mind, before names were submitted to appointing officers.

The new plan made it possible to fill positions with persons of demonstrated ability and also eliminated the expense of preparing and distributing examination announcements and of preparing, administering, and rating competitive examinations.

In general, it is felt that the plan was a means toward increasing the efficiency and reducing the cost of Government business, because—

1. Employees qualified for higher-grade positions were brought to the attention of appointing officers.
2. Vacancies were filled more rapidly than when it was necessary to announce and administer examinations to secure eligibles.

3. The cost of personnel to the Government was reduced.
4. The number of opportunities for advancement was increased.
5. The number of new appointments from outside the service was reduced, since qualified employees who might otherwise have been dismissed were transferred to vacancies.

Of the 595 requests for eligibles which were received in the central office of the Civil Service Commission from the various departments between April 22 and August 1, 260 were taken care of prior to August 1. The remaining 335 cases were still pending on August 1, either because of the necessity, during the fiscal year 1933, of securing presidential authority before filling vacancies, or because the departments had not acted on the lists of eligibles submitted to them by the commission.

Of the 260 vacancies taken care of, 95 were filled through transfer or promotion from one division or bureau to another within the department itself; 69 others, on which the Civil Service Commission had no detailed records at the time of this writing, were taken care of without securing employees from outside the department; and 39 were filled through transfer of employees from other departments. Thus, in 203, or 78 per cent, of the 260 cases completed prior to August 1, new appointments were not necessary.

No appointments were made from the outside when the Civil Service Commission was able to secure competent people through its surveys within the service. Fifty-seven vacancies, or 22 per cent of the 260 cases, were filled from the commission's registers or through reinstatement, after it was determined through the survey that eligibles were not available for transfer. Qualified eligibles were also made available through the survey for 261, or 78 per cent, of the 335 vacancies pending on August 1.

After the provisions of the economy act became effective on June 30, 1932, a number of the departments expressed reluctance to approve transfers of their employees, since such transfers would result in the impounding of the salaries of persons transferred unless the President authorized the filling of the positions made vacant. In view of this fact, and because it was felt that within a few weeks after July 1 the majority of the departments would have completed the necessary adjustments in the way of furloughs and dismissals occasioned by reductions in appropriations, the Council of Personnel Administration recommended that the Civil Service Commission establish a register of those employees dismissed or furloughed for an extended period and that future vacancies be filled, wherever possible, from that list. Since the establishment of this furlough or reemployment list, the transfer survey procedure has been used only when it has been impossible to fill the vacancy from that list and when no suitable register of eligibles has been available.

Upon the expiration of the provisions of the economy act herein mentioned and when the transfer of employees again becomes practicable, it is planned to reestablish the transfer procedure in a somewhat modified form, in order that Government employees, if qualified, may again be given the first opportunity to apply for desirable positions made vacant.

The value of this procedure, not only as an emergency measure but also as a permanent policy, is apparent. Its use makes possible material savings to the Government in salaries, and also is a means of increasing employees' efficiency through furnishing increased promotional and career opportunities.

For example, if a P-7 employee receiving a salary of \$7,000 a year (the average for that grade) were to leave the service, and the vacancy were to be filled by the appointment of someone from outside the service, the only saving effected would be the difference between the entrance salary of the grade and the salary which the employee was receiving at the time of his separation from

the service—in this case \$500. On the other hand, if the policy of filling vacancies through promotion or transfer of qualified employees in lower grades were carried out, similar savings would take place in each succeeding lower grade.

PROMOTION OPPORTUNITIES IN THE FEDERAL CIVIL SERVICE

It is realized that in order to direct effort most effectively toward building opportunities for partial or permanent careers there must be data to show what has happened to employees in the past—the rates of progress and the possibilities of transfer, as indicated by the transfers which have been made from one division of a bureau to another division of the same bureau, from one bureau to another, and from one department to another. The Civil Service Commission is determining the extent to which qualified persons leave the Government service because there is no possibility of advancement in their own divisions, and also in what other divisions or other departments the services of such employees might be utilized to advantage.

OPPORTUNITIES FOR PROFESSIONAL EMPLOYEES

Such facts are now available for chemists and are being assembled for each of the other major classes of scientific and professional employees, such as engineers, physicians, attorneys, educators, etc. The information has four major uses:

1. It is a valuable aid to personnel officers in determining in what Government units they can find persons possessing the particular qualifications which they seek in new employees.
2. It is helpful to employees who are located where there is no opportunity for advancement to higher positions, in that it shows them where opportunity exists; that is, the bureaus to which they can seek transfer.
3. In so far as it indicates conditions in Government employment which are unfavorable, from the point of view of either the employee or the employer, it can be used as a basis for correcting such conditions.
4. In so far as it presents a favorable situation, it can be used as an inducement to capable university students to prepare for the Government service.

TRAINING THE CIVIL SERVICE COMMISSION'S EMPLOYEES

A program of employee training is being developed in the Civil Service Commission to increase career opportunities and potential earning power for the individual employee, and at the same time to make possible a more flexible organization.

UNIT OPERATIONS STUDIED

On the basis of a thorough study of the duties of each section of the commission, definite training courses are being prepared for the use of employees, who will be assigned to different divisions for short periods in order that they may be trained in specific operations involved in the work of various divisions.

Respectfully submitted.

L. J. O'ROURKE, *Director.*

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.*

E. CLAUDE BABCOCK, *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.
Herman 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.
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 ³	Vermont	Dec. 16, 1908	Resigned Mar. 16, 1919.
Herbert A. Flier	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	New York	Sept. 15, 1886	Retired June 30, 1932.
E. Claude Babcock ³	Michigan	July 2, 1932	

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. Babcock when appointed by the President as secretary had served on the force of the commission for 12 years as clerk, examiner, and assistant secretary.

RETENTION BEYOND RETIREMENT AGE

The so-called economy law (Pub. 212, 72d Congress) approved June 30, 1932, provides as follows:

On and after July 1, 1932, no person rendering civilian service in any branch or service of the United States Government or the municipal government of the District of Columbia who shall have reached the retirement age prescribed for automatic separation from the service, applicable to such person, shall be continued in such service, notwithstanding any provision of law or regulation to the contrary: *Provided*, That the President may, by Executive order, exempt from the provisions of this section any person when, in his judgment, the public interest so requires: *Provided further*, That no such person heretofore or hereafter separated from the service of the United States or the District of Columbia under any provision of law or regulation providing for such retirement on account of age shall be eligible again to appointment to any appointive office, position, or employment under the United States or the District of Columbia: *Provided further*, That this section shall not apply to any person named in any act of Congress providing for the continuance of such person in the service.

Actions of the President under the authority given by the foregoing provision of the law are shown on page 66 of this report.

PRESIDENTIAL POSTMASTERS

Under the civil-service law, positions which are filled through nomination by the President for confirmation by the Senate are not included in the competitive classified service. Positions of postmaster at first, second, and third class post offices are filled in this manner. For such positions, however, examinations are held by the Civil Service 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 sixty-fifth 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 sixty-fifth 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 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 if they wish to be considered.

On July 1, 1932, there were 48,219 post offices. Of these, 33,187 were fourth class. Fourth-class postmasters are appointed through competitive examination, and are subject to the civil-service rules. The remaining 15,032 postmasterships are not included in the competitive classified service, the incumbents being appointed by the President subject to confirmation by the Senate. Of these 15,032 offices, 1,122 were of the first class, with a salary of \$3,200 or higher, 3,425 were of the second class, with salaries ranging from \$2,400 to \$3,000, inclusive, and 10,485 were of the third class, with salaries ranging from \$1,100 to \$2,300 inclusive, on July 1, 1932.

Between the date of the issuance of the President's order of May 10, 1921, and July 1, 1932, 23,292 examinations were requested under the order and its amendments, 1,365 of which were for first-class offices, 4,718 for second-class offices, and 17,209 for third-class offices. The commission has reported to the Post Office Department the results of 1,352 examinations for postmasters at first-class offices, 4,684 examinations for second-class offices, and 17,104 examinations for third-class offices.

During the same period the Post Office Department reported 20,091 appointments as the result of examinations, 1,252 in first-class offices, 4,231 in second-class offices, and 14,608 in third-class offices. Of the total number of appointees, 3,801 had been granted military preference.

Postmasters appointed by promotion during the period mentioned numbered 109 in first-class offices, 145 in second-class offices, and 3,865 in third-class offices. Most of the promotions in third-class offices were made by the retention of postmasters who were serving when the offices were advanced from the fourth class.

Of the 15,032 presidential postmasters, 5,607 had experience in the Postal Service prior to appointment as postmaster.

The following statement shows the number and causes of vacancies in presidential postmasterships reported for the year ended June 30, 1932; the number of post offices for which eligibles were supplied through examination, and the number of promotions:

First-class post offices:

Vacancies reported—

Resignations.....	7
Retirements.....	1
Removals.....	4
Deaths.....	22
Expiration of commissions.....	35

Total.....	69
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Post offices for which eligibles were supplied.....	85
Appointments through examination.....	122
Promotions.....	7

Second-class post offices:

Vacancies reported—

Resignations.....	19
Retirements.....	3
Removals.....	19
Deaths.....	41
Expiration of commissions.....	114
Total.....	196

Post offices for which eligibles were supplied..... 257

Appointments through examination..... 330

Promotions..... 9

Third-class post offices:

Vacancies reported—

Resignations.....	98
Removals.....	82
Deaths.....	102
Expiration of commissions.....	262
Offices advanced from fourth class.....	12
Total.....	556

Post offices for which eligibles were supplied..... 714

Appointments through examination..... 750

Promotions ¹..... 70

FOURTH-CLASS POSTMASTERS

During the fiscal year ended June 30, 1932, the Post Office Department reported 811 vacancies at fourth-class offices with compensation at \$500 a year or more. Of these, 399 were caused by resignation, 201 by removal, 184 by death, 5 by declination to accept appointment, 11 by relegation of the office from third to fourth class, and 11 by transfer of the postmaster to another position. There were 729 persons appointed, 425 men and 304 women. Of those appointed, 112 had been granted military preference.

Appointments at offices having an annual compensation lower than \$500 are made upon the reports of post-office inspectors regarding the relative merits of the applicants. A copy of the inspector's report in each case is forwarded by the Post Office Department to the commission for review and approval. During the year 1,239 such appointments were reported, 714 appointees being men and 525 women. Of these appointments, 109 were at newly established offices. Appointments were made to fill 812 vacancies caused by resignation, 110 by removal, 201 by death, and 7 by declination of appointment by the person selected. In 107 cases the compensation of the office was \$500 a year or more, but as a sufficient number of eligibles was not obtained through examination to permit selection, authority was granted the Post Office Department to fill the positions under the regulations governing appointment at offices with compensation lower than \$500 a year.

The following table shows the number of vacancies reported during the year in fourth-class offices, including those with an annual salary of \$500 or more

¹ 67 of these promotions were made under blanket authority given the Post Office Department to promote fourth-class postmasters to third class when their offices are advanced in class.

and those with a salary lower than \$500; the number of certifications issued; the number of appointments; and the number of separations:

Vacancies reported at offices with an annual salary of \$500 or more:

Resignations.....	399
Removals.....	201
Deaths.....	184
Declinations.....	5
Offices relegated from third class.....	11
Separations by transfer.....	11
Total.....	811

Certificates issued.....	975
Less certificates returned unused.....	114
Number valid.....	861

Appointments reported:

Men.....	425
Women.....	304
Total.....	729

Vacancies in offices with an annual salary of \$500 or more filled as the result of investigation by a post office inspector after examination failed to furnish a sufficient number of eligibles..... 107

Vacancies reported at offices with an annual salary lower than \$500:

Resignations.....	812
Removals.....	110
Deaths.....	201
New offices.....	109
Declinations.....	7
Total.....	1, 239

Appointments at offices with an annual salary lower than \$500:

Men.....	714
Women.....	525
Total.....	1, 239

RURAL CARRIERS

On June 30, 1932, the number of rural routes in operation in the United States was 41,602, service being rendered on these routes by 41,515 carriers. During the fiscal year ended June 30, 1932, 256 appointments were made through examination. Women received 5 of the appointments. Of the total number of appointees, 143 were granted military preference. Of these, 51 were granted disability preference. Vacancies were filled in 154 cases by transfer, and in 10 cases by reinstatement.

During the year declinations of appointment numbered 3, resignations 48, deaths 253, removals for cause 75, separations without prejudice 19, separations

by transfer 84, and discontinuances under the provisions of the retirement act 587, making a total of 1,069 separations. The Post Office Department reported the establishment of 25 new routes.

Of the number of routes upon which vacancies occurred, 835 were discontinued, thus eliminating the necessity of making new appointments. The Post Office Department found in each of these cases that the territory of the discontinued route could be absorbed by one or more other routes.

EXECUTIVE ORDERS

ORDERS AMENDING THE CIVIL-SERVICE RULES

AMENDING RULE VII, SECTION 2, RELATING TO THE APPORTIONMENT

December 7, 1931.

Civil-Service Rule VII, section 2, is hereby amended by (1) changing the colon after the word "apportionment" in the first sentence of the first paragraph to a comma, and adding the following clause:

"and the appointments of persons covered into the classified service by Executive order or otherwise, or exempted from the restrictions of the quota provision in certification, shall be excluded from the apportionment figures:"

and by (2) striking out the word "and" before the words "telephone operator," in the second paragraph of said section, changing the period at the end of said paragraph to a comma, and adding the following:

"and mechanical trades and allied positions of the noneducational class, incumbents of which are retireable at not over 65 years of age."

As amended, section 2 of Civil-Service Rule VII will read as follows:

"2. Certification for appointment in the departments or independent offices at Washington shall be so made as to maintain, as nearly as the conditions of good administration will warrant, the apportionment of appointments among the several States and Territories and the District of Columbia upon the basis of population, but eligibles who have been granted military preference shall be certified without regard to apportionment, and the appointments of persons covered into the classified service by Executive order or otherwise, or exempted from the restrictions of the quota provision in certification, shall be excluded from the apportionment figures: *Provided*, That appointments to the following positions shall not be so apportioned:

"In all departments and offices: Apprentice, cabinetmaker, carpenter, electric lineman, electric wireman, engraver, gardener, helper (if approved by the commission), painter, plumber, skilled laborer (female), student, telephone operator, and mechanical trades and allied positions of the noneducational class, incumbents of which are retireable at not over 65 years of age.

"In the Government Printing Office, mail equipment shops, local offices in the District of Columbia, field service of the military staff departments, and at Army headquarters: All positions.

"In the Bureau of Engraving and Printing: Plate printer and skilled helper."

AMENDING RULE V, SECTION 4, WITH RESPECT TO MEMBERS OF FAMILY IN THE SERVICE

December 22, 1931.

Civil-Service Rule V, section 4, is hereby amended by the addition of the following subsection lettered (g):

"(g) Where there are already two members of the applicant's family in the public service in the grades covered by the civil service act."

AMENDING RULE VI, SECTION 1, WITH RESPECT TO VETERAN PREFERENCE

January 18, 1932.

Rule VI, paragraph 1, is amended to read as follows, the new matter being in italics:

"Examination papers shall be rated on a scale of 100, and the subjects therein shall be given such relative weights as the commission may prescribe. Honorably discharged soldiers, sailors, and marines shall have five points added to their earned ratings in examinations for entrance to the classified service. Applicants for entrance examination who are honorably discharged and who establish by official records the present existence of a service-connected disability, *or who*

are over 55 years of age and, because of disability, are entitled to pension, compensation, or disability allowance, under existing laws, and widows of honorably discharged soldiers, sailors, and marines, and wives of honorably discharged soldiers, sailors, and marines who because of service-connected disability, or who are over 55 years of age and because of disability, are themselves not qualified but whose wives are qualified for appointment, shall have 10 points added to their earned ratings; and this shall also apply to retired officers and enlisted men who establish through official sources the present existence of a service-connected disability in the same manner as is required of others who are granted disability preference. In examinations where experience is an element of qualifications, time spent in the military or naval service of the United States during the World War or the war with Spain shall be credited in an applicant's ratings where the applicant's actual employment in a similar vocation to that for which he applies was temporarily interrupted by such military or naval service but was resumed after his discharge. Competitors shall be duly notified of their ratings."

ORDERS AMENDING SCHEDULE A (CIVIL SERVICE RULE II, SECTION 3)

EXCEPTING FROM EXAMINATION CERTAIN TEMPORARY EMPLOYEES ENGAGED IN PLANT QUARANTINE WORK

(Subdivision IX, clause (i))

July 1, 1931.

Schedule A of positions excepted from examination under the civil-service rules is hereby amended, in Subdivision IX, Department of Agriculture, by the addition to the first paragraph of a new clause (i), to read as follows:

"(i) Inspectors, scouts, trap tenders, truck drivers, and operators of mechanical equipment, such as sprayers, burners, plows, and rakes, employed temporarily in the field in cooperation with the various States in connection with the enforcement of the plant quarantine act. They shall serve only so long as absolutely required and in no case beyond 180 days in any one year. The name of the employee, designation, rate of pay, and place of employment shall be shown in the periodical reports of changes; and in addition the aggregate individual service rendered and the distribution of such service during the year shall be shown in the report of changes at the end of each year or when the employee is separated from the service."

INCLUDING SUPERINTENDENTS OR OFFICERS IN CHARGE OF NATIONAL PARKS OR RESERVATIONS IN THE CLASSIFIED SERVICE

(Subdivision VIII, pars. 1 and 20)

August 10, 1931.

Schedule A, Subdivision VIII, of positions excepted from examination under civil-service Rule II, section 3, is hereby amended by revoking paragraphs 1 and 20, which except from examination:

"1. The superintendent of the Hot Springs Reservation," and

"20. Superintendents or officers in charge of national parks or reservations," thus including the positions and their occupants in the competitive classified service.

EXCEPTING FROM EXAMINATION CERTAIN POSITIONS IN THE VETERANS' ADMINISTRATION

(Subdivision XVIII)

August 21, 1931.

Subdivision XVIII of Schedule A, positions excepted from examination under section 3 of civil-service Rule II, is hereby amended to read as follows:

"XVIII. VETERANS' ADMINISTRATION

"1. Three assistant administrators.

"2. One solicitor.

"3. One executive assistant to administrator.

"4. One medical director.

"5. One director of construction service."

"6. One special counsel on insurance claims.

"7. Two head attorneys (grade 7 of the Professional and Scientific Service).

"8. Ten control officers.

"9. Any local physician employed on a fee basis or a part-time basis, where, in the opinion of the commission, the establishment of registers is impracticable.

"10. Professional or technical specialists when employed temporarily for consultation purposes.

"11. Persons employed as chefs, cooks, and bakers, attendants (including kitchen helpers, barbers, matrons, housekeepers, maids, laundry helpers, seamstresses, orderlies, waiters, and waitresses), where, in the opinion of the commission, the establishment of registers is impracticable."

EXCEPTING FROM EXAMINATION CERTAIN POSITIONS IN NATIONAL HOMES WHEN FILLED BY MEMBERS OF SUCH HOMES

(Subdivision XVIII, par. 12)

September 22, 1931.

Schedule A, of positions excepted from examination under the civil-service rules, is hereby amended by adding to Subdivision XVIII a new clause, 12, to read as follows:

"12. Chauffeurs-truck drivers, elevator operators, guards, messengers, and telephone operators for the national homes, when, in the opinion of the Veterans' Administration, the duties of the positions can be satisfactorily performed by the employment of members of the homes. If the positions are filled otherwise than by members, selection is to be made in accordance with civil-service rules and regulations."

EXCEPTING FROM EXAMINATION TEMPORARY EMPLOYEES IN THE POSTAL SERVICE IN CONNECTION WITH HOLIDAY OR SEASONAL BUSINESS

(Subdivision VII, par. 6)

October 13, 1931.

Schedule A of the civil-service rules, Subdivision VII, Post Office Department, positions excepted from examination under the civil-service rules, is hereby amended by the addition of the following paragraph, to be numbered 6:

"6. Temporary clerks, carriers, and laborers required for part-time or intermittent work in the Postal Service in connection with the present holiday or seasonal business from this date to February 1, 1932."

EXCEPTING FROM EXAMINATION POSITIONS IN NATIONAL HOMES WHEN FILLED BY MEMBERS OF SUCH HOMES

(Subdivision XVIII, par. 12)

January 13, 1932.

Schedule A, Subdivision XVIII, paragraph 12, of the civil-service rules, is hereby amended to read as follows, to permit appointments of members of national homes without examination:

"12. Positions in national soldiers' homes, when filled by the members of such homes, if, in the opinion of the Veterans' Administration, the duties of the positions can be satisfactorily performed by the employment of such members. If the positions are filled otherwise than by members, selection is to be made in accordance with civil-service rules and regulations."

EXCEPTING FROM EXAMINATION CERTAIN POSITIONS IN THE DEPARTMENT OF JUSTICE

(Subdivision VI)

February 2, 1932.

Subdivision VI of Schedule A, positions excepted from examination, under the Department of Justice, is hereby amended to read as follows:

"VI. DEPARTMENT OF JUSTICE

"1. (a) Director and not more than three assistant directors of prisons.

"(b) Members of the Board of Parole.

"(c) Wardens and superintendents, deputy wardens and assistant superintendents of Federal penal and correctional institutions."

"(d) One industrial superintendent at each Federal penal and correctional institution.

"(e) Inspectors of prisons.

"2. One clerk to each United States district attorney.

"3. Special employees having individual knowledge of violations of prohibition law.

"4. Not exceeding eight positions in the immediate office of the Attorney General, in addition to private secretary and assistant private secretary excepted under Subdivision I of Schedule A.

"5. One private secretary, or confidential clerk, each, to the Solicitor General, the Assistant to the Attorney General, and the Assistant Attorneys General in addition to those allowed under clause 1, of Subdivision I, of Schedule A.

"6. All positions in the Bureau of Investigation except fingerprint classifiers."

This order, which is recommended by the commission and concurred in by the department, is designed to diminish the number of excepted positions and improve the service, and shall be effective February 1, 1932.

INCLUDING MOUNTED INSPECTORS IN THE CUSTOMS SERVICE ON THE MEXICAN BORDER IN THE CLASSIFIED SERVICE

(Subdivision III, par. 10)

June 21, 1932.

Schedule A, Subdivision III, paragraph 10, of the civil-service rules, which permits the appointment, without competitive examination, of mounted inspectors in the customs service on the Mexican border, is hereby revoked. The present incumbents of these positions in the four customs collection districts bordering on Mexico, namely, San Antonio, El Paso, Arizona, and San Diego, will be included in the classified service with their positions upon recommendation by the Treasury Department, subject to such tests of fitness as the Civil Service Commission shall prescribe.

The Treasury Department concurred with the Civil Service Commission in the recommendation.

ORDERS AMENDING SCHEDULE B (CIVIL SERVICE RULE III, SEC. 2)

PERMITTING APPOINTMENT OF HEADQUARTERS MESSENGER, PHILIPPINE DEPARTMENT, UPON NONCOMPETITIVE EXAMINATION

(Subdivision IV, par. 3)

August 27, 1931.

Schedule B, IV, War Department, of positions excepted from the competitive feature of examination, under the civil-service rules, is hereby amended by the addition of a new paragraph to be numbered "3," and to read as follows:

"3. One position of headquarters messenger at the headquarters of the Philippine Department, when filled by an honorably discharged, enlisted man, who has been on duty at those headquarters."

INCLUDING MINERS IN THE BUREAU OF MINES IN THE CLASSIFIED SERVICE

(Subdivision I, par. 4)

January 15, 1932.

Paragraph 4, Subdivision I, Schedule B, which reads as follows, and which excepts miners in the Bureau of Mines from competitive examination under the civil-service rules, is hereby revoked:

"4. Miners, whether employed in rescue or first-aid work at rescue stations, on rescue cars, or at experimental mines, under the Bureau of Mines: *Provided*, That should the Civil Service Commission at any time have reason to believe that the privilege so afforded is abused it may revoke it."

This order places the positions of miners in the classified service and gives the occupants a competitive classified status. The commission concurs with the Secretary of Commerce in recommending this amendment.

INCREASING THE NUMBER OF POSITIONS OF HEADQUARTERS MESSENGER, PHILIPPINE DEPARTMENT

(Subdivision IV, par. 3)

January 19, 1932.

Paragraph 3 of Schedule B, Subdivision IV, War Department, of positions excepted from the competitive feature of examination under the civil-service rules, is hereby amended to read as follows:

"3. Four positions of headquarters messenger at the headquarters of the Philippine Department, when filled by honorably discharged enlisted men who have been on duty at those headquarters."

The effect of this amendment is to increase the number of positions, upon the recommendation of the War Department that the reasons for the exception are equally applicable to all four positions. The commission concurs with the department in recommending this amendment.

INCLUDING CERTAIN POSITIONS IN THE BUREAU OF FOREIGN AND DOMESTIC
COMMERCE IN THE CLASSIFIED SERVICE

(Subdivision III, par. 2)

March 10, 1932.

Paragraph 2, Subdivision III, Schedule B, of positions excepted from competition under the civil-service rules, is hereby amended to read as follows:

"2. Commercial attachés and assistant commercial attachés, trade commissioners and assistant trade commissioners, employed in the foreign commerce service of the Bureau of Foreign and Domestic Commerce. After at least three years of service abroad, these employees may be transferred or reinstated, upon approval of the Civil Service Commission, to any position under the bureau for which their qualifications fit them, but without any change thereby in their excepted status as Schedule B employees.

"All positions in the Bureau of Foreign and Domestic Commerce in the continental United States, Alaska, Hawaii, and Puerto Rico, heretofore excepted from competitive examination, other than the director and assistant directors of the bureau, are hereby included, with their incumbents, in the classified competitive service."

The effect of this amendment is to diminish the number of excepted positions in the Bureau of Foreign and Domestic Commerce and permit transfers, under the restrictions mentioned, to the bureau proper. The commission concurs with the department in recommending this order.

MISCELLANEOUS ORDERS

PERMITTING PERSONS HOLDING CERTAIN POSITIONS TO RECEIVE APPOINTMENTS
UNDER THE DEPARTMENT OF COMMERCE

July 3, 1931.

Executive Order No. 9 of January 17, 1873, prohibiting the holding of Federal and State offices at the same time, is hereby amended so as to permit persons holding State, Territorial, or municipal positions to receive, unless prohibited by law, appointments under the Department of Commerce when the Secretary of that department deems such employment necessary to secure a more efficient administration of the duties of his department.

PERMITTING PUBLIC HEALTH SERVICE EMPLOYEES TO SERVE AS STATE, TERRITORIAL,
AND LOCAL EMPLOYEES, AND VICE VERSA

August 31, 1931.

Executive Order No. 9 of January 17, 1873, is hereby amended so as to permit officers of the Public Health Service, upon recommendation of the Surgeon General of the Public Health Service and the approval of the Secretary of the Treasury, to hold office in State, territorial, or local health organizations, in order to co-operate with and aid State, Territorial, or local health departments; and to permit State, Territorial, or local health officials or employees, unless prohibited by law, to hold office in the Public Health Service when the Surgeon General and the Secretary of the Treasury deem such employment necessary to secure a more efficient administration of the duties imposed upon the Public Health Service.

CLOSING DEPARTMENTS AND ESTABLISHMENTS ON DECEMBER 26, 1931

December 22, 1931.

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, December 26, 1931, 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.

WAIVING MAXIMUM AGE LIMIT FOR JOSEPH H. HOPKINS, APPLICANT FOR POSTMASTER
March 17, 1932.

The maximum age limit for appointment as acting postmaster and that for entrance to the open competitive examination for postmaster at the post office at Woodward, Okla., is hereby waived to permit Mr. Joseph H. Hopkins to be appointed acting postmaster at that office and to take the open competitive examination for the position of postmaster at said office.

AUTHORIZING APPOINTMENTS UNDER THE WAR MINERALS RELIEF ACT

April 4, 1932.

The Secretary of the Interior is hereby authorized to employ, without reference to the requirements of the civil service act and rules, such persons as may be needed in connection with the administration of the act approved March 2, 1919 (40 Stat. 1272, 1274), to provide relief in cases of contracts connected with the prosecution of the war.

WAIVING MAXIMUM AGE LIMIT FOR GEORGE H. ROLFE, APPLICANT FOR POSTMASTER
June 3, 1932.

The maximum age limit is hereby waived to permit George H. Rolfe to enter the open competitive examination for the position of postmaster at Concord, N. H.

AMENDING STANDARDIZED TRAVEL REGULATIONS

June 30, 1932.

Part II, sections 207 and 208, of the act entitled "An act making appropriations for the legislative branch of the Government for the fiscal year ending June 30, 1933, and for other purposes," approved June 30, 1932, amends the subsistence expense act of 1926 (44 Stat. 688, 689) by amending sections 3 and 7 thereof, and repealing sections 4, 5, and 6 thereof, effective July 1, 1932.

The Standardized Government Travel Regulations, as amended effective July 1, 1931, approved by the President April 21, 1931, shall continue in effect from and including July 1, 1932, until such time as amended standardized regulations are approved, subject to the following conditions, viz:

(1) All provisions relating to reimbursement of actual expenses for subsistence are revoked.

(2) Per diem in lieu of actual expenses for subsistence may be allowed not to exceed the rate of \$5 within the limits of continental United States and not to exceed an average of \$6 beyond the limits of continental United States.

(3) Reimbursable transportation charges will not include gratuitous fees or tips of any kind.

The rates of the per diem in lieu of actual expenses for subsistence authorized by the amendatory law and which are set forth above represent the maximum allowable, not the minimum. It is the responsibility of the heads of the departments and establishments to see that travel orders authorize only such per diem rates as are justified by the nature of the travel.

CONTINUING SICK-LEAVE REGULATIONS

June 30, 1932.

The regulations of the several executive departments and independent establishments pertaining to the so-called sick leave of absence now authorized by law shall continue in effect until such time as uniform regulations may be prescribed under the authority contained in Part II, section 215, of the act entitled "An act making appropriations for the legislative branch of the Government for the fiscal year ending June 30, 1933, and for other purposes," approved June 30, 1932.

FOUR EXECUTIVE ORDERS EXEMPTING EMPLOYEES FROM COMPULSORY RETIREMENT
 FOR AGE

(Note giving digest of the four orders)

June 30, 1932.

On June 30, 1932, four Executive orders were issued exempting certain employees from compulsory retirement on account of having reached the retirement age, as provided by an act of June 30, 1932. These orders are described below.

By the provisions of one of these orders, 49 persons were exempted from compulsory retirement. The number of persons affected and the establishments in which they are employed are as follows: 1, The White House; 2, Department of

State; 3, Treasury Department; 1, War Department; 2, Department of Justice; 11, Post Office Department; 1, Navy Department; 2, Interior Department; 3, Department of Agriculture; 2, Department of Commerce; 5, Library of Congress; 2, Government Printing Office; 1, Office of the Architect of the Capitol; 1, Federal Trade Commission; 2, Interstate Commerce Commission; 1, The Panama Canal; 4, Smithsonian Institution; 1, United States Tariff Commission; 1, Veterans' Administration; 1, United States Soldiers' Home; 1, United States Geographic Board; 1, District of Columbia government.

By the provisions of two of these orders, 41 persons were *temporarily* exempted from compulsory retirement and continued in the service until August 1, 1932, *in order to afford time necessary to determine whether the public interest require that permanent exemptions be granted.* The number of persons affected and the establishments in which employed are as follows: 5, Department of State; 9, Treasury Department; 1, War Department; 6, Navy Department; 7, Interior Department; 4, Department of Commerce; 5, Interstate Commerce Commission; 2, Smithsonian Institution; 1, Senate Office Building; and 1, District of Columbia government.

By the provisions of one of these orders, 2,015 persons were *temporarily* exempted from compulsory retirement and continued in the service until July 10, 1932, *in order to afford time in which to appoint successors in the positions which they were holding.* Three of these persons were employed by the Treasury Department. The others were employed in various branches of the Post Office Department as follows: 8, Inspection Service; 711, Post Office Service; 664, Rural Mail Service; 628, Railway Mail Service; and 1, Motor Vehicle Service.

EXECUTIVE ORDERS EXCEPTING PERSONS NAMED FROM THE REQUIREMENTS OF THE CIVIL-SERVICE RULES

The following statement gives in each case (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 2, 1931. Andrew D. Forsythe; examination waived; appointed assistant engineering draftsman, Bureau of Construction and Repair, Navy Department; stepson of William G. Hughes, who was employed in the Bureau of Construction and Repair for 31 years, and who was killed in the Knickerbocker Theater disaster in 1922; recommended by the Acting Secretary of the Navy.

August 27, 1931. Mrs. Marie V. Abernethy; examination waived; appointed clerk, Treasury Department; had served in the Bureau of Engraving and Printing in 1912; had also served temporarily in the Treasury Department in 1929 and 1930; has a disabled husband and four dependent children; recommended by the Acting Secretary of the Treasury.

August 28, 1931. Mrs. Caroline J. Skilton; examination waived; appointed junior clerk, Treasury Department; widow of George W. Skilton, who was employed in the Government service for more than 15 years, nearly 9 years of which he served in the Treasury Department; he was retired on account of total disability in 1927 and died in 1929, leaving his widow and two young sons without means of support; recommended by the Secretary of the Treasury.

August 31, 1931. John W. Harrison; examination waived; appointed associate marine engineer, Philadelphia Navy Yard; had approximately 30 years' experience with the William Cramp & Sons Shipbuilding Co., the New York Shipbuilding Corporation, and with other contractors engaged in the construction of vessels for the United States Navy; it was believed that his experience and ability would be of great value in connection with the detailed inspection of shopwork assembly and the installation of machinery on a new cruiser to be constructed at the Philadelphia Navy Yard; recommended by the Secretary of the Navy; the commission did not oppose this appointment.

September 4, 1931. Mrs. Mary J. A. Hangliter; examination waived; appointed printer's assistant, Bureau of Engraving and Printing; wife of Edward R. Hangliter, who served as a plate printer for 20 years prior to his retirement on account of total disability; Mrs. Hangliter was formerly employed as a printer's assistant in the Bureau of Engraving and Printing but was not eligible for reinstatement; has three dependent children. **Mrs. Margaret B. Hillyard;** examination waived; appointed printer's assistant, Bureau of Engraving and Printing; widow of Arthur V. Hillyard, who served as a plate printer for 17 years and died in 1930, leaving Mrs. Hillyard with three small children; she formerly served as a printer's assistant in the Bureau of Engraving and Printing and had held temporary positions elsewhere in the Government service but was not eligible for reinstatement. **Mrs. Catherine Lehmkuhl;** examination

waived; appointed operative, Bureau of Engraving and Printing; widow of Christopher Lehmkuhl, who served as a plate printer for 28 years and who died in 1931, leaving Mrs. Lehmkuhl without means of support. **Miss Frances N. Kane**; examination waived; appointed printer's assistant, Bureau of Engraving and Printing; daughter of Edward Kane, who served as a plate printer for 25 years and who died in 1929, after he had been retired on account of total disability, leaving Mrs. Kane and four children with no means of support. All four of these appointments were recommended by the Acting Secretary of the Treasury.

September 18, 1931. Mrs. Gladys W. Eldridge; examination waived; appointed junior clerk, Department of Agriculture; widow of John E. Eldridge, an employee of the Department of Agriculture from 1902 to his death in 1931; is a high-school graduate; recommended by the Secretary of Agriculture.

October 29, 1931. Mrs. Louise A. Gallivan; examination waived; appointed clerk, Boston Regional Office of the Veterans' Administration; widow of Congressman James A. Gallivan; has one son dependent upon her; recommended by the Administrator of Veterans' Affairs.

November 3, 1931. William C. White; examination waived; appointed naval architect, Navy Department, to act as chief draftsman in connection with the construction of the submarine *Cuttlefish* at Groton, Conn.; qualified persons for this position were limited in number and difficult to locate; it was essential that the appointee be familiar with the construction of submarines in accordance with the requirements of the Navy Department; he had had nearly five years of service under the Navy Department, had been engaged in shipbuilding work, and was known to possess the requisite qualifications for the position of chief draftsman; recommended by the Secretary of the Navy.

December 18, 1931. Mrs. Florence F. Burton; examination waived; appointed secretary to the Director of Prohibition, Department of Justice; had been serving temporarily, with the approval of the Civil Service Commission, as secretary to the Director of Prohibition; it was believed that it was in the interests of the service to continue her in the position; recommended by the Attorney General; the Civil Service Commission concurred.

December 30, 1931. Mrs. Hallie D. Stotler; examination waived; appointed clerk in the Bureau of Prohibition, Department of Justice; widow of a prohibition officer who died in line of duty; recommended by the Attorney General; the Civil Service Commission concurred.

December 30, 1931. Mrs. Yetta B. Floyd; examination waived; appointed clerk-typist, Department of Justice, Bureau of Prohibition; widow of Joseph W. Floyd, prohibition agent, who died in line of duty in 1922; has two dependent children; recommended by the Attorney General.

January 28, 1932. Mrs. Florence C. Brock; examination waived; appointed junior clerk, Bureau of Public Roads, Department of Agriculture; widow of Thomas S. Brock, who served for over 30 years in and under the Department of the Interior and the Department of Agriculture; is a high school and normal school graduate and had taught for approximately four years in the public schools of the District of Columbia.

February 17, 1932. Sinclair A. Wilson; examination waived; appointed senior forest economist, Department of Agriculture; had training in law and forestry and extended experience in responsible bank administration work; had also been engaged in forest tax law formulation and in other forest economic activities tending to qualify him for the position; recommended by the Secretary of Agriculture.

February 23, 1932. Miss Ann Halloran; examination waived; appointed stenographer in the Veterans' Administration; daughter of Capt. James Halloran, deceased, of the Twelfth Infantry; was without adequate means of support; had educational qualifications which fitted her for the position; served as yeoman during the World War and had served as a stenographer; was employed by the War Department for clerical duty in Europe with the hospital corps; recommended by the Administrator of Veterans' Affairs.

February 27, 1932. Mrs. Wanda Coolidge Carver; examination waived; appointed under clerk, Washington Navy Yard; widow of William E. Carver, who was employed as leadingman ordnanceman at the Washington Navy Yard, and who was killed in an explosion in 1931 at the Naval Magazine, Bellevue, D. C.; recommended by the Secretary of the Navy.

March 19, 1932. Fred Scott; examination waived; appointed guard, Penitentiary Service, Department of Justice; had served for several years as one of the chief aids of the warden at Walla Walla Prison, Wash., where his record was excellent; was employed later as foreman on road construction work with the

Alaska Roads Commission under the War Department where he sustained an injury to his right hand resulting in the loss of a finger; was regarded as well qualified for service as guard; recommended by the Attorney General.

April 4, 1932. Mrs. Ruth Bascot Dartt; examination waived; appointed junior clerk, United States Marine Corps, Washington, D. C.; widow of Lieut. Veryl H. Dartt, United States Marine Corps, who was killed in line of duty in 1930 in Nicaragua; recommended by the Secretary of the Navy.

April 19, 1932. Ralph A. Vestal; examination waived; appointed junior clerk, Department of State.

May 7, 1932. Warren Benjamin; examination waived; appointed junior clerk, Bureau of Internal Revenue, Treasury Department; stepson of the late Graham Nichol who, prior to his death in 1932, had served for approximately 14 years as head of the Public Relations Division of the Bureau of Internal Revenue, and rendered service of outstanding value to the Government; Mr. Nichol's death left his widow without adequate means of support; recommended by the Secretary of the Treasury.

May 28, 1932. Mrs. Nesta Stephens Long; waiver of regular order in certification; appointed clerk for one year, Customs Service, District of Arizona; wife of Carroll Robert Long, who had served as clerk in the office of the collector of customs at Nogales, Ariz., since 1927, and who was forced to relinquish his position temporarily on account of illness; Mrs. Long had passed the junior stenographer examination but her name was not within reach for appointment; recommended by the Secretary of the Treasury.

June 1, 1932. Mrs. Gladys L. Knight; examination waived; appointed junior typist, United States Marine Corps, Washington, D. C.; widow of Lieut. Clarence M. Knight, United States Marine Corps, who was killed in line of duty in an airplane accident in 1929 in Nicaragua; was without means of support and had a dependent child; recommended by the Secretary of the Navy.

June 23, 1932. Eugene R. Capozio; examination waived; appointed clerk, Veterans' Administration; son of Joseph Capozio, an employee of the Veterans' Administration from 1925 to his death in 1932; the beneficiary of this order is one of four orphan children and is responsible for the care of the family; recommended by the Administrator of Veterans' Affairs.

APPOINTMENTS UNDER SECTION 10, RULE II

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

TREASURY DEPARTMENT

Mrs. Elizabeth Smith Friedman, United States Coast Guard, cryptanalyst in charge, \$3,800 a year. Mrs. Friedman was appointed code builder in the office of the Director of Naval Communications, Navy Department, in 1923, under section 10 of Rule II. In 1927 she was appointed cryptanalyst in the Bureau of Prohibition under section 10 of Rule II. She was also employed as a special employee in the customs field service. The Treasury Department requested her transfer to the position of cryptanalyst in charge, United States Coast Guard. As the field of competition appeared to be limited, the commission approved the appointment under section 10 of Rule II.

Mrs. Elizabeth W. Wright, Bureau of Narcotics, special employee, \$2,400 a year. Mrs. Wright had been employed by the Bureau of Narcotics as a special employee in 1930. Her services were desired in connection with educational work for which she was regarded as exceptionally well qualified. The work on which Mrs. Wright was to be engaged is in connection with furthering adequate legislation in the States controlling intrastate traffic in and use of narcotic drugs and represents one of the methods by which the Bureau of Narcotics is cooperating with the States in preventing the misuse of narcotic drugs under authority of section 8 of the act of June 14, 1930. Mrs. Wright's knowledge of narcotic law enforcement, both in this country and abroad, and her demonstrated ability evidence her qualification for the work. It was doubted that competitive examination would secure any eligible as well qualified as Mrs. Wright; therefore, the commission approved her appointment under section 10 of Rule II.

WAR DEPARTMENT

Benjamin J. Lafferty, Headquarters, Sixth Corps Area, office of the finance officer, Chicago, Ill., civilian assistant property auditor, \$1,980 a year. Sergeant Lafferty was first appointed supervising clerk of clothing, stock, and property accounts, Chicago depot, at \$1,000 a year, in December, 1917. In June, 1931, it became necessary to consider his change in designation to civilian assistant property auditor. Approval was given under section 10 of Rule II, as the case was one of continuance of his original appointment in 1917.

Geoffrey G. Kruesi, Wright Field, Dayton, Ohio, associate aerial navigation engineer, \$3,600 a year. Mr. Kruesi was employed in the matériel division at Wright Field under temporary appointment, during which time he was engaged in the development of a new radio-compass device. He was the only person with practical experience who could be found. The radio-compass device is his own invention and it was considered important that his services be obtained by the Government. Mr. Kruesi has a degree in electrical engineering. Since the application of radio to navigation is comparatively new and it was considered impracticable to attempt to secure an equally well-qualified employee through examination, the commission approved the appointment under section 10 of Rule II.

Leonard H. Caldwell, Engineer Department at large, Washington, D. C., photogrammetrist, \$3,000 a year. Mr. Caldwell had been employed by the Aerocartograph Corporation of America, where he received training in the operation of an aerocartograph machine. One of these machines was acquired by the engineer reproduction plant for use in connection with the preparation of maps from air photographs. Mr. Caldwell was the only available person of a limited number known to the War Department qualified to operate the machine. It is planned to utilize his services in training other employees as the photo-mapping work progresses. It appeared improbable that a qualified eligible could be secured through competitive examination, therefore the appointment was approved under section 10 of Rule II.

Harold Gatty, Air Corps at large, Wright Field, Dayton, Ohio, senior aerial navigation engineer, \$5,400 a year. Mr. Gatty has made a record flight around the world and is an outstanding aviation navigator. He was graduated from the Australian Royal Naval College, has seven years' experience as a navigator of merchant ships, and has devoted much time to aerial navigation problems. It was believed that competition would not result in securing an eligible as well qualified in aerial navigation as Mr. Gatty. His appointment was, therefore, approved under section 10 of Rule II.

Dr. Claudius F. Mayer, Army Medical Library, librarian, \$3,800 a year. The duties to which it was proposed to assign Doctor Mayer include editing the index catalogue of the Army Medical Library, the care of ancient medical manuscripts, and research in connection with these manuscripts. The editorial work requires a knowledge of medicine, a working knowledge of all modern European languages, and considerable experience in library and bibliographical work. Knowledge of Latin, Greek, and Hebrew is required in connection with the work on ancient manuscripts. Doctor Mayer possesses the qualifications required. No eligibles were available and it was considered improbable that competitive examination would secure any. For these reasons the commission approved the appointment under section 10 of Rule II.

NAVY DEPARTMENT

John Ernest Ohlson, Naval Air Station, San Diego, Calif., assistant chief planner and estimator, \$3,200 a year. Mr. Ohlson had served in the Navy at the naval air station since 1921, and the appointment was made effective upon his retirement. Both the length and quality of his experience made him excep-

tionally well qualified for the appointment proposed. Familiarity with the types of aircraft overhauled at the San Diego Naval Air Station and knowledge of the design changes and developments through which these types have passed were required. If a competitive examination were held, the number of applicants would be limited, and Mr. Ohlson would undoubtedly attain a rating among the highest three eligibles. The commission, therefore, approved the appointment under section 10 of Rule II.

INTERIOR DEPARTMENT

Frank C. Sickinger, Bureau of Indian Affairs, inspector of flour and cereal products, \$10 a day when actually employed. Mr. Sickinger had been serving in this capacity since April 10, 1924, under Schedule A, Subdivision I, paragraph 6, of the Civil Service Rules. The 54 days' employment allowed during a year was not sufficient to cover the time during which his services were needed. Employment was limited to 75 days annually in connection with approval under section 10 of Rule II. Mr. Sickinger was employed as official flour inspector by the Chicago Board of Trade for some time and his experience in this capacity, in addition to that acquired in Indian Service work, was regarded as making him a better qualified employee than could be secured through competitive examination. For these reasons his appointment was approved by the commission under section 10 of Rule II.

Thomas S. Browning, Bureau of Indian Affairs, inspector of dry goods, \$10 a day when actually employed. Mr. Browning had been serving in this position since July 5, 1930, under the provisions of Schedule A, Subdivision I, paragraph 6. The 54 days' employment allowed during a year was not sufficient to cover the time during which his services were needed. Employment was limited to 90 days annually in connection with approval under section 10 of Rule II. Mr. Browning had many years of experience in the dry goods business and this experience, in addition to that acquired in Indian Service work, was regarded as making him a better qualified employee than could be secured through competitive examination. The commission, therefore, approved the appointment under section 10 of Rule II.

DEPARTMENT OF COMMERCE

Fred G. Orsinger, Bureau of Fisheries, director of aquarium, \$3,800 a year. The services of Mr. Orsinger were needed to take charge of aquaria, consisting of 48 tanks and 3 floor pools with a capacity of over 1,500 fish, and containing other forms of aquatic life. Failure to have a responsible director, capable of diagnosing fish diseases and of applying such treatment as might be needed would result in the loss of fish which have been collected at considerable cost. The work was in a specialized field, apart from ordinary fish-cultural work. The field of competition was limited and the appointment was approved under section 10 of Rule II.

INTERSTATE COMMERCE COMMISSION

Mrs. Blanche W. Knight, associate annotator, \$3,200 a year. The change in status of Mrs. Knight from annotation clerk, to which position she was appointed under section 10 of Rule II, in July, 1928, to associate annotator required consideration under the same rule. The duties of associate annotator include the preparation of material for a supplement to the compilation and annotation of all laws relating to the Interstate Commerce Commission and related laws. This work involves searching, interpreting, digesting, and allocating decisions of the supreme and lower Federal courts and decisions and regulations of the commission. The approval of the appointment under section 10 of Rule II was in conformity with the commission's original approval of Mrs. Knight's appointment in 1928.

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total			
FOR ENTRANCE																		
Accountant.....	4		4					2		1	3					1	1	
Accountant and auditor, assistant.....	3		3					2			2					1	1	
Administrator:																		
Prohibition, deputy.....	151		151					35		47	82					69	69	
Prohibition, senior.....	1		1													1	1	
Adviser:																		
Boys'.....	33		33	5				16			16					12	12	
Girls'.....		2	2									2						
Agent:																		
Antinarcotic.....	1,226	2	1,228	264		13		627	97	11	735		1		1	214	215	
Commercial, associate.....	4		4						2		2					2	2	
Commercial, junior.....	4		4					3			3					1	1	
Farm.....	5		5					4			4					1	1	
Fisheries statistical, junior.....	229	20	249			17	2	83	110		193	10	8		18	19	19	
Home extension.....	1	38	39		6			1			1	20			20		12	
Prohibition.....	16,381	8	16,389	4,171	4	1,074	1	1,911	7,958	160	10,029	1			1,107	2	1,109	
Seed loan, assistant.....	78		78	1		17		36	11		47				13		13	
Special.....	4		4					4			4							
Agronomist.....	18		18	5				11			11				2		2	
Assistant.....	28		28	8				15			15				5		5	
Aide:																		
Biological.....	78	55	133			10	5	15	51		66	6	41		47	2	3	
Biological, assistant.....	30	1	31					23	4		27	1			1	3	3	
Biological, junior.....	98	8	106			1		64	23		87	8			8	10	10	
Biological, senior.....	22	3	25			1		19			19				2	3	5	
Field.....	180	5	185					80			80	2			2	100	3	
Field, assistant.....	267	2	269					124			124	1			1	143	1	
Laboratory and field.....	1		1					1			1							
Land appraisal, senior.....	1		1					1			1							
Library.....	2	2	4			1										1	2	
Occupational therapy.....	3	3	6					2	1		3					3	3	
Physiotherapy.....	74	47	121	30	16	2	3	17	10		27	11	5		16	15	12	

¹ Oral and character investigations not completed in some cases.

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not complete		Did not attend examination		Failed						Passed ¹		
								Men			Women					
	Men	Women	Total	Men	Women	Men	Women	Did not meet announcement requirements	Written test	Oral and character ¹	Total	Did not meet announcement requirements	Written test	Oral and character ¹	Total	
FOR ENTRANCE—continued																
Bookkeeper.....	31	3	34			2			6		6		2		2	24
Botanist, assistant.....	1		1												1	1
Brakeman.....	68		68	7				18			18				43	43
Bricklayer.....	62	1	63	1				20			20				41	41
Cabinetmaker.....	22		22					9			9				13	13
Carpenter.....	993		993	84				212			212				697	697
Senior.....	8		8												8	8
Ship.....	17		17	11				3			3				8	8
Carrier, rural.....	6,324	185	6,509	492	12	390	23	621	1,201		1,822	15	22		3,620	3,733
Chainman, head.....	104		104	8				13			13				83	83
Charwoman, head.....		11	11									6			5	5
Chauffeur.....	314		314	43				108			108				163	163
Chemist:																
Assistant.....	489	30	519	5				217			217	14			14	283
Associate.....	321	14	335	2				89		1	90	5			5	238
Junior.....	1		1												1	1
Physiological, principal.....	27		27					11			11				16	16
Classifier, fingerprint, student.....	38	7	45			3		2	23		25		4		4	13
Clerk:																
Distilled spirits, assistant.....	1		1					1			1					1
Editorial.....	4		4			1		1	1		2				1	1
Editorial, principal.....	6	1	7					2	3		5		1		1	1
File.....	8	2	10					2	4		6		1		1	3
File, junior.....	5,779	6,613	12,392	542	673	852	963	131	2,733	3	2,917	238	3,110		3,348	3,092
File, under.....	9,448	13,402	22,850	733	1,056	1,181	1,628	210	4,587	1	4,798	332	6,792	2	7,126	6,328
Forest and field.....	425	147	572	26	20	40	13	88	252		340	19	87		106	27
Forest and field, senior.....	1		1	1												
General.....	279	100	379	16	7	39	21	20	86		106	7	34		41	149
Qualified as buyer of miscellaneous supplies.....	1		1						1		1					
Railway postal.....	105		105	2		2		56	16		72				29	29
Record.....	2		2					2			2					
Statistical, assistant.....	8,020	4,235	12,255	1,657	1,027	1,335	754	134	4,237		4,371	56	2,041		2,097	1,014

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total			
FOR ENTRANCE—continued																		
Ecologist, forest.....	1		1	1														
Economist:																		
Assistant.....	1		1					1			1							
Agricultural.....	31		31					19			19					12		12
Agricultural, assistant.....	72	1	73					43			43					29	1	30
Agricultural, associate.....	90	1	91					52			52					38	1	39
Agricultural, junior.....	439	1	440	24		65		80	173		253		1		1	97		97
Agricultural, senior.....	26	1	27					19			19					7	1	8
Financial, senior.....	1		1					1			1							
Forest, assistant.....	1		1					1			1							
Home, assistant.....	16	23	39	4	5			12			12	12			12		6	6
Home, associate.....	34	41	75		1			32			32	33			33	2	7	9
Industrial, associate.....	72	12	84	4	1			60			60	6			6	8	5	13
Industrial, assistant.....	348	32	380					325			325	22			22	23	10	33
Junior.....	1		1					1			1				1			1
Social.....	1	1	2					1			1				1	1		2
Social, associate.....	1		1					1			1				1			1
Social, principal.....	113	45	158	2	2			93			93	35			35	18	8	26
Editor:																		
Film.....	1		1					1			1					1		1
Technical review, assistant.....	1		1													1		1
Educationist:																		
Senior.....	13	4	17	1	1			10			10	3			3	2		2
Electrician:																		
Senior.....	43	15	58	1				41			41	10			10	1	5	6
Ignition.....	327		327	7				78			78					242		242
Radio, principal.....	178		178					142			142					36		36
Radio, senior.....	3		3					3			3							
Senior.....	1		1					1			1							
Electroplater.....	11		11					1			1					10		10
Engineer (see also Engineman).....	4		4													4		4
Assistant.....	1		1													1		1
	1, 282	1	1, 283	204				827	2	829	1				1	249		249

Associate.....	1,529	1,529	229			915	2	917				383	383
Automotive.....	154	154				145		145				9	9
Civil.....	1	1										1	1
Civil, senior.....	4	4	1									3	3
Deck.....	47	47				25		25				22	22
Fire protection.....	142	142	14			109		109				19	19
Junior.....	4	4		1		1		1				2	2
Marine, steam.....	3	3				1		1				2	2
Marine, steam, assistant.....	3	3										3	3
Mechanical, senior.....	1	1										1	1
Mining, assistant.....	4	4				2		2				2	2
Ordnance, assistant.....	84	84				76		76				8	8
Ordnance, associate.....	76	76				71	1	72				4	4
Petroleum.....	2	2										2	2
Refrigeration.....	45	45	2			22		22				21	21
Third assistant.....	50	50				6		6				44	44
Engineer and deck officer, junior.....	50	50	10			7		7				33	33
Engineer-inspector.....	7	7	2									5	5
Engineman (see also Engineer).....	1	1										1	1
Diesel-electric, first class.....	1	1										1	1
Gasoline, hoisting.....	20	20	2			8		8				10	10
Internal combustion-electric, assistant.....	6	6				1		1				5	5
Locomotive.....	50	50	2			23		23				25	25
Marine, gasoline.....	20	20				11		11				9	9
Marine, steam and Diesel.....	12	12				11		11				1	1
Steam-electric.....	39	39		7		12	11	23				9	9
Steam-electric, first class.....	45	45	12			24		24				9	9
Steam-electric, second class.....	238	238	16			114		114				108	108
Steam, stationary.....	46	46	3			12		12				31	31
Steam, second class.....	10	10				4	1	5				5	5
Steam, third class.....	876	876	61			337		337				478	478
Engraver:													
Map, copperplate.....	62	62				32		32				30	30
Map, copperplate, chief.....	3	3				3		3					
Map, copperplate, principal.....	2	2				2		2					
Map, copperplate, senior.....	4	4					2					2	2
Photo.....	95	95				67		67				28	28
Engrosser.....	142	18	160	2	10	72	54	126	8	9	17	4	5
Entomologist:													
Assistant.....	2	2										2	2
Associate.....	90	3	93	1		37		37	3		3	52	52
Junior.....	12	12			12								
Estimator:													
Cotton grade and staple, junior.....	2	2				1		1				1	1
Crop and livestock, assistant.....	5	5				3		3				2	2
Crop and livestock, junior.....	3	3					1	1				2	2
Examiner:													
Civil service, associate.....	208	8	216	78	2	53	4	57	4		4	73	75
Civil service, field.....	20		20			12	3	15				5	5
Claims.....	9		9		1	1		1				7	7
Principal.....	59		59	18		23		23				18	18

¹ Oral and character investigations not completed in some cases.

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total			
FOR ENTRANCE—continued																		
Examiner—Continued.																		
Range, junior.....	4		4			4												
Senior.....	62	1	63	12														
Transportation tariff.....	3		3					31			31	1			1	19	19	
Warehouse, assistant.....	213		213					181	2	1	184					29	29	
Expert:																		
Timber, assistant.....	87		87					3	52		55					32	32	
Timber, associate.....	114		114					74			74					40	40	
Exterminator, pest.....	30		30					22			22					8	8	
Finisher:																		
Cement.....	37		37	5				10			10					22	22	
Furniture.....	36		36	5				5			5					26	26	
Fire:																		
Chief.....	28		28	2				14			14					12	12	
Chief, assistant.....	12		12					9			9					3	3	
Fighter.....	389		389	74				122			122					193	193	
Fighter and guard.....	25		25					8			8					17	17	
Fire department (District of Columbia) private.....	900		900	315		87		101	325	6	432					66	66	
Fireman.....	97		97					53			53					44	44	
Marine.....	2		2													2	2	
Oil burner.....	24		24					7			7					17	17	
Stationary.....	3, 971		3, 971	373				1, 257		1	1, 258					2, 340	2, 340	
Fitter:																		
Gas.....	19		19					7			7					12	12	
Ship.....	2		2					2			2							
Forelady.....		105	105		5							92			92		8	
Foreman:																		
Card-grinder.....	3		3													3	3	
Carpenter.....	24		24	3				6			6					15	15	
Construction.....	26		26	10				13			13					3	3	
Crane.....	22		22	1				18			18					3	3	

Dry cleaner	15	15				1			1			14	14
Fly-frame fixer	8	8				1			1			7	7
Forge shop	28	28				24			24			4	4
General construction, labor	41	41	2			20	1		21			18	18
General maintenance and construction	6	6				2			2			4	4
General mechanic	1	1	1										
Laborers	176	176	7		8	70	16		86			75	75
Laborers (janitor)	136	136	26		7	41	10		51			52	52
Laundry	29	29	3			7			7			19	19
Logging and quarrying	20	20	3			15			15			5	5
Painter	14	14				1			1			13	13
Plasterer	1	1										1	1
Plumber	13	13	3			4			4			6	6
Road	49	49	14			26			26			9	9
Senior	166	166	59		1	67	26		93			13	13
Steamfitter	38	38			1	15			15			23	23
Tile and marble setter	6	6	2			2			2			4	4
Track	16	16	2			8			8			6	6
Utilities	9	9	1			7			7			1	1
Forester, junior	15	15			12	3			3				
Garageman-driver	481	481	58			213			213			210	210
Gardener	140	140	20		6	29	40		69			45	45
Assistant	1, 174	6	1, 180	182	9	486	398	1	885	4	1	5	99
Geneticist, associate	32	32	8			11			11			13	13
Geographer, assistant to	24	29				18			18	5		6	6
Geologist:													
Assistant	6	6				1			1			5	5
Junior	26	27			16	10			10	1		1	
Guard	2, 183	30	2, 213	240	26	115	3	304	271	12	587	1, 241	1, 242
Chief	39	39				16			16			23	23
Customs	180	180	3		2	23	93		116			59	59
Mounted	5	5										5	5
Penal and correctional institutions	4, 629	2	4, 631	1, 379	1	136		1, 104	1, 529	3	2, 636	1	478
Watchman and policeman	25	25			1	3	8		11			13	13
Guard-attendant	501	3	504			349		2	351	1		150	2
Handyman	329	19	329			54			54			256	256
Head, home economics		3	3		1					1		1	1
Industrial training department	4	4	1			1			1			2	2
Helper:													
Airplane-mechanic's	2	2				2			2				
Automobile-mechanic's	34	34				17			17			17	17
Blacksmith's	44	44	9			15			15			20	20
Boiler-maker's	1	1				1			1				
Carpenter's	507	507	72			147			147			288	288
Cotton classer's	2	2					1		1			1	1
Electrician's	11	11						1				10	10
Electrician's, radio	114	114	9			62			62			43	43
General	2	2				2			2				
General mechanic's	154	154	17			62			62			75	75
Laundry, skilled	24	78	2	6		1			1	4		21	44
Machinist's	2	2				2			2				65

1 Oral and character investigations not completed in some cases.

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
								Men				Women						
	Men	Women	Total	Men	Women	Men	Women	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Men	Women	Total
FOR ENTRANCE—continued																		
Helper—Continued.																		
Mason's, brick	4		4													4		4
Painter's	17		17	3				4			4					10		10
Pipefitter's	1		1					1			1							
Plumber's	4		4					2			2					2		
Scientific, under	7		7			6			1									
Sheet-metal worker's	66		66					28			28					38		38
Steamfitter's	32		32	4				5			5					23		23
Herder, buffalo	11		11	2				4			4					5		5
Horticulturist:																		
Assistant	1		1	1														
Associate	15		15	5				7			7					3		3
Husbandman:																		
Animal, junior	1		1						1		1							
Dairy, associate	251		251					183			183					68		68
Hygienist:																		
Dental	1	1	2	1	1													
Dental, senior	3	1	4	3	1													
Inspector	24		24	6				12			12					6		6
Aircraft, assistant	162		162	26				108			108					28		28
Airways construction	1		1	1														
Antinarcotic	4		4	1				1	2		3							
Boilers, local and assistant	3		3			2			1		1							
Bureau of Industrial Alcohol	31		31					10		2	12					19		19
Construction	1		1	1														
Construction, assistant	32		32					16			16					16		16
Construction, senior	31		31	5				11			11					15		15
Customs	303	290	593	6		13	12	52	132	2	186	43	122		165	98	113	211
Customs patrol	2,692		2,692	335		84		718	953	176	1,847					426		426
Dredging	31		31					20			20					11		11
Electrical material, assistant	1		1					1			1							

Food and drug, junior		1		1				1										
Immigrant	12, 431	29	12, 460	4, 428	12	395	1	1, 283	4, 185	6	5, 474	9	4		13	2, 134	3	2, 137
Immigration patrol	360		350			278			44	16	62					10		10
Lay assistant	25		25						9	6	15					10		10
Locomotives	1		1						7	1	7							
Plaster and stucco work	12		12													5		5
Radio enforcement, assistant	10		10						10		10							
Sanitary, junior	31		31			7			10	2	12					12		12
Shoes and leather	1		1								1							
Signal Corps equipment	32		32			2			16	3	19					11		11
Surveillance, junior	297		297	59					90		90					148		148
Surveillance, senior	143		143	37					93		94	1				12		12
Weights and measures, assistant	1		1							1	1							
Inspector-foreman, engineering, senior	6		6					1			1					5		5
Inspector-superintendent, engineering, principal	3		3	1												2		2
Instructor	8	1	9					7	1		8	1			1			
Assistant		1	1		1													
Shop subjects	7		7	1				3			3					3		3
Instructor-foreman	34		34	13				17	1		18					3		3
Investigator:																		
Prohibition, senior	40		40					13		11	24					16		16
Senior	372	6	378	32	1			295		5	300	5			5	40		40
Women's Bureau, junior	11	1	12			3	1	3	5		8							
Janitor	235		235	21		30		89	43		132					52		52
Joiner	1		1					1			1							
Ship	1		1					1			1							
Keeper:																		
Airways, assistant	155	2	157	28	1			44			44	1			1	83		83
Inspection station	119		119	3				98			98					18		18
Magazine	8		8	3				4			4					1		1
Laborer:																		
Classified	3, 906	2	3, 908	639		11		383			383					2, 873	2	2, 875
Postal Service	665		665	31		44		27	94		121					469		469
Laborer-janitor	1		1															
Junior	51		51					8			8					43		43
Leader division	50		50	5				24			24					21		21
Levelman, senior	131		131	3				19			19					109		109
Librarian:																		
Hospital	68	204	272				14	60	4		64	22	72		94	4	96	100
Junior	220	376	596	6	27	14	60	178	10		188	155	97		252	12	37	49
Linenman	38		38	2				30			30					6		6
Lithographer:																		
Artistic	11		11					5			5					6		6
Artistic, chief	57	1	58	1				24			24	1			1	32		32
Artistic, junior	59		59	1				35			35					23		23
Artistic, senior	14		14					6			6					8		8
Machinist	180		180	15				27			27					138		138
Maintenance man	1		1					1			1							
Maker:																		
Instrument	80	1	81					67			67	1			1	13		13
Instrument, chief	21		21	1				12			12					8		

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed						Passed. ¹		
								Men			Women					
	Men	Women	Total	Men	Women	Men	Women	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	
FOR ENTRANCE—continued																
Maker—Continued.																
Instrument, principal	23	1	24		1			13			13				10	10
Instrument, senior	15		15					11			11				4	4
Flag pattern	4	2	6					4			4	1			1	1
Mason, brick	8		8		2										6	6
Master	81		81		3			14			14				64	64
Master-at-arms	123		123		6			16	23		39				78	78
Math	3		3					1			1				2	2
Mathematician, junior	1		1			1										
Matron	1	16	16									8	5		13	3
Mechanic:																
Aircraft motor	21		21					14			14				7	7
Airplane	271		271		15			222			222				34	34
Airplane electrician	45		45		7			30			30				8	8
Automobile, general	549		549		56			134			134				359	359
Automobile, special	22		22					9			9				13	13
Aviation engine	36		36					18			18				18	18
Dental laboratory	37		37					8			8				29	29
Farm	9		9		1			6			6				2	2
General	410		410		19			232			232				150	150
Laboratory, junior	6		6		2			3			3				1	1
Motor	1		1												1	1
Orthopedic	62	2	64					27			27				35	37
Orthopedic, senior	17		17					8			8				9	9
Radio	169		169		5			132			132				32	32
Mechanician:																
Airways	12		12					9			9				3	3
Automotive, general	90		90		9			53			53				28	28
Elevator	2		2												2	2
Elevator, senior	180		180		47		5	50	52		102				26	26

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

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	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total			
FOR ENTRANCE—continued																		
Operator—Continued.																		
Explosives.....	36	—	36	—	—	—	—	27	—	—	27	—	—	—	—	9	—	9
Graphotype.....	15	10	25	3	6	1	—	—	—	—	—	—	—	—	—	11	4	15
Mimeograph.....	153	5	158	6	1	10	—	41	2	—	43	3	—	—	3	94	1	95
Motor boat.....	24	—	24	—	—	—	—	5	—	—	5	—	—	—	—	19	—	19
Multigraph.....	22	1	23	—	—	5	1	6	2	—	8	—	—	—	—	9	—	9
Multigraph, junior.....	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
Multigraph and mimeograph.....	10	12	22	—	—	1	4	1	1	—	2	—	2	—	2	7	6	13
Photostat, junior.....	6	1	7	—	—	2	1	1	3	—	4	—	—	—	—	—	—	—
Photostat, under.....	13	2	15	—	—	12	2	1	—	—	1	—	—	—	—	—	—	—
Photostat and blue-print, junior.....	3	—	3	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—
Power sewing machine.....	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
Pumping station.....	11	—	11	—	—	—	—	5	—	—	5	—	—	—	—	6	—	6
Radio.....	2	—	2	—	—	—	—	1	—	—	1	—	—	—	—	1	—	1
Radio, assistant.....	638	—	638	254	—	—	—	199	—	—	199	—	—	—	—	185	—	185
Radio, junior.....	3	—	3	—	—	—	—	—	—	—	—	—	—	—	—	3	—	3
Rotaprint.....	47	—	47	—	—	—	—	30	—	—	30	—	—	—	—	17	—	17
Sewage disposal.....	33	—	33	12	—	—	—	16	—	—	16	—	—	—	—	5	—	5
Tabulating machine, junior.....	9	6	15	—	1	—	—	4	3	—	7	1	3	—	4	2	1	3
Telegraph.....	6	—	6	—	—	—	—	—	—	—	—	—	—	—	—	6	—	6
Telephone.....	40	599	639	5	53	2	40	48	113	—	161	45	76	—	121	11	246	257
Tractor.....	112	—	112	20	—	—	—	58	—	—	58	—	—	—	—	34	—	34
Packer.....	18	—	18	3	—	—	—	6	—	—	6	—	—	—	—	9	—	9
Painter.....	463	—	463	34	—	—	—	119	—	—	119	—	—	—	—	310	—	310
Senior.....	10	—	10	—	—	—	—	—	—	—	—	—	—	—	—	10	—	10
Spray.....	16	—	16	1	—	—	—	6	—	—	6	—	—	—	—	9	—	9
Painter and doper.....	25	—	25	—	—	—	—	21	—	—	21	—	—	—	—	4	—	4
Parasitologist:																		
Assistant.....	25	3	28	—	—	—	—	20	—	—	20	3	—	—	3	5	—	5

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total	Did not meet announcement requirements	Written test	Oral and char- acter ¹	Total			
FOR ENTRANCE—continued																		
Secretary, National Capital Park and Planning Commis- sion	83	1	84	23				53			53	1			1	7		
Sewer		1	1									1			1			
Aircraft fabrics	1	23	24		2			1			1	6			6	15	15	
Specialist:																		
Cotton classing	1		1					1			1					1	1	
Marketing, assistant	8		8					7			7					3	3	
Marketing, associate	6		6					3			3					21	21	
Marketing, junior	309		309	18		112		60	98		158					1	1	
Senior	1		1													4	4	
Splicer (cable) seaman	12		12					8			8					7	7	
Statistician, assistant	87	22	109	63	18			17			17	4			4	11	11	
Steamfitter	14		14					3			3					6	6	
Senior	9		9					3			3					33	33	
Steamfitter and plumber	36		36					3			3							
Stenographer:																		
Junior	597	5,314	5,911	1		148	754	7	340		347	59	3,208		3,267	101	1,293	
Senior	564	4,771	5,335			147	715	5	380		385	57	3,565		3,622	32	434	
Stevadore checker, chief	5		5					4			4					1	1	
Steward:																		
Assistant	23		23	4		2		7	7		14					3	3	
Chief	20		20	2				10			10					8	8	
Cabin	28		28					12			12					16	16	
Second	14		14					8			8					6	6	
Third	47		47	1				30			30					16	16	
Stewardess		23	23		1							6			6		16	
Stiller	16		16	2				7			7					7	7	
Stockman-checker	107		107			4		43	31		74					17	17	
Storekeeper	1,058	3	1,061	57		90		543	188		731	3			3	180	180	
Clothing	41		41	18		2		15	1		16					5	5	
Deck department	86		86	1		11		23	29		52					22	22	

Engine department.....	86	86	7	58	14	72	7	7
Junior.....	1	1					1	1
Steward's department.....	97	97	8	48	27	75	14	14
Storekeeper-gauger.....	194	194		2	120	137	57	57
Storeman.....	3	3	1	2		2		
Superintendent.....	23	23		17		17	6	6
Farm.....	2	2		1		1	1	1
Foundry.....	183	183	2	69	99	168	13	13
Indian school.....	23	23	8		1	1	14	14
Laundry.....	6	6		4		4	2	2
Machinery, assistant.....	71	71	1	49	16	65	2	2
Supervisor:								
Grain inspection, junior.....	1	1	1					
Home economics, associate.....	2	66	16	2		2	39	11
Nurses', assistant.....		14				12	12	2
Probation, assistant.....	161	7	168	57	1	88	2	15
Stock.....	1	1				1		4
Vocational rehabilitation.....	1	1				1		
Surgeon:								
Acting assistant.....	1	1					1	1
Tree.....	60	60		24		24	36	36
Surveyman.....	2	2		1		1	1	1
Teacher (Indian Service).....	794	2,386	3,180	27	68	30	55	613
Technician:								
Medical.....	28	13	41	16	11	2	3	1
Medical, junior.....	167	104	271	14	4	9	8	17
Medical, senior.....	36	28	64	1	2	27	72	89
Technologist.....	21	21				15		2
Fisheries, assistant.....	17	17	1			13		21
Sugar, junior.....	184	4	188	13	26	50	78	128
Textile, associate.....	1	1				1		2
Tender, cupola.....	7	7				1		1
Tile setter.....	22	22						1
Tinner.....	32	32	3			7		1
Transferer, lithographic.....	71	1	72			11	1	1
Translator.....	14	3	17			3		3
Typist:								
Junior.....	1,329	8,283	9,612	1		277	1,150	15
Senior.....	1,090	6,800	7,890		1	230	991	7
Upholsterer.....	1	1				1		6
Verifier, opener and packer.....	1	1						37
Veterinarian:								
Assistant.....	60	60	31		1	3	5	8
Junior.....	88	88	22		2	6		43
Warden, deputy.....	1	1						1
Warder.....	39	244	283		2	34	99	34
Warehouseman.....	66	66	1		6	31	8	39
Watchman, warehouse.....	8	8				8		8
Welder.....	68	68	23			14		14
Wheelman.....	180	180	5			56		56

1 Oral and character investigations not completed in some cases.

TABLE 1.—Showing for the fiscal year ended June 30, 1932, by kinds of examinations and sex, the number examined, failed, and passed—Con.

Title of examination	Applicants (examined)			Application not com- plete		Did not attend ex- amination		Failed								Passed ¹		
	Men	Women	Total	Men	Women	Men	Women	Men				Women				Men	Women	Total
								Did not meet announcement requirements	Written test	Oral and character ¹	Total	Did not meet announcement requirements	Written test	Oral and character ¹	Total			
FOR ENTRANCE—continued																		
Worker:																		
Laundry, skilled	139	76	215	61	28		1	13			13	5			5	65	42	107
Leather and canvas	1		1													1		1
Sheet-metal	25		25	1				5			5					19		19
Social	29	123	152	1	4			28			28	105			105		14	14
Social, junior	42	213	255		7			39			39	168			168	3	38	41
Social, principal	4	19	23					4			4	13			13		6	6
Social, school	729	717	1,446	34	39			687			687	631			631	8	47	55
Social service	56	65	121	1			1	55			55	53	5		58		6	6
Wood, airplane	2		2					1			1					1		1
Yeoman:																		
Deck	28		28			11			8		8					9		9
Steward's	80		80			20		10	25		35					25		25
Miscellaneous:																		
Air Corps	412		412	68				100		11	111					233		233
Alaska Road Commission	56		56	2				38			38					16		16
Central labor boards	621		621	156				106			106					359		359
Chemical Warfare Service	11		11													11		11
Coast Guard	209		209	19				88			88					192		192
Engineer Department at large	9,036		9,036	473				2,729	12	26	2,767				5,796		5,796	
Indian irrigation service	192		192	12				79			79					101		101
Lighthouse Service	748		748	59				174			177					512		512
Military Academy	726		726					93		3	93					633		633
Navy yard service	9,193	16	9,209	740				2,762		4	2,766	5		5	5,687	11	5,698	
Ordnance Department at large	2,179	202	2,381	117				649		1	650	52		52	1,412	150	1,562	
Quartermaster Corps	752	30	782	92	22			212			212					8		456
Reclamation Service	258		258	38				97			97					123		123
St. Elizabeths Hospital	365	97	462	48	13			223			223	47		47	94	37	131	
Veterans' Administration	761		761	43				155		1	156				562		562	
Total for entrance, classified service	184,562	65,815	250,377	24,868	4,012	10,674	7,515	38,920	43,795	654	83,369	7,506	28,343	42	35,891	65,651	18,397	84,048

Nonpreference.....																	46,557	17,566	64,123
Preference (5 points allowed).....																	14,979	326	15,305
Disability preference.....																	4,115	91	4,206
Widow's preference.....																		280	280
Wife's preference.....																		134	134
Total.....	184,562	65,815	250,377	24,868	4,012	10,674	7,515	38,920	43,795	654	83,369	7,506	28,343	42	35,891	65,651	18,397	84,048	
Promotion, transfer and reinstatement.....	5,880	852	6,732	3	1	35	5	174	555	10	739	7	273		280	5,103	566	5,669	
Total for classified service.....	190,442	66,667	257,109	24,871	4,013	10,709	7,520	39,094	44,350	664	84,108	7,513	28,616	42	36,171	70,754	18,963	89,717	
Designation to Military and Naval Academies.....			3,421																
Entrance to Naval Academy and Coast Guard.....			2,452																
Foreign Service, Department of State.....			498																
Philippine service.....	885	664	1,549	4				317			317	273			273	564	391	955	
Postmaster, first, second and third class.....	6,416	1,604	8,020					15	18		33	1	2		3	204	7	211	
Schedules A and B.....	237	10	247																
Unskilled laborer.....	2,769	3,253	6,022	236	812	5	99	391		1	392	209			209	2,153	2,133	4,286	
Total unclassified.....			22,209																
Aggregate.....			279,318																

¹ Oral and character investigations not completed in some cases.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex

[In a few instances, a greater number of appointments than eligibles available is shown. This is caused by appointment to a position from a similar register of higher grade, or from an allied register]

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Accountant.....	43	20	7	1			71			1				1						
Principal.....	3	5					8											2		2
Accountant and auditor:																				
Assistant.....	24	25	4				53			1				1				1		1
Assistant chief.....	31	28	3				62													
Associate.....	31	10	2				43													
Administrator:																				
Prohibition.....	18	10	10				38													
Prohibition, assistant, enforcement.....	14	24	13				51													
Prohibition, assistant, permissive.....	69	40	20				129													
Prohibition, deputy.....	65	56	13				134	22	25	22				69				9		9
Prohibition, senior.....								1						1						
Adviser:																				
Boys', reservation and junior high school.....	68	8	1				77													
Boys', senior high school.....	158	108	22	1			289	8	1	3				12				20		20
Girls', reservation and junior high school.....				13			13											1		1
Girls', senior high school.....				108		1	109											17		17
Medical.....	1	1					2													
Medical, assistant.....	4	4					8													
Agent:																				
Agricultural, extension.....	6	4	4				14											4		4
Antinarcotic.....	10	22					32	155	51		1			215				9		9
Commercial, associate.....	90	26	23	6			145			1				2				3		3
Commercial, junior.....	132	20	14	4			170							1						
Farm.....	42	11	5				58	1						1				16		16
Federal, home economics education.....				2			2													
Federal, trade and industrial education.....	3	2					5													
Fisheries, statistical, junior.....								17	1	1				19				3		3
Fisheries, statistical-marketing, assistant.....	4						4											1		1
Home demonstration.....				3			3													
Home extension.....				8			8				12			12				5		5

Prohibition	219	471	79	3	772	709	373	25	2	1,109	451	451
Purchasing	2	1			3							
Quartermaster	1	7	1		9							
Seed loan	35	12	3		50						13	13
Seed loan, assistant	108	68	15		191	7	2	4		13	7	124
Special	33	26	2		61							
Trade and industrial education	4	3	1		8							
Agronomist							2			2		1
Assistant	9	1	2		12	3	1	1		5		1
Associate	9	5			14							
Junior	32	1	3		36						1	1
Principal	1				1						1	1
Aide:												
Agricultural, senior, farm foreman	1	3	1		5							
Animal husbandry, junior		1			1		2			5		1
Biological								3		3		2
Biological, assistant								3		3		2
Biological, junior	2		2		4	7	3			10		3
Biological, senior	5		1		6	2		3		5		2
Computing, assistant	1		2		3							
Engineering	52	7	2		61						4	4
Engineering, assistant	1				1						2	2
Engineering, field	75	15	3		93						2	2
Engineering, senior	7				7						6	7
Field						94	6		3	103		1
Field, assistant						136	7		1	144	4	4
Foreign plant introduction	3	1	1		5							
Laboratory, in animal husbandry, assistant	5	1		1	7							
Laboratory (part time)	47				47					40	40	7
Laboratory and field, poultry husbandry	1	1	2		4							
Laboratory, poultry husbandry	5			3	8							
Laboratory, poultry husbandry, junior	4		1	1	6							
Laboratory, and technical clerk	6		1	8	15							1
Land appraisal, senior	33	16	2	3	54							
Library	56	1	1	109	170			1		3		3
Occupational therapy	8	7	12	46	76			3		3		
Occupational therapy, pupil	1		1	7	9							
Physiotherapy	17	4	1		23	6	7	2	12	27	1	
Physiotherapy, pupil	8	7	2	10	27							
Plant quarantine, senior	1				1							
Poultry, junior	4	1	1		6							
Scientific, assistant	83	9	1	65	158							
Scientific, date scale eradication, junior	1	1			2							
Scientific, food preparation, junior	1			11	12							
Scientific, junior	55	1	1		57						11	4
Scientific, plant industry, junior	7		1	1	9							
Scientific, senior	4				4	20	1		3	24		4
Scientific, soil surveying	31	6			37							
Scientific, transportation and refrigeration		2	1		3							
Scientific, various	18	4	2	13	39							

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men				Women			Men				Women			Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Total	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference	Total	Nonpref- erence	5 - point preference	10 - point preference						
Analyst:																				
Associate.....					1															
Economic.....																				
Anatomist, physiological, plant, assistant.....	3	1	1		1				6	6								3		3
Anthropologist, associate.....	3	1																		
Appraiser:																				
Land.....	9	5							22		14				36	14	14			
Land, assistant.....	9	11	1																	
Land, associate.....	7	8	1						19	27	2				48	16	16			
Apprentice.....	233	1							373	3					376	7	7			
Airplane mechanic.....	44	6																		
Draftsman.....	97	7	2		16				4						4	73	6	79		
Fish culturist.....	130	27	1																	
Government Printing Office.....	446	17	3		2															
Laboratory, minor.....	50	1			1				32	1					33					
Laboratory, under.....	63				4															
Lithographer, artistic.....	2																			
Lithographer, artistic, minor.....	7																			
Lithographer, mechanical.....	4																			
Lithographer, mechanical, minor.....	4																			
Mechanical trades, Coast Guard.....	5								42	4					46					
Ordnance Department.....	32															32	32			
Shop.....	90	4	1													95	95			
Surveyman.....									10						10					
Architect.....	3	8																		
Assistant.....	64	6	6		2										5					
Associate.....	61	19	9												4					
Junior.....	23	1			1															
Landscape.....	1																			
Landscape, assistant.....	8	6	2		1											2	2			
Landscape, junior.....									25	8	3	3			39					
Landscape, senior.....	3	1																		
Naval, assistant.....	13	5							19	8	1				28					

Naval, associate	13	1				14	45	6	1			52			8	16	16
Senior	3	1				4							8		8		
Artist, botanical	1			2		3										2	2
Assayer, assistant																	
Assistant:																	
Accounting and auditing, principal	25	11	3	1		40							2		2		
Administrative	2	5		1		8											
Adviser's	21	2				24	1					1					
Agricultural information	3		1			4											
Cold-storage warehouse	2					2											
Dental surgeon's	1		2	4		7			3	1	4	3	9	12		5	5
Druggist's	11	6	2	2		21											
Dry cleaner's	4					4						4		4			
Engineering information	1		1			2											
Field							671	53	5	18		747			96	1	97
Library	2			16		18	2			40	2	44	2	15	17	1	1
Library, junior	1			16		17	5			44	1	50	1	14	15	3	3
Library, minor	1	1		8	1	11										1	1
Library, under	2			22	5	29	7	2		37		46	1	21	22	4	5
Management	2					3											
Nautical	4					4											
Personnel research	31	9	4	66	1	111											
Physiotherapy	6	4	1	4		15	20	12	1	9		42	10	4	14	3	3
Procurement planning		1				1							1		1		
Research, Civil Service Commission	1			2		4											
Research, personnel administration	2	4	1	1		8											
Sanitary engineer's	13	12	5			30											
Seed loan enforcement	5	1				6										1	1
Surgeon's	18	15	5	17	1	56	6	5		13	2	26	2		2	1	1
Surgeon's, eye, ear, nose and throat	1	1	1	3		6										4	4
Surgeon's, operating-room		9			1	9											
Technical, junior	116	20	5	44		185	5		3			8				2	6
Associate:																	
Historical research	11	4		4		19										1	1
Public information	5	10		5	1	21			3			3				1	1
Astronomer, junior	3					3											
Attendant:																	
Laboratory	64	9	2			75	6	3	1	1		11				10	10
Rabbit station	4	2	1			7											
Status of Liberty	1	2				3										2	2
Attorney	61	66	7	1		135	80	103	23	2		208					
Assistant	67	43	10	6	1	127	105	22	27	4		158				5	5
Associate	26	29	5	1		61	54	30	19			103				7	7
Patent, senior	3	1				4											
Senior	53	51	6			110	56	64	17	1		138				7	7
Auditor:																	
Junior	437	222	87	28	1	775			22		1	23				8	8
Transportation rate and traffic, freight, senior	33	16	4			53										2	2

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Bacteriologist:																				
Assistant	9	6	1	2			18													
Associate	6	7		3			16													
Associate, medical	1	4	1	5			11												1	1
Junior	17	1		10			28											4		4
Public Health Service	3	5		5	1		14													
Senior	5	4					9													
Baggageman-embalmer	5	4	2				11	1						1	1		1	4		4
Barber								8	3					11						
Biochemist	8	6		3			17											1		1
Assistant	7	4		5			16													
Associate	1	4	1	3			9	9	2					11				1		1
Junior	2						2													
Biologist	2	1		3			6													
Aquatic				1														1		1
Aquatic, assistant	8			1			9	1						1				2		2
Aquatic, associate	4	2		1			7											3	1	4
Aquatic, junior	7			3			10											2		2
Assistant	6	4					10													
Associate	2						2													
Head	2	1					3											1		1
Junior	51	11	1	15			78											2	1	3
Blacksmith	38	26	3				67	40	13	1				54	27		27	6	1	7
Senior								11		1				12				1		1
Blacksmith and horseshoer								10	4					14				1		1
Blower, glass, senior	4	1	1				6													
Blueprinter	1		1				2													
Boatswain	1	5					6	17	17	2				36	2		2	3		3
Boilermaker	3	3					6	11	3					14	2		2	2		2
Bookbinder	107	20	2				129	5	4	1	1			11				36		36
Bookkeeper										23			1	24						
Assistant	94	18	5	15			132											1	2	3
Junior	152	24	12	64			252											3		3
Senior	87	17	24	27			155											2	1	3

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference		Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference							
Clerk—Continued.																				
File, under	304	30	12	489	4	16	855	2,413	223	100	3,485	5	102	6,328	277	464	741	41	4	45
Finance and allotment	1						1													
Forest and field	7	1		22		2	32	13	4	2	8			27	1	3	4	6	2	8
Forest and field, senior	9	7	2	3			21								4		4	3		3
General	2,173	577	158	1,572	16	26	4,522	40	16	62	17		14	149	2,314	1,357	3,671	70	45	115
Minor	1			12			13								1	12	13			
Postal, Panama																		1		1
Post office, Indian Service	1			1			2													
Qualified as buyer, miscellaneous supplies		2					2								2		2			
Qualified as copyist-draftsman	1	1					2													
Railway postal	7,332	2,135	4				9,471	8	1	20				29				789		789
Record	4	5		3			12											3		3
Special, land title verification	1	4	1				6													
Statistical, assistant	91	7	6	75		3	182	509	121	27	330	3	24	1,014	97	73	170	20	8	28
Statistical, senior	7	1	1	36			45													
Stock, auto spare parts	2						3													
Transportation, assistant	3	1	1				5													
Transportation rate, senior	1	1	1				3													
Weight	7	1	1				9	19	3					22	2		2			
Clerk-carrier	45,993	11,093	1,237	6,503	41	130	64,997	7,263	1,344	443	586	4	28	9,668	4,437	770	5,207	2,294	43	2,337
Clerk-embalmer		2					2	1	5					6	1		1			
Computer:																				
Junior	33			15			48	35	1		11			47	33	15	48	2		2
Senior	41			18			59	236	14	1	28			279	40	18	58	6		6
Conductor, elevator (see also Operator)	145	16	11	27		1	200	431	32	6	219		1	689	115	25	140	93	45	138
Conservationist, soil, senior	9	2					11													
Cook								3	7					10						
Assistant	7	25	3				35		2					2	6		6	7		7
Coverer, pipe	2		1				3								3		3			
Curator		1					1													
Associate	1	2					3	7						7				2		2

[illegible]

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931						Eligibles from examinations held during year ended June 30, 1932 ¹						Eligibility expired			Appointments ²		
	Men			Women			Men			Women			Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference						
Editor:																		
Assistant	1	1	1	1														
Chief	5	1		1														
Film	1	2																
Proof	10	1																
Technical, Bureau of Mines	3	1														1	1	2
Technical review, assistant	5		1	1												1		1
Technical review, assistant, foreign	3	2	1													1		1
Educationist	23	6	1	5			35	2					2			1	1	2
Assistant	42	23	5	10			80											
Junior				1			1											
Senior	2	3		11			16	1		5			6			1	1	2
Electrician	357	269	98				724	99	65	33	5		197	101	101	29	1	29
Army Transport Service	3	3					6	23	18	1			42	6	6			
Chief	1	1	1				3											
Ignition								17	15	4			36					
Lineman	4	6	3				13							13	13			
Marine	5	3	1				9											
Marine, senior		1					1											
Motor repair	13	12	4				29			3			3			1		1
Radio		3					3									1		1
Radio, principal	1	4					5											
Radio, senior	4	17					21											
Senior								1		9			10			2		2
Electroplater								1	3				4			2		2
Electrotyper	24	3					27											
Elevator dispatcher	5	1	2				8	3	1				4			1		1
Employee, skilled	3			5			8									1		1
Engineer (see also Engineman)	208	167	27				402			1			1			7		7
Assistant	629	312	80	1			1,022	166	63	20			249	73	73	71		71
Associate	361	308	45				714	200	148	35			383			111		111
Automotive								3	4	2			9			1		1
Chemical, principal	2	2					4											
Civil										1			1	5	5	13		13

Civil, senior						1	2			3			3	3
Deck						3	4			7			4	4
Deck, Army Transport Service	1					1	8	7		15	1		1	
Electrical, associate	1	2				3				3		3	2	2
Fire protection							13	6		19			1	1
First assistant	1	1				2				2	2			
Fourth assistant, Army Transport Service						1				1				
Junior	1,658	46	10			1,714		2		2	70	70	146	146
Locomotive crane	8	1				9								
Marine, chief, Army Transport Service		4				4								
Marine, steam	4	1				5	2			2	5	5	1	1
Marine, steam, assistant	14	9	2			25	2	1		3				
Mechanical, assistant	3	3				6					6	6	7	7
Mechanical, senior								1		1			1	1
Metallurgical, chief	8	1				9								
Mining, assistant							1	1		2			1	1
Ordnance, assistant							2	4	2	8				
Ordnance, associate								3	1	4			1	1
Petroleum									2	2				
Principal	11	1	2			14								
Refrigeration	6	5				11	13	6	2	21			5	5
Sanitation and plumbing, assistant			1			1								
Second assistant	1	3				4					1			
Senior	120	70	9			199							1	1
Third assistant	2	11				13	26	16	2	44			7	7
Welding, senior	2	1				3								
Engineer and deck officer, junior	99					99	32	1		33	12	12	12	12
Engineer-inspector							1	3	1	5			1	1
Engineman (see also Engineer)	3	3				6			1	1				
Diesel	3	4				7								
Diesel-electric, first class	1	4				5		1		1			1	1
Diesel-electric, second class	1					1							3	3
Diesel, first assistant	3	2				5								
Diesel, junior		3				3								
Diesel, second assistant	1	1				2								
Gasoline, hoisting							6	4		10			1	1
Helium plant	1		1			2								
Helium plant, assistant	3					3								
Internal combustion-electric													1	1
Internal combustion-electric, assistant	2	1	1			4	2	2	1	5				
Locomotive	4	3				7	13	11	1	25			2	2
Marine, first assistant			2			2								
Marine, gasoline	18	13				31	5	3	1	9	16	16	5	5
Marine, steam and Diesel								1		1			1	1
Marine, steam, chief	15	4	5			24							1	1
Marine, steam, first assistant	1	2				3								
Marine, steam, second assistant		1	1			2								
Refrigeration	9	1				10						3		
Stationary, assistant	2					2					2			
Steam-electric							8	1		9				
Steam-electric, chief	10	6				16							3	3

¹ Oral and character investigations not completed in some cases.² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931						Eligibles from examinations held during year ended June 30, 1932 ¹						Eligibility expired			Appointments ²		
	Men			Women			Men			Women			Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference						
Engineman—Continued.																		
Steam-electric, first class	4	6	1				11	2	6	1			9	4		4	5	5
Steam-electric, second class	54	29	5				88	49	31	10			90	18		18	29	29
Steam-electric, third class	48	32	3				83	4	4	1			9	5		5		
Steam, chief		1					1											
Steam, first class	1						1											
Steam, second class	47	38	9				94	11	8	4			23			22		22
Steam, stationary								10	17	4			31			1		1
Steam, third class	151	130	19				300	251	148	13			412	44	44	27		27
Third class	3	3	1				7	31	24	2			57					
Engineman-fumigator, marine, gas		1					1						1		1			
Engraver:																		
Assistant	5		1				6											
Junior	9						9											
Map, copperplate	2						2	20	8	2			30	2		2		
Map, copperplate, junior																		
Photo	21	4	1				26	20	7	1			28			1		1
Senior	3						3						2	3	3	2		2
Engrosser	1							3		1	1		5					
Entomologist		5					6											
Assistant	64	6	2				72		1	1			2	5		5	10	10
Associate	13	8	1				22	37	15				52			4		4
Junior	68	3		3			74						2	1	3	8		8
Senior	1	1					2											
Estimator:																		
Cotton grade and staple, junior	22	3					25			1			1			5		5
Crop and livestock, assistant	45	23	14				82	1	1				2					
Crop and livestock, associate	32	32	9				73											
Crop and livestock, junior	6	9	5				20			2			2					
Ethnologist, senior																1		1
Examiner:																		
Civil service, education, associate	11	10	4				25	51	18	4	2		75					
Civil service, field								4	1				5			2		2
Claims	110	66	34	19			229			7			7			7		7

Patent.	3	1				4										1	1
Patent, junior	80	14	2			96										21	21
Principal							12									1	1
Range, junior	22	3				25			6							13	13
Senior							11	8									
Transportation tariff	35	11	5			51			3							1	1
Warehouse, assistant	1		3			4	11	16	2							6	6
Warehouse, associate	3	3				6											
Expert:																	
Scale, automatic	1	3	8			12											
Social service administration	1			6		7											
Timber		5	1			6											
Timber, assistant	6	4				10	18	12	2				32	10		10	
Timber, associate							14	22	4				40				
Exterminator, pest	2		1			3	5	3					8	3		3	
Farmer, irrigation	24	15				39											
Finisher:																	
Cement	18	11	1			30	19	3					22			9	9
Furniture							16	8	2				26				
Fire:																	
Chief		1				1	3	8	1				12			2	2
Chief, assistant													3			1	1
Fighter	32	41	6			79	32	140	21				193	7		5	5
Fighter and guard							2	12	3				17			3	3
Fire department (District of Columbia) private	32	7				39	58	8					66			50	50
Fireman							22	21	1				44			9	9
Marine	27	27	1			55			2				2	8		4	4
Oil burner	5	14	1			20	12	4	1				17			2	2
Stationary	1, 128	592	102			1, 822	1, 665	606	69				2, 340	471		471	195
Stationary, high-pressure plant	1	2	1			4								4		4	18
Stationary, low-pressure plant																8	8
Forelady:																	
Laundry department				2		2				3			3		2	2	
Laundry department, hand pressing										5			5				
Foreman:																	
Airplane mechanic		2				2											
Ammunition renovation plant		1				1											
Bricklayer	3	1	1			5							3		3	2	2
Card grinder	2	1				3	2	1								1	1
Carpenter	64	19	8			91	9	5	1				15	32		11	11
Cast-stone worker			1			1										1	1
Cement finisher	1	1				2							2		2		
Construction	7	7	1			15							1		1	1	1
Construction, airways	15	12	2			29	2		1				3				
Construction, airways, assistant		1				1											
Crane							1	2					3			2	2
Dry cleaner							9	5					14			2	2
Electrician	6	8				14										1	1
Engineer department	1	2				3											
Fly-frame fixer							4	2	1				7			1	1
Forge shop							4						4			1	1

¹ Oral and character investigations not completed in some cases.² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Foreman—Continued.																				
Garage.....	5	8	2				15							18				4		4
General construction, labor.....								15	3					4				6		6
General maintenance and construction.....	21	18	4				43			4				4				1		1
General mechanic.....	12	1	2				15								7		7	1		2
Laborers.....	90	83	41	1			215	47	10	9				66	20		20	7		7
Laborers, assistant.....	19	14	7				40											1		1
Laborers, gardening.....								4	2	1				7				1		1
Laborers, janitor.....	5	6	1				12	31	16	7				54				3		3
Laundry.....	4	4	1				9	4						4	1		1	6		6
Laundry department, checking.....	2	3					5													
Laundry department, class 2.....	31	12	4				47													
Laundry department, distributing.....		1					1													
Laundry department, ironing.....	1						1													
Laundry department, marking.....	1	1					2											1		1
Laundry department, washing.....	9	3	5				17	6	8	1				15	3		3	6		6
Lodging and quarrying.....	1						1	4	1					5				1		1
Meat laboratory.....																				
Mountain road and trail construction.....	5						5											2		2
National park.....	1						1													
Painter.....								6	6	1				13						
Plasterer.....	5	3					9			1				1	9		9			
Plumber.....			1				1	4	2					6				1		1
Power shovel and motive equipment.....		1					1								1		1			
Ranch.....	8	5	4				17													
Road.....	23	16	2				41								26		26			
Road maintenance.....	16	4	2				22											3		3
Road, senior.....								6	2	1				9						
Sailmaker.....	2						2													
Senior.....								6	4	3				13						
Sheet-metal worker.....	3						3								2		2	2		2
Steamfitter.....								15	7	1				23						
Structural and reinforcing steel work.....		1	1				2								2		2			
Sub.....	6	1					7													

Associate							2	1					3						
Junior			1				1												
Principal	2						2												
Senior	2	4					6												
Husbandman:																			
Animal, assistant	3	3					6												
Animal, associate	9	8	1				18												
Animal, junior	67	18	9				94												
Dairy, assistant	8	2					10										1		1
Dairy, associate							6	46	21	1			68						
Dairy, senior	4	2					1												
Poultry, associate	1						1												
Poultry, junior	5	2					7												
Hygienist:																	2	2	4
Dental	11	13	3	67	2		96											1	1
Dental, senior		4		25			29												
Illustrator:																			
Artist, animated photography	1				1		1												
Chief				1	1		2										4		4
Inspector								4	1	1			6						
Aircraft, assistant	21	17	3				10	22	5	1			28						
Aircraft, junior	3	6	1				1						1		1				
Aircraft, senior		1					1												
Airplane	3	4					7												
Airplane engine		1					1												
Airways construction	117	164	16				297										2		2
Antinarcotic	55	23	6				84												
Aviation engine	7	4					11												
Boilers, local and assistant	17	20	1				38										2		2
Building																	1		1
Bureau of Industrial Alcohol	858	265	86	7			1,216	3	4	12			19				18		18
Construction	51	43	13				107						14				14	10	10
Construction, assistant	22	27	9				58	12	4				16	5			5	3	3
Construction, floating plant	2						2												
Construction, junior	1	2					3						3				3	1	1
Construction, naval, assistant	4	2					6												
Construction, senior								10	5				15	1			1	1	1
Customs	1,958	1,699	294	37	1	1	3,990		2	96	105	1	7	211	53	6	59	101	3
Customs patrol	12	104	7				123	60	333	33				426	16		16	6	104
Dredging	1						1	8	1	2				11					6
Dumping	1						1												
Electrical material, assistant	1	1	1				3												
Engineering material, assistant	29	13	1				43							18			18		
Field office	4	2	1				7												
Field office, associate	7	3	1				11												
Food and drug, junior	55	6	3				64											1	1
Hours of service	35	11	3				49											1	1
Hull, material, assistant	3	1	1				5												3
Hulls, local and assistant	9	11					20											3	
Immigrant	1,048	1,098	284	20	2	1	2,453	1,128	829	177	3			2,137				20	20
Immigration patrol	765	1,076	61				1,902		1	9				10	1		1	252	252

¹ Oral and character investigations not completed in some cases.² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

[illegible]

Penitentiary service.....	4	1	1			6												
Photography.....		2				2												
Shop subjects.....	35	18	7			60	1	2				3				12		12
Instructor-foreman.....							3					3						
Auto mechanic.....	7	3				10										1		1
Baker and cook.....	1	3				4												
Blacksmith.....	3	5	1			9												
Bottoming or making department.....	10					10												
Bricklayer.....	4	3	2			9										1		1
Broom factory.....	1					1												
Cabinetmaker.....	4	3	1			8										1		1
Carpenter.....	3	5				8												
Dairying and animal husbandry.....	1	1				2												
Electrician.....	4	3				7												
Lasting department.....	3	1				4												
Laundry.....	1	2				3												
Machinist, assistant.....	3					3												
Painter.....	5	8	1			14										1		1
Plasterer.....	4	1	2			7												
Plumber and steamfitter.....	15	11	2			28										1		1
Poultry husbandry.....	2					2												
Power sewing machine, assistant.....				6		6											1	1
Printer.....		1				1												
Sheet-metal worker.....	1	3				4						10			10			
Shoe factory.....	9	1				10												
Shoe repairman.....	3					3												
Stock fitting and sole department.....	4	1				5												
Swine husbandry.....		2				2												
Tailor.....	1	2				3										1		1
Truck gardener.....			1			1						14			14			
Instrumentman.....	13	3				16												
Investigator.....																	3	3
Prohibition.....	39	49	9			97										6		6
Prohibition, senior.....	3	1				4	8	6	2			16						
Senior.....							17	21	2			40						
Women's Bureau, junior.....	26	19	10	16	1	72												
Janitor.....	86	48	14			148	26	17	9			52	27		27	12		12
Joiner, senior.....	27	7				34										1		1
Keeper:																		
Airways, assistant.....	172	140	32			344	49	29	5			83	21		21	109		109
House.....				1		1												
Inspection station.....							14	4				18				3		3
Magazine.....								1				1						
National Zoological Park, assistant.....	5					5										4		4
Laboratorian:																		
Engineering.....	6	2				8						5			5	3		3
Mechanical.....	16	1				17												
Metallurgical.....	13	1				14												
Laborer:																		
Classified.....	1, 043	433	86			1, 562	2, 171	587	115	2		2, 875	341		341	246		246
Farm.....		1				1							1		1			

¹ Oral and character investigations not completed in some cases.² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref-erence	5 - point preference	10 - point preference	Nonpref-erence	5 - point preference	10 - point preference		Nonpref-erence	5 - point preference	10 - point preference	Nonpref-erence	5 - point preference	10 - point preference							
Laborer—Continued.																				
Junior	1						1													
Postal Service	6,463	2,241	193				8,897	345	61	63				469	224		224	214		214
Laborer-fumigator	26	5	1																	
Laborer-janitor:																				
Junior	2,362	826	140	12		1	3,341			44				44	542	9	551	141		141
Senior	6	5					11								6	5	11	3		3
Lampist	8	1	1				10													
Laundress				17	1		18													
Leader:																				
Band	28	27	8				63													
Division								14	7					21						
Predatory animal control, assistant	11	4					15													
Predatory animal control, junior	13	5	2				20													
Leveler	17	3					20													
Levelman, senior	144	25	4				173	79	27	3				109	6		6	17		17
Librarian:																				
Associate	3				6		9													
Hospital		1	1		20		22	3	1		93		3	100						
Junior	1	3	1		17		22	12			30		1	49	2	10	10	4	5	5
Senior	2	2			1		5													
Lineman	1	1					2								2		2			
Telegraph							1													
Telephone	3	3					6													
Lineman-operator, telegraph		1					1										1			
Linenman								4	2					6	1			2		2
Lithographer:																				
Apprentice (see Apprentice.)																				
Artistic	13						13	6						6						
Artistic, assistant	5						5													
Artistic, chief	13	10	1				24	23	7	2				32				4		4
Artistic, junior	16	2					18	22	1					23				1		1
Artistic, senior	6	2	1				9	5	3					8				2		2
Mechanical, junior	16	2	1				19													
Mechanical, senior	2		1				3													

Machinist.....	51	23	6			80	32	16	6			54	7		7	9		9
Armament.....	1	2				3							1		1	3		3
Army Transport Service.....		3				3	49	28				77						
Electrical.....		1				1												
Engineer.....	1	2				3							3		3			
General.....	14	3	1			18			7			7						
Master, outside.....	3					3							2		2			
Principal.....		6				6												
Maintenance man.....	3	5				8												
Airplane.....		3	1			4												
Maker:																		
Awning.....	4	4	1			9												
Flag pattern.....									1			1				1		1
Instrument.....	7	1				8	9	3	1			13	8		8	5		5
Instrument, chief.....	3					3	8					8				2		2
Instrument, electrical.....	1					1												
Instrument, principal.....	3					3	9	1				10				2		2
Instrument, senior.....	4	1				5	2	2				4						
Paper, assistant.....	2	1				3							3		3			
Pattern.....	2					2												
Sail.....	1					1												
Tool.....	2	3				5												
Watch.....	1	3	1			5												
Manager, traffic, radio and wire telegraph.....	1	1				2												
Marshal, fire.....	1	2				3												
Mason.....		2				2										1		1
Brick.....							6					6						
Master.....	13	1	2			16	20	13				33				3		3
Army Transport Service.....	1	3				4												
Dredge.....	1					1												
Ferryboat.....							20	10	1			31						
Forge.....		1				1												
Train.....		1				1												
Truck, assistant.....		3				3												
Wagon.....		3	3			10												
Yard.....	13	2	3			18												
Master-at-arms.....	2	7				9	17	60	1			78				14		14
Master-engineer, tugboat.....	4	1				5							1		1			
Mate.....	19	11	4			34	1		1			2	15		15	1		1
First.....	2	1	1			4												
Second.....		1				1												
Third.....	1	1				2												
Mate-pilot.....	1					1												
Mathematician:																		
Junior.....	83	4	1	10		98										4		4
Senior.....	2					2												
Matron.....				7		7									5	5		
Assistant.....				138		138											38	38
Qualified in Chinese and Japanese.....									3			3						
Reservation and junior high school.....				59	5	64											20	20
Senior high school.....				53	1	54											11	11

¹ Oral and character investigations not completed in some cases.² For detailed data on appointments see Table 3.

Junior.....	4	1					5											1		1
Senior.....	3	3					6													
Operative:																				
Bindery.....	1	1		97			99	41	4	1	268	2	4	320					38	38
Secret Service.....	6	17	3				26													
Operator:																				
Addressograph.....	44	4	2	44			94	22	3	3	7		1	36	3	2	5	4	4	8
Addressograph and graphotype.....																		1		1
Addressograph and repairman.....	6	1					7													
Billing-bookkeeping machine, junior.....	15	2	3	21	1	1	43	5		1	5			11	7	14	21			1
Blue print, head.....								5						5				1		1
Blue print, junior.....	59	7	1				67											15		15
Blue print, under.....	91	6	1	1			99											19		19
Bookkeeping machine, flat bed.....	17	1		175	1	3	197	1						1				4	7	11
Calculating bookkeeping machine.....	1			5			6													
Calculating machine.....				4			4									3	3			
Calculating machine, junior.....	30	6	2	481	1	6	526					1	1					4	33	37
Calculating machine, qualified as typist.....		1					1													
Card punch.....				2			2													
Card punch, junior.....								8											3	3
Card punch, under.....										22				30					3	3
Crane, gasoline.....	19	2	1	547	6	6	581					1		1				5	3	8
Crane, steam.....								2						2						
Dope, gun-spray.....	4	2					6	10	4	1				15	1			1	3	3
Drag line.....	6	1					7							1				1		
Electric pump.....	1						1													
Elevator (see also Conductor).....		1					1							1				1		
Explosives.....	196	61	30	11			298	372	106	36	26		2	542	70	9	79	48		48
Gas locomotive.....								3	6					9				5		5
Graphotype.....		1					1								1			1		
Graphotype.....	9	1		40			50	10		1	3	1		15				1	7	8
Helium plant, assistant.....	1	1					2													
Ice plant.....	1		2				3													
Linotype.....	1	1					2													
Locomotive crane.....							1								1			1		1
Mimeograph.....	59	3	1	26			89	86	6	2	1			95				5	3	8
Motor boat.....	2	10	2				14	9	8	2				19				1		1
Multigraph.....	6	1	1	5			13	9						9	3	2	5	1		1
Multigraph and mimeograph.....								6	1		5	1		13				2		2
Multigraph, junior.....	16	2	1	16			35			1				1	1		1			
Multigraph, under.....	5			1		1	7													
Photostat and blue print, junior.....	15	2	1				18											6		6
Photostat, junior.....	19	1		3			23													
Photostat, under.....	20	8	1				29											2		2
Power plant.....	2						2													
Power plant, hydro-electric.....	4	1	1				6													
Power sewing machine.....	1		3	196		1	201			1				1						
Pump.....	2						2													
Pumping station.....		2	1				3		6					6				1		1
Radio.....	21	18	4				43			1				1	24		24	4		4
Radio, airways.....	9	19	1				29													

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931						Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²			
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Operator—Continued.																				
Radio, assistant.....							220	62	121	2				185				4		4
Radio, assistant, airways.....	45	173	2				220								167		167	48		48
Radio, junior.....		2					2		1	2				3						
Radio, junior, airways.....	79	236	16				331											82		82
Refrigerating.....			1				1													
Rotaprint.....	2	1					3	17						17	1		3	1		1
Sewage disposal.....	1	1					2		3											
Tabulating machine, junior.....	36	3	1	92	5	1	138	2				1		5	3			2		2
Tabulating machine, senior.....	5			13			18	1		5				6				3	3	
Telegraph.....	69	26	8				111													
Telephone, junior.....	17	4	3	747	8	13	792	6	3	2	227	1	18	257	3	97	100	8	57	65
Tractor.....	18	13	4				35	26	7	1				34	8		8	7		
Tractor, warehouse.....							1													
Overseer, cotton textile mill.....	7	7	1				15													
Packer.....	36	19	10				65	3						3	10		10	6		6
Pack train.....	3	6					9	3	2	1				6	1		1	1		1
Painter.....	363	313	79				755	194	83	27				304	114		114	41		41
Airplane.....	6	1	2				9											25		25
Senior.....										10				10						
Sign.....	1	1					2											1		1
Spray.....								8	5	2				15				1		1
Painter and doper.....	1						1		3	1				4	1		1	1		1
Paleontologist.....		3					3													
Parasitologist, assistant.....								4	1					5				1		1
Pathologist.....	7	2	1	1			11													
Assistant.....									1					1						
Associate.....	7	4	3				14	12	1	1				14				3		3
Plant, assistant.....	9	3	1		1		14													
Plant, junior.....	14	1		6			21											3		3
Senior.....	7	1	1				9													
Pharmacist.....	51	28	6	1			86								81		81	5		5
Junior.....	40	31	9				80			1				1	80		80	1		1
Pharmacognocist, junior.....	2						2													

TABLE 2.—*Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued*

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference		Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference							
Pressman:																				
Printing.....							63			3				3						
Printing, cylinder.....	47	12	4				63											5		5
Principal of Indian school.....	58	37	14	13			122	1		4				5				5		5
Elementary school.....		1	1				2													
Normal training department.....	1	1		4			6													
Printer.....							1	22	4	14	2			42						
Hand compositor.....	162	28	7				197											38		38
Job.....	2						2								1		1			
Monotype machine operator.....	35	11	4				50											11		11
Proofreader.....	60	5	2	5			72	1						1				54	9	63
Slug machine operator.....	634	189	46	22			891								1		1	24		24
Protector:																				
Game.....	29	42	6				77			2				2				4		4
Reservation, birds.....	3	12					15											1		1
Reservation, mammals.....	11	5	2				18											1		1
Psychologist, assistant.....	7	2	1	5		1	16											2		2
Purchaser, land.....	1						1													
Quartermaster.....	1						1	2	5					7	1		1	1		1
Cape Cod Canal.....			1				1													
Ranger:																				
Forest.....	41	20	6				67											2		2
Park.....	74	45	8				127											23		23
Reservation, junior.....	25	15	1				41													
Repairman.....	2	4	1				7													
Battery.....								2						2						
Clock.....								158	11	6				175				1		1
Instrument.....	6	15	4				25			2				2	23		23	1		1
Instrument, chronometer.....		1	1				2													
Locomotive.....	5	2					7													
Mail bag.....	5	6	1				12													
Maintenance.....	7	1	1				9								9		9			
Shoes and harness.....	2	4	4				10													
Telephone.....	2	1	1				4											1		1
Tractor.....	15	13	2				30		1					1				1		1
Typewriter.....	3	1	1				5			2				2				1		1

Reporter, court.....	8	3	1			12						8	2	10			
Representative, Treasury.....	38	30	9			77	1					1			2		2
Reviewer, technical, editor.....	1					2											
Rodman.....	83	7	1	1		91		25				25	8	8	33		33
Senior.....	116	15	4			135		84	13	4		101	6	6	10		10
Rodman and chairman.....	285	32	10			327				1					11		11
Roofer, composition.....															1		1
Sanitarian, veterinary:																	
Assistant.....	38	44	8			90											
Junior.....	8	12	3			23											
Sawyer.....	1					1	2					2					
Scaler.....	24	17				41									2		2
Scientist:																	
Computer, assistant.....	2					2											
Nautical, junior.....		3	1			6											
Soil.....	13	1				14											
Soil, assistant.....	2	1				3											
Soil, associate.....	9	10	1			20											
Seamstress.....				41	2	43											
Secretary, National Capital Park and Planning Commission.....							4	2	1		15	7			1		1
Sewer, aircraft fabric.....																12	12
Signalman.....	6	1	1			8											
Silviculturist.....	5	7	1			13						5		5	2		2
Assistant.....	22	19	2			43						11		11			
Associate.....	8	15				23						14		14	1		1
Principal.....	3					3											
Senior.....	1	2	1			4									1		1
Specialist:																	
Agricultural education.....	7	2				9											
Business, assistant chief.....	3	2				5											
Business, associate, water and rail transportation.....	27	8	3			38											
Cotton classing.....	20	16	3			39									2		2
Cotton classing, associate.....	21	29	3			53											
Cotton classing, senior.....	19	19	1			39		1				1			2		2
Extension, home management.....				1		1											
Gas mask and filter, assistant.....		1				1											
Hide, assistant.....	2					2											
Hide, associate.....	3	1				4											
Historical research.....	5	2				7											
Home economics.....				8	1	9											
Home economics, assistant.....				8		9											
Home economics, associate.....				10		10											
Home economics, junior.....				58		58											
Home economics, senior.....				3		3											
Land clearing, associate.....	1					1											
Marketing.....	9	2	1			12											
Marketing, assistant.....	48	54	8			110		1				1			3		3
Marketing, associate.....	20	4	2			26						3			3		3
Marketing, junior.....	99	34	8			141	14	7				21			6		6

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference		Nonpreference	5-point preference	10-point preference	Nonpreference	5-point preference	10-point preference							
Specialist—Continued.																				
Marketing, principal.	5	2					7													
Marketing, senior.	13	9					22													
Market, milk, assistant.	6	1	2				9													
Research.	6	12	2		5		25													
Research and agricultural education.	2	2					4													
Splicer, cable.	1	1	1				3													
Splicer (cable) seaman.								3	1						4			1		1
Splicer (cable) wire worker.	2	3					5													
Statistician:																				
Assistant.								4	2	1					7			1		1
Associate.	2	2					4													
Medical, associate.	4		1		1		6											1		1
Steamfitter.	168	106	16				290	6	3	2				11	25		25	7		7
Steamfitter, senior.								1		5				6						
Steamfitter and plumber.	23	8					31	20	10	9				39	25		25			
Stenographer:																				
Junior.	340	37	6	4,988	14	29	5,414	80	17	4	1,273	4	16	1,394	130	1,747	1,877	137	659	796
Principal.	4	1			12		17													
Senior.	43	8	33	528	1	2	615	26	6		426	3	5	466	21	212	233	49	71	120
Stereotyper.	31	8	1				40													
Stevordore-checker, chief.	2	2					4			1				1						
Steward.	2	8	1				11													
Assistant.	1	1					2	2	1					3				1		1
Cabin.								11	5					16						
Chief.	1	3					4			3				8	4		4			
Second.		1					1	1	5					6	2		2			
Third.	1	1	1				3	6	10					16				3		3
Stewardess.				1			1			16				16		1	1		2	2
Stiller.								5	1	1				7						
Stockman.	6						6													
Technical stores.	2	2					4													
Technical stores, signal supplies.	3	1					4													
Stockman-checker.	26	17	2				45	12	3	2				17	10		10	3		3

Storekeeper.....	33	54	8				95	88	82	10				180	34		34	23		23
Clothing.....								1	3	1				5				1		1
Deck department.....								6	16					22				4		4
Engine department.....		1					1	4	2	1				7	1		1	4		4
Junior.....	44	3	2				49			1				1	49		49			
Medical stores.....		5	2				7													
Quartermaster.....	3						3								1		1			
Steward's department.....								1	12	1				14				5		5
Substores.....	2		1				3													
Storekeeper-gauger.....	59	23	18				100	32	20	5				57				7		7
Storeman.....	100	23	7				130								17		17	4		4
Subclerical.....	127	73	16	6			222			12				12	24	5	29	7		7
Superintendent:																				
Brick plant.....	2						2													
Broom factory.....	3	1					4													
Brush factory, paint and varnish brushes.....	2						2													
Construction.....	2		1				3													
Construction, aviation landing fields.....	1		1				2													
Farm.....	68	43	30				141			1				1	2		2	2		2
Foundry.....								11	2					13				1		1
Garage.....	3	3	1				7											1		1
House of detention.....					1		1													
Indian school.....	103	111	23	10			247	4	6	4				14				13	1	14
Laundry.....	52	41	6				99	2						2	4		4	5		5
Machinery, assistant.....										2				2						
Reservoir.....								5	1					6				1		1
Shoe factory.....	11		1				12								12		12			
Shop, assistant.....	1						1													
Warehouse, assistant.....	2	1	1				4													
Supervisor:																				
Cost and production, shoe factory.....	8	2					10													
Field.....	4	2	2				8													
Grain inspection, junior.....	66	39	14				119													
Home demonstration work.....				13			13													
Home economics, associate.....										10		1		11					1	1
Landscape gardening.....	26	19	7				52											1		1
Nurses', assistant.....											1	1		2					1	1
Probation, assistant.....								7	7	1	4			19				1		1
Seed loans.....	20	1	2				23											5		5
Stock, dental, surgical and laboratory supplies.....	3	2					5													
Vocational rehabilitation.....	2	3					5													
Surgeon:																				
Acting assistant.....								1						1						
Tree.....								31	5					36				6		6
Surveyman.....	7	3					10			1				1				1		1
Surveyor.....	7	3	1				11								11		11	5		5
Soil, junior.....	22						22											1		1
Taxidermist.....	1						1													
Tallor.....	4	1					5													
Teacher, Indian Service.....	154	52	14	556	6		782	90	25	9	513	13		650	38	124	162	33	157	190

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Technician:																				
Aviation.....		2					2							2						
Medical.....																				
Medical, bacteriology.....	3	4	5	18	2		32											1	5	6
Medical, bacteriology, junior.....	7	4		13			24	23	8	2	50			83						
Medical, bacteriology, senior.....	4	12	3	31		1	51								4		4	4	13	17
Medical, junior.....	18	2	1	4			25											5	3	8
Medical, röntgenology.....	8	10	6	11		1	36	4	2		2			8				17	2	19
Medical, röntgenology, junior.....	2	2	1	1			6													
Medical, röntgenology, senior.....	2	7	10				19	10	7	3	15			35	2		2			
Medical, senior.....																		2		2
Technologist:																				
Animal fiber, junior.....	6	9					15	2	3	2	4		1	13				1		
Assistant.....	4			1			5	2	2					6				1		
Associate.....	15	3					18												1	1
Baking, associate.....	16	11	2				29													
Cellulose, senior.....	3	4					7													
Cotton, associate.....	5						5													
Fisheries, assistant.....				1			1													
Geophysical, assistant.....	1						1	3												
Junior.....	3	1					4							3					1	1
Livestock and meat, associate.....	16	1	1				18													
Petroleum.....	5	2					7													
Soil, assistant.....	3	8					11													
Soil, associate.....	10	3	3				16													
Sugar, junior.....	7	2					9													
Textile, associate.....								15	2		1			18				1		1
Tender:																				
Bridge.....	2	3					5													
Cupola.....																				
Dynamo.....	4	3					7	5	1					6						
Tile setter.....																				
Tinner.....	24	10	2				36	17	4	1				22				1		1
								17	5					22	18		18	2		2

Toxicologist	2					2											1	1
Assistant	1	1				2												
Associate	2	1	1			4												
Senior	2	1	1			4												
Transcriber, dictating machine	19		2	196	1	4	222										10	16
Transferer, lithographic							45	11	4				60				6	6
Translator	596	122	37	507	2	5	1,289		3	2			5				1	1
Principal	332	67	27	228	1	1	656										4	8
Spanish, qualified as typist	5	1					6											
Trucker, cold-storage warehouse	1						1						6		6			
Typist:																		
Junior	1,495	147	28	8,362	19	45	10,096	370	47	12	3,345	15	35	3,824	531	3,247	3,778	228
Senior	486	59	12	3,378	9	22	3,966	182	27	16	1,835	15	23	2,098	109	637	746	51
Undertaker-embalmer							1											
Verifier, opener and packer	384	162	25				571			1				1	23		23	5
Veterinarian:																		
Assistant								13	7					20				2
Junior	47	36	3				86	10	9	2				21				50
Warden	5		2				7											
Deputy	4	5	2				11			1				1				
Forest, game	5		1				6											
Forest, game, junior	22	5	1				28											
Warder				37		1	38	5			139		4	148		35	35	6
Warehouseman	35	21	5				61	12	7	1				20	5		5	4
Watchman, warehouse	165	114	25				304											2
Welder	9	7	2				18	22	9					31	1		1	1
Wheelman	1	1					2	78	39	2				119			16	16
Wireman, switchboard	3						3											
Worker:																		
Aircraft fabric	15	8					23							2		2		
Cement	4	5					9							1		1		
Laundry, distributor				4			4											
Laundry, marker	5						5											
Laundry, skilled								53	12		41		1	107				
Leather and canvas								1						1				7
Sheet-metal	14	3	1				18	13	4	2				19	3		3	7
Social																		
Social, junior				27			27	2	1		14		2	41		14	14	6
Social, principal											6			6				12
Social, psychiatric				5			5									2	2	1
Social, school								7	1		46		1	55				5
Social service											5		1	6				1
Social service, head, medical				1			1											
Structural iron	5	1	1				7							6		6	1	1
Wood, airplane	1						1		1					1				
Wood, machine	1	1					1							1		1		
Wrecker			1				1											
Writer:																		
Agricultural, radio	7			1			8											
Agricultural, special	1	2					3										1	1
Home economics, radio				3			3											

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

TABLE 2.—Showing, by kinds of examinations, sex, and preference status, the eligibles on July 1, 1931, and the eligibles from examinations held during the year ended June 30, 1932; also eligibility expired and appointments, by sex—Continued

Title of examination	Eligibles on July 1, 1931							Eligibles from examinations held during year ended June 30, 1932 ¹							Eligibility expired			Appointments ²		
	Men			Women			Total	Men			Women			Total ¹	Men	Women	Total	Men	Women	Total
	Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference		Nonpref- erence	5 - point preference	10 - point preference	Nonpref- erence	5 - point preference	10 - point preference							
Writer-prosecutor, patent specifications, assistant.....	13	4					17													
Yeoman:																				
Deck.....	8	5	3				16	7	1	1				9	8		8	4		4
Steward's.....								19	5	1				25				4		4
Zoologist:																				
Assistant.....	3						3													
Associate.....	1	2					3													
Junior.....	3						3													
Miscellaneous: ⁴																				
Air Corps.....	790	369	49	2			1,210	172	52	9				233	80		80	41	2	43
Alaska Road Commission.....								10	6					16						
Central labor boards.....	442	250	45	56	1		794	188	132	39				359						
Chemical Warfare Service.....								2	2	7				11						
Coast Guard Service.....	103	36	1				140	142	42	8				192	13		13	15		15
Custodian service.....																		2		2
Customs service.....																		1		1
Engineer Department at large.....	3,283	1,025	166				4,474	4,408	1,233	155				5,796	1,799		1,799	1,334		1,334
Indian irrigation service.....	130	38	3				171	79	21	1				101			15	88		88
Lighthouse Service.....	496	287	16				799	339	159	14				512	118		118	164		164
Military Academy.....	311	163	21	32		2	529	483	146	4				633	137	6	143	33		33
National Advisory Committee for Aeronautics.....																		4		4
National Park Service.....																		1		1
Navy yard service.....	11,691	4,569	439	535	4	17	17,256	3,996	1,293	398	7		4	5,698	3,493	250	3,743	3,190	5	3,195
Ordnance Department at large.....	754	287	37	85			1,163	1,023	336	53	148		2	1,562	346		346	503	73	576
Penitentiary service.....																		1		1
Plant Quarantine and Control Administration.....																		1		1
Public Health Service.....																		1		1
Quartermaster Corps.....	474	243	50	38	1		806	307	120	21	8			456	66		66	82	5	87
Reclamation Service.....	202	308	11	2			253	101	20	2				123	19		19	35		35
St. Elizabeths Hospital.....	265	43	7	175		1	491	80	11	3	33		4	131				87	13	100
Veterans' Administration.....	158	169	39				366	260	201	101				562	49		49	58		58
Reemployment registers.....	130	53	10	38	1		232	165	80	32	31	1		309	47	30	77	118	38	156
Total for entrance, classified service.....	134,121	47,682	7,745	36,536	454	485	227,023	46,722	15,059	4,147	17,597	327	505	584,357	24,072	10,655	34,727	17,813	3,636	21,449

Nonpreference.....	134,121			36,536			170,657	46,722			17,597			64,319			11,693	3,296	14,989	
Preference (5 points allowed).....	47,682			454			48,136	15,059			327			15,386			4,724	175	4,899	
Disability preference.....		7,745					7,795		4,147				91	4,238			1,396	13	1,409	
Widow's preference.....							255	255					208	208				104	104	
Wife's preference.....							180	180					206	206				48	48	
Total.....	134,121	47,682	7,745	36,536	454	485	227,023	46,722	15,059	4,147	17,597	327	505	84,357	24,072	10,655	34,727	17,813	3,636	21,449
Unclassified laborer:																				
Departmental—																				
Nonpreference.....	446			686			1,132	5			3			8				109	133	242
Preference ⁶		53			10		63		25			7		32				37	5	42
Field—																				
Nonpreference.....	6,092			2,418			8,510	1,612			2,079			3,691	1,501	345	1,846	460	230	690
Preference ⁶		1,667			17		1,684		511			44		555	389	4	393	259	15	274
Total, unclassified laborer.....	6,538	1,720		3,104	27		11,389	1,617	536		2,082	51		4,286	1,890	349	2,239	865	383	1,248
Aggregate.....	140,659	49,402	7,745	39,640	481	485	238,412	48,339	15,595	4,147	19,679	378	505	88,643	25,962	11,004	36,966			

¹ Oral and character investigations not completed in some cases.

² For detailed data on appointments see Table 3.

³ Appointments in the branches named were made in the establishment indicated in each case but not necessarily from the local board register for the particular establishment.

⁴ 309 eligibles on reemployment registers, not resulting from examinations held during the year.

⁵ Veterans are not allowed 5 points additional in unclassified laborer examinations but in such examinations veteran eligibles are given precedence in certification.

TABLE 3.—Showing for the fiscal year ended June 30, 1932, the number of appointments made from the different examinations in the departmental and field services, by sex, preference status, and salary range. Per diem salaries have been converted to a per annum basis

[The figure following each examination title indicates the classification group in which, for statistical purposes, the examination has been allocated: (1) Professional and scientific; (2) subprofessional; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

[illegible]

Field (2)				6	1	7	7	5	1	6					1		1	960-1,620
Field, assistant (2)				4		4	4	4		4								720-1,560
Laboratory (2)				7		7	7	7		7								1,260
Laboratory, in animal husbandry, assistant (2)				1		1	1	1		1								1,620
Laboratory, and technical clerk (2)					1	1	1		1	1								1,260
Library (2)	3		3				3	3		3								1,020
Occupational therapy (2)				4	3	7	7	1	3	4	2		2	1		1	1	1,800-2,000
Physiotherapy (2)				5	3	8	8	3	3	6				2		2	2	1,800-1,920
Physiotherapy, pupil (2)				2		2	2	1		1				1		1	1	1,440
Scientific, chemistry, assistant (2)	4		4	1		1	5	3		3	1		1	1		1	1	1,440-1,620
Scientific, chemistry, junior (2)		1	1	3		3	4	3	1	4								1,260-1,440
Scientific, civil and mechanical engineering, assistant (2)	1		1				1	1		1								1,020
Scientific, cotton and rubber investigations, assistant (2)				13		13	13	12		12				1		1	1	1,620-1,800
Scientific, electrical engineering, assistant (2)	1		1	1		1	2	2		2								1,440-1,620
Scientific, entomology, assistant (2)	1		1	1		1	2	2		2								1,620-1,800
Scientific, malacology, senior (2)	2		2				2	2		2								2,000
Scientific, physics, junior (2)	3		3	4	3	7	10	7	3	10								1,104-1,440
Scientific, physics and chemistry, assistant (2)	1		1				1	1		1								1,620
Scientific, physics and chemistry, junior (2)				1		1	1	1		1								1,440
Scientific, soybean, senior (2)				2		2	2	2		2								2,200
Analyst, economic, urban real estate (1)	3		3				3	1		1				2		2	1	3,200-3,800
Appraiser:																		
Land, assistant (1)				1		1	1							1		1		2,600
Land, associate (1)	1		1				1							1		1		2,600
Apprentice:																		
Airplane mechanic (4)				1		1	1	1		1								1,020
Draftsman (2)	1		1	5		5	6	4		4	1		1	1		1	1	1,080-1,260
Draftsman, topographic (2)				6		6	6	6		6								1,260
Fish culturist (2)				22		22	22	18		18				4		4	1	1,020-1,260
Government Printing Office (4)	2		2				2	2		2								876
Laboratory, minor (2)	3		3	9		9	12	11		11				1		1	1	1,020-1,080
Laboratory, under (2)	1		1				1	1		1								1,020
Lithographer, artistic, minor (2)	3		3				3	3		3								1,020
Lithographer, mechanical (2)	3		3				3	3		3								1,020
Lithographer, mechanical, minor (2)	4		4				4	4		4								1,020
Mechanical trades (4)				12		12	12	11		11				1		1		1,002
Ordinance Department (4)				1		1	1	1		1								676
Surveyman (2)				4		4	4	4		4								1,840
Architect (1)				1		1	1							1		1		3,800
Assistant (1)	6		6	3		3	9	5		5	2		2	2		2	2	2,000-2,600
Associate (1)	11		11	6		6	17	9		9	2		2	6		6	2	2,000-3,200
Junior (1)				3		3	3	3		3								2,000
Landscape (1)				1		1	1	1		1								1,860
Landscape, assistant (1)				2		2	2	1		1	1		1					2,600
Landscape, junior (1)	2		2	6		6	8	6		6	1		1	1		1	1	2,000-3,000
Naval, assistant (1)	4		4	5		5	9	8		8								3,000
Naval, associate (1)	1		1	15		15	16	14		14	1		1	1		1	1	1,800-3,200
Assayer, assistant (2)				2		2	2	2		2								1,860-1,980

¹ Part time.

Head (1).....				1		1	1	1		1								6,500
Junior (1).....				2	1	3	3	2	1	3								1,620-2,000
Blacksmith (4).....	1		1	5		5	6	1		1				5		5		1,200-1,878
Senior (4).....				1		1	1	1		1								1,860
Blacksmith and horseshoer (4).....				1		1	1	1						1		1		1,680
Boatswain (4).....				3		3	3	2		2				1		1		1,152
Boilermaker (4).....				2		2	2	1		1	1			1				1,470
Bookbinder (4).....	35		35	1		1	36	26		26				10		10		1,440-2,504
Bookkeeper:																		
Assistant (3).....				1	2	3	3	1	2	3								1,380-1,620
Junior (3).....				3		3	3	2		2	1			1				1,440-1,500
Senior (3).....	1		1	1	1	2	3	1	1	2	1			1				1,440-1,620
Brakeman (4).....				3		3	3	2		2						1		1,252-1,675
Bricklayer (4).....	3		3	57		57	60	37		37	1			1	22	22		1,680-3,756
Cabinetmaker (4).....	1			1		1	1	1		1								1,860
Carpenter (4).....	11		11	90		90	101	53		53	18			18	30	30		1,902-3,756
Senior (4).....				1		1	1	1		1					1	1		1,565
Ship (4).....				1		1	1	1		1								2,100
Carrier, rural (3).....				251	5	256	256	108	5	113	51			51	92	92		
Chainman (2).....				1		1	1	1		1								1,200
Head (2).....				5		5	5	3		3					2	2		1,020-1,260
Charwoman, head (4).....				1		1	1	1		1								1,377
Chauffeur (4).....	5		5	30		30	35	15		15	6			6	14	14		1,200-1,320
Checker (3).....				2		2	2	2		2								1,500-1,620
Chemist:																		
Assistant (1).....	1		1	4		4	5	4		4					1	1		2,000-2,600
Associate (1).....	3		3	7		7	10	7		7					3	3		2,000-3,200
Junior (1).....	2		2	4		4	23	16	4	20					3	3		1,440-2,000
Physiological, principal (1).....				1		1	1	1		1								5,600
Chief, Plant Quarantine and Control Administration, assistant (1).....				1		1	1	1		1								5,600
Classifier:																		
Fingerprint, assistant (3).....	1		1				1								1	1		1,620
Fingerprint, student (3).....	68		70				70	62	1	63	2			1	3	4		1,260-1,400
Clerk:																		
Editorial (3).....	1		1				1	1		1								1,800
File (3).....				2	2	4	4	1	2	3					1	1		1,260
File, junior (3).....	15		17	7	2	9	26	10	1	11	6			9	6			1,260-1,440
File, under (3).....	20		20	21	4	25	45	27	3	30	11		1	2	11	3	1	4
Forest and field (3).....				6	2	8	8	5	2	7					1	1		1,440-1,800
Forest and field, senior (3).....				3		3	3	1		1	1				1	1		1,800-2,000
General (3).....				70	45	115	115	45	43	88	12		1		13	13	1	14
Postal, Panama (3).....				1		1	1	1		1								960-2,100
Railway postal (3).....				789		789	789	537		537	13			13	239	239		2,124
Record (3).....				3		3	3	2		2								
Statistical, assistant (3).....	20		8	28		28	28	10	4	14	9		1	3	13	1		1
Clerk-carrier (3).....				2,204	43	2,337	2,337	1,713	40	1,753	122			3	125	459		459
Computer:																		
Junior (3).....				2		2	2	2		2								1,440
Senior (3).....	1		1	5		5	6	4		4					2	2		2
Conductor, elevator (4) (see also Operator).....	38		45	83		55	55	138	63	108	10			10	20	20		1,440-1,620
Cook, assistant (4).....				7		7	7	1		1					6	6		1,080-1,377

TABLE 3.—Showing for the fiscal year ended June 30, 1932, the number of appointments made from the different examinations in the departmental and field services, by sex, preference status, and salary range. Per diem salaries have been converted to a per annum basis—Con.

Title of examination	Departmental			Field			Total	Nonpreference			10-point preference					5-point preference			Entrance salary
	Male	Female	Total	Male	Female	Total		Male	Female	Total	Disability (male)	Disability (female)	Wife	Widow	Total	Male	Female	Total	
Curator:																			
Mollusks, associate (1).....	1		1				1	1		1									\$3, 200
Vertebrate paleontology, associate (1).....	1		1				1	1		1									3, 200
Custodian-engineer, assistant (4).....				10		10	10	4		4						6		6	2, 100-2, 500
Cutter:																			
Meat (4).....				9		9	9	5		5	1				1	3		3	1, 200-1, 500
Negative, principal (2).....				1		1	1	1		1									2, 400
Negative, senior (2).....				1		1	1									1		1	2, 400
Cytologist (1).....				1		1	1									1		1	3, 800
Dairyman (2).....				15		15	15	11		11	1				1	3		3	1, 860
Head (2).....				2		2	2	2		2									2, 300
Deckhand (4).....				5		5	5	1		1						4		4	1, 320-1, 380
Dentist, associate (1).....	1		1	5		5	6	1		1	3				3	2		2	2, 600-3, 200
Dietitian (1).....		2	2		7	7	9		7	7			1	1	2				1, 620-2, 000
Director:																			
Agriculture (1).....				2		2	2	2		2									2, 900
Physical, senior (2).....				2		2	2				1				1	1		1	1, 800-2, 000
Social work, assistant (1).....				4		4	4	3		3						1		1	2, 000
Social work, junior (1).....		1	1	4		4	4	3		3						2		2	1, 620-2, 000
Doper, airplane (4).....				1		1	1				1				1				1, 800
Draftsman:																			
Apprentice (see Apprentice).																			
Architectural (2).....				1		1	1	1		1									1, 800
Copyist (2).....				7		7	7	7		7									1, 440
Electrical, detail (2).....				1		1	1	1		1									2, 200
Electrical, junior (2).....		1	1					1		1									1, 440
Engineering (2).....		5	5	26		26	31	23		23	1				1	7		7	1, 440-1, 800
Engineering, assistant (2).....				4		4	4	3		3						1		1	1, 440-1, 620
Engineering, chief (2).....				18		18	18	14		14						4		4	2, 600
Engineering, detail (2).....				4		4	4	4		4									1, 800
Engineering, junior (2).....				8		8	8	7		7	1				1				1, 440-2, 000
Engineering, principal (2).....				12		12	12	8		8	3				3	1		1	1, 620-2, 700
Engineering, senior (2).....		10	10	40		40	50	37		37	5				5	8		8	920-2, 400
Lithographic, assistant (2).....				1		1	1	1		1									1, 680
Mechanical, assistant (2).....				1		1	1	1		1									1, 680
Mechanical, chief (2).....				3		3	3	1		1						2		2	2, 600-3, 000

TABLE 3.—Showing for the fiscal year ended June 30, 1932, the number of appointments made from the different examinations in the departmental and field services, by sex, preference status, and salary range. Per diem salaries have been converted to a per annum basis—Con.

Title of examination	Departmental			Field			Total	Nonpreference			10-point preference					5-point preference			Entrance salary
	Male	Female	Total	Male	Female	Total		Male	Female	Total	Disability (male)	Disability (female)	Wife	Widow	Total	Male	Female	Total	
Engineer (see also Engineman):																			
Aeronautical, assistant (1)				1		1	1	1		1									\$2,600
Aeronautical, associate (1)				2		2	2	2		2									3,200-3,800
Aeronautical, junior (1)	1		1	13		13	14	13		13					1		1		2,000
Agricultural (1)				1		1	1	1		1									3,800
Agricultural, junior (1)				2		2	2	2		2									2,000
Architectural (1)				1		1	1	1		1									3,800
Architectural, assistant (1)	1		1	4		4	5	2		2				1	2		2		2,000-2,600
Architectural, associate (1)	7		7	3		3	10	3		3	1			1	6		6		2,600-3,800
Automotive (1)				1		1	1	1		1					1		1		4,400
Chemical, junior (1)				1		1	1	1		1									1,800
Civil (1)	3		3	10		10	13	5		5				3	5		5		1,200-3,800
Civil, assistant (1)				9		9	9	5		5	1			1	3		3		2,000-2,600
Civil, associate (1)				3		3	3	3		3					3		3		2,600-3,200
Civil, junior (1)	6		6	90		90	96	91		91	2			2	3		3		1,500-2,000
Civil, senior (1)				2		2	2	2		2					1		1		4,600
Construction, assistant (1)	1		1	26		26	27	12		12	5			5	10		10		2,000-2,629
Construction, associate (1)	2		2	73		73	75	24		24	15			15	36		36		2,000-1,475
Deck (4)				4		4	4	3		3					1		1		2,600
Electrical, assistant (1)	3		3	4		4	7	3		3				3	1		1		4,470
Electrical, associate (1)				2		2	2	1		1	3			3	1		1		2,600
Electrical, junior (1)	1		1	5		5	6	5		5	1			1	4		4		3,200
Electrical, senior (1)				1		1	1	1		1	1			1					2,000
Fire protection (1)	1		1				1								1		1		3,200
Heating and ventilating, assistant (1)	1		1	2		2	3	2		2	1			1					1,800-2,600
Heating and ventilating, associate (1)	6		6	2		2	8	4		4	2			2	2		2		2,300-3,200
Highway, associate (1)				2		2	2	2		2									3,200
Highway construction, assistant (1)				3		3	3	1		1					2		2		1,200
Hydraulic, assistant (1)				1		1	1	1		1									2,600
Hydraulic, associate (1)				2		2	2	1		1					1		1		3,200
Marine, associate (1)	1		1	1		1	2	2		2									2,600-3,200
Mechanical (1)	2		2	3		3	5	2		2	1			1	2		2		2,600-3,800
Mechanical, assistant (1)	2		2	5		5	7	2		2	2			2	3		3		2,600
Mechanical, associate (1)	2		2	2		2	4	2		2					2		2		3,200-3,800
Mechanical, junior (1)	1		1	16		16	17	17		17									2,000
Mechanical, senior (1)				1		1	1	1		1									3,800

TABLE 3.—Showing for the fiscal year ended June 30, 1932, the number of appointments made from the different examinations in the departmental and field services, by sex, preference status, and salary range. Per diem salaries have been converted to a per annum basis—Con.

Title of examination	Departmental			Field			Total	Nonpreference			10-point preference					5-point preference			Entrance salary
	Male	Female	Total	Male	Female	Total		Male	Female	Total	Disability (male)	Disability (female)	Wife	Widow	Total	Male	Female	Total	
Firefighter (4)				5		5	5	2		2	1				1	2		2	\$1,200-\$1,560
Firefighter and guard (4)				3		3	3	1		1	1				1	1		1	1,200-1,440
Fireman (4)				9		9	9	7		7	1				1	1		1	1,260-1,597
Marine (4)				4		4	4	2		2						2		2	1,200-1,800
Oil burner (4)	1		1	1		1	2				1				1	1		1	1,200-1,320
Stationary (4)				195		195	195	92		92	19				19	84		84	1,080-1,680
Stationary, high-pressure plant (4)	16		16	2		2	18	9		9	2				2	7		7	1,200-1,377
Stationary, low-pressure plant (4)	8		8				8	7		7						1		1	1,200-1,200
Foreman:																			
Bricklayer (4)				2		2	2	1		1						1		1	4,069
Card grinder (4)				1		1	1									1		1	1,680
Carpenter (4)				11		11	11	9		9						2		2	1,860-2,000
Cast-stone worker (4)				1		1	1				1				1				1,860
Construction (4)				2		2	2									1		1	2,000
Crane (4)				2		2	2	1		1						1		1	2,363
Dry cleaner (4)				2		2	2				1					1		1	2,000
Electrician (4)				1		1	1	1		1						1		1	1,800
Fly-frame fixer (4)				1		1	1				1				1				1,680
Forge shop (4)				1		1	1	1		1									3,456
General construction, labor (4)				4		4	4	2		2						2		2	1,680
General maintenance and construction (4)				6		6	6	3		3	1				1	2		2	2,000-2,600
General mechanic (4)				1		1	1	1		1						1		1	1,680
Laborers (4)	2		2	5		5	7	1		1	2				2	4		4	1,200-1,680
Laborers, assistant (4)				1		1	1									1		1	1,320
Laborers, gardening (4)				1		1	1									1		1	1,380
Laborers, janitor (4)				3		3	3	2		2						1		1	1,200-1,380
Laundry (4)	1		1	5		5	6	2		2	1				1	3		3	1,320-1,800
Laundry department, marking (4)				1		1	1									1		1	1,680
Laundry department, washing (4)				6		6	6	1		1	1				1	4		4	1,320-1,500
Logging and quarrying (4)				1		1	1	1		1									1,920
Mountain road and trail construction (4)				2		2	2	2		2									2,000
Plumber (4)				1		1	1	1		1									1,860
Road maintenance (4)				3		3	3	2		2	1				1				1,800-2,400
Sheet-metal worker (4)				2		2	2	2		2									2,196
Track (4)				1		1	1	1		1									1,500
Utilities (3)				1		1	1	1		1									2,000

Forester, junior (1)				34	34	34	33	33				1		1	1,860-	2,000
Garageman-driver (4)				47	47	47	28	28	3			16		16		1,500
Gardener (2)				10	10	10	4	4	2			2		4	1,200-	1,500
Assistant (2)	10		10	3	3	13	9	9				4		4	1,200-	1,327
Gardener-fireman (4)				1	1	1						1		1		1,200
Geneticist:																
Horticulture, associate (1)				1	1	1	1	1								3,700
Poultry (1)				1	1	1	1	1								3,800
Geographer, assistant to (1)	1		1			1	1	1								3,800
Geologist:																
Assistant (1)	2		2	14	14	16	11	11	1			1	4	4		2,600
Research in sedimentary deposits, associate (1)	1	1	2	1	1	2	1	1				1	1	1		3,200
Reservoir and dam-site investigations (1)	1		1	1	1	2	1	1				1	1	1		3,800
Guard (4)	66		3	69	127	127	196	19	3	22	109	109	65	65	840-	1,500
Customs (4)					55	55	55	17		17	13	13	25	25	1,200-	1,860
Mounted (4)					1	1	1	1					1	1		960
Penal and correctional institutions (4)					190	190	190	40		40	11	11	139	139	1,200-	1,860
Handyman (4)					1	1	1	1		1						
Head:																
Home economics (1)					4	4	4	4		4						2,900
Industrial training department (1)					8	8	8	1	2			2	5	5	2,300-	2,900
Helper:																
Airplane mechanic's (4)					1	1	1	1		1						1,260
Blacksmith's (4)					2	2	2	1		1			1	1	1,252-	1,675
Carpenter's (4)					3	3	3	3		3						1,020
Cotton classer's (2)					2	2	2					1	1	1	1,080-	1,620
Electrician's (4)					6	6	6	3		3	1	1	3	3	1,200-	1,500
Electrician's, radio (4)	1		1		5	5	5	1		1		2	2	2		1,500
General mechanic's (4)					4	4	4						4	4		1,320
Laundry, skilled (4)					11	27	38	8	27	35			3	3	540-	1,320
Mason's (4)					1	1	1	1		1						1,320
Painter's (4)					2	2	2	1		1			1	1		1,200
Plumber's (4)	2		2		3	3	5	4		4			1	1		1,320
Scientific, biology, under (2)					1	1	1	1		1						1,260
Scientific, chemistry, under (2)	3		3		2	2	5	5		5						1,020-
Scientific, cotton and rubber investigations, under (2)					7	7	7	7		7						1,260
Sheet-metal worker's (4)					3	3	3	3		3						1,260
Steamfitter's (4)					7	7	7	3		3	2		2	2	1,260-	1,320
Herder, buffalo (4)					1	1	1	1		1						1,680
Historian:																
Park (1)	1		1				1	1					1	1		3,800
Park, assistant (1)					2	2	2	2		2						2,600
Horticulturist (1)					1	1	1	1					1	1		4,000
Husbandman, dairy, associate (1)					1	1	1	1					1	1		3,800
Hygienist:																
Dental (2)					2	2	4	1	2	3			1	1	1,260-	1,620
Dental, senior (2)					1	1	1	1		1						1,620
Inspector:																
Aircraft, assistant (3)					4	4	4	3		3			1	1	1,620-	2,000
Antinarcotic (3)					2	2	2	1		1			1	1		2,300
Boilers, local and assistant (4)					2	2	2	2					2	2		2,900
Building (4)					1	1	1	1					1	1		2,000

TABLE 3.—Showing for the fiscal year ended June 30, 1932, the number of appointments made from the different examinations in the departmental and field services, by sex, preference status, and salary range. Per diem salaries have been converted to a per annum basis—Con.

Title of examination	Departmental			Field			Total	Nonpreference			10-point preference					5-point preference			Entrance salary
	Male	Female	Total	Male	Female	Total		Male	Female	Total	Disability (male)	Disability (female)	Wife	Widow	Total	Male	Female	Total	
Inspector—Continued.																			
Bureau of Industrial Alcohol (1)				18		18	18	2		2	9				9	7		7	\$960-\$2,600
Construction (4)				10		10	10	6		6	3				3	1		1	2,000-2,300
Construction, assistant (4)				3		3	3	1		1						2		2	2,000
Construction, junior (4)				1		1	1	1		1									1,500
Construction, senior (4)				1		1	1									1		1	2,600
Customs (3)				101	3	104	104	41	3	44	32				32	28		28	1,260-2,100
Customs patrol (4)				6		6	6				4				4	2		2	2,100-2,600
Food and drug, junior (1)				1		1	1	1		1									2,000
Hours of service (3)				1		1	1	1		1									4,000
Hulls, local and assistant (4)				3		3	3	1		1						2		2	2,900-3,200
Immigrant (3)				20		20	20	4		4	7				7	9		9	1,200-2,100
Immigration patrol (4)				252		252	252	87		87	19				19	146		146	1,200-1,800
Lay, assistant (2)				103		103	103	23		23	46				46	34		34	1,620-2,000
Locomotives (4)				1		1	1				1				1				4,000
Plant quarantine, associate (1)				1		1	1	1		1									2,900
Plant quarantine, junior (1)				1		1	1	1		1									1,500
Radio enforcement, assistant (1)				10		10	10	10		10									2,400
Sanitary, junior (4)				7		7	7	6		6	1				1				1,080-1,800
Signal Corps equipment (4)				5		5	5	2		2						3		3	1,600-1,800
Surveillance, junior (2)				1		1	1	1		1									1,620
Surveillance, senior (2)				1		1	1	1		1									2,000
Inspector-foreman, engineering, senior (1)				17		17	17	9		9						8		8	1,260-2,100
Inspector-superintendent:																			
Engineering, chief (1)				1		1	1	1		1									1,200
Engineering, principal (1)				1		1	1									1		1	2,300
Instructor:																			
Penitentiary service (1)				2		2	2	2		2									2,600
Shop subjects (2)				12		12	12	6		6						6		6	2,000-2,300
Instructor-foreman:																			
Automobile mechanic (2)				1		1	1									1		1	1,800
Bricklayer (2)				1		1	1				1				1				2,000
Cabinet maker (2)				1		1	1				1				1				1,800
Painter (2)				1		1	1									1		1	2,000
Plumber and steamfitter (2)				1		1	1	1		1									2,000
Power sewing machine, assistant (2)					1	1	1		1	1									1,800
Truck gardener (2)				1		1	1									1		1	

[illegible]

STATISTICAL INFORMATION

Postmaster, fourth class (3)	5	5	1, 139	829	1, 968	1, 968	1, 036	820	1, 856	23	51	4	32	80	80	2, 754
Pressman, printing, cylinder (4)	5	5	5	5	5	5	3	1	1	1	1	1	1	1	1	1, 940- 2, 900
Printer:																
Hand compositor (4)	33	33	5	5	38	28	28	2	2	2	2	2	2	8	8	1, 440- 2, 504
Monotype machine operator (4)	10	10	1	1	11	5	5	2	2	2	2	2	2	4	4	2, 000- 2, 629
Proofreader (3)	54	9	63	63	40	9	49	3	3	11	11	11	11	11	11	2, 754
Slug machine operator (4)	20	20	4	4	24	1	1	19	19	19	19	19	19	4	4	1, 260- 2, 629
Protector:																
Game (4)			4	4	4	3	3							1	1	1, 800- 2, 600
Reservation, birds (4)			1	1	1	1	1							1	1	1, 800
Reservation, mammals (4)			1	1	1	1	1							1	1	2, 300
Psychologist, assistant (1)			2	2	2	2	2									2, 600
Quartermaster (4)			1	1	1	1	1							1	1	1, 500
Ranger:																
Forest (2)			2	2	2	1	1							1	1	2, 000
Park (2)			23	23	23	11	11	4	4	4	4	4	4	8	8	1, 500- 1, 980
Repairman:																
Clock (4)	1	1	1	1	1	1	1	1	1	1	1	1	1			1, 680
Instrument (4)	1	1	1	1	1	1	1	1	1	1	1	1	1			1, 680
Telephone (4)	1	1	1	1	1	1	1	1	1	1	1	1	1			1, 878
Tractor (4)	1	1	1	1	1	1	1	1	1	1	1	1	1			1, 800
Typewriter (4)	1	1	1	1	1	1	1	1	1	1	1	1	1			1, 320
Representative, Treasury (3)			2	2	2	2	2							2	2	3, 200
Rodman (2)			33	33	33	32	32							1	1	1, 020- 1, 440
Senior (2)			10	10	10	5	5	3	3	3	3	3	3	2	2	1, 020- 1, 260
Rodman and chainman (2)	6	6	5	5	11	9	9	1	1	1	1	1	1	1	1	1, 020- 1, 500
Roofer, composition (4)			1	1	1	1	1							1	1	1, 878
Scaler, timber (2)			2	2	2	2	2									1, 860
Secretary, National Capital Park and Planning Commission (1)	1	1			1	1	1									4, 600
Sewer, aircraft fabric (4)				12	12	12	12	12	12							720
Silviculturist (1)			2	2	2	2	2	1	1	1	1	1	1			3, 800- 4, 400
Associate (1)			1	1	1	1	1							1	1	3, 200
Senior (1)			1	1	1	1	1	1	1							4, 800
Specialist:																
Cotton classing (3)			2	2	2	2	2	1	1	1	1	1	1			3, 800
Cotton classing, senior (3)			2	2	2	2	2							2	2	3, 800
Marketing, canned goods, associate (1)			3	3	3	3	1	1	1	1	1	1	1			2, 600- 3, 200
Marketing, fruits and vegetables, assistant (1)			1	1	1	1	1							1	1	3, 120
Marketing, livestock market reporter, assistant (1)			1	1	1	1	1							1	1	2, 600
Meat grader, assistant (1)			1	1	1	1	1							1	1	1, 440
Tobacco, junior (1)			6	6	6	3	3							3	3	2, 000- 2, 400
Splicer (cable) seaman (4)			1	1	1	1	1	1	1							1, 260
Statistician:																
Assistant (1)			1	1	1	1	1									2, 600
Medical, associate (1)			1	1	1	1	1									3, 200
Steamfitter (4)	3	3	4	4	7	3	3	3	3	3	3	3	3	1	1	1, 680- 1, 878

¹ Includes 1,239 appointments at offices with annual salary lower than \$500. Does not include 107 appointments at offices with annual salary of \$500 or more made through investigations of post-office inspectors.

Storekeeper.....				2		2	2	2		2								
Typist, junior.....				8		8	8	8		8								
Total for entrance, classified service.....	1,375	658	2,033	16,438	2,978	19,416	21,449	11,693	3,296	14,989	1,396	13	48	104	1,561	4,724	175	4,899
Reinstatements, transfers, and promotions.....	676	342	1,018	2,422	191	2,613	3,631											
Total for classified service.....	2,051	1,000	3,051	18,860	3,169	22,029	25,080	11,693	3,296	14,989	1,396	13	48	104	1,561	4,724	175	4,899
Unclassified:																		
Postmaster, first class.....				116	6	122	122	75	6	81						41		41
Postmaster, second class.....				299	31	330	330	213	28	241						86	3	89
Postmaster, third class.....				568	182	750	750	392	172	564						176	10	186
Schedules A and B.....	35	1	36	45	4	49	85											
Laborers.....	146	138	284	719	245	964	1,248	569	363	932						\$ 296	\$ 20	\$ 316
Total, unclassified.....	181	139	320	1,747	468	2,215	2,535	1,249	569	1,818						599	33	632
Aggregate.....	2,232	1,139	3,371	20,607	3,637	24,244	27,615	12,942	3,865	16,807	1,396	13	48	104	1,561	5,323	208	5,531

³ Appointments in the branches named were made in the establishment indicated in each case but not necessarily from the local board register for the particular establishment.

⁴ Of this number, 169 appointments were made to positions under the government of the District of Columbia, which positions are not in the classified Federal service. Such appointments were made to the following-named positions in the numbers indicated: Associate dentist, 1; associate medical officer, 1; chauffeur, 1; dietitian, 2; foreman of laborers, 2; graduate nurse, 3; graduate nurse (junior grade), 1; graphotype operator, 2; guard, 4; janitor, 2; junior civil engineer, 2; junior director of social work, 1; junior file clerk, 2; junior social worker, 1; junior stenographer, 4; junior telephone operator, 1; junior typist, 1; medical technician (röntgenology), 2; policeman, 83; private (fire department), 50; senior stenographer, 2; senior typist, 1.

⁵ Veterans are not allowed 5 points additional in unclassified laborer examinations but in such examinations veteran eligibles are given precedence in certification.

TABLE 4.—*Number of appointments made to competitive classified positions during the fiscal year ended June 30, 1932, by departments and independent offices, and preference status*

Department or office	Number appointed			
	10-point preference	5-point preference	Nonpreference	Total
State.....	1		18	19
Treasury.....	243	480	810	1,533
War.....	192	686	2,590	3,468
Justice.....	106	495	482	1,083
Post Office.....	252	967	4,484	5,703
Navy.....	106	848	2,516	3,470
Interior.....	60	164	849	1,073
Agriculture.....	121	202	895	1,218
Commerce.....	49	284	410	743
Labor.....	44	166	183	393
Government Printing Office.....	30	46	243	319
Smithsonian Institution.....	9	4	12	25
Interstate Commerce Commission.....	2	2	27	31
Civil Service Commission.....	1		10	11
Federal Trade Commission.....			5	5
Shipping Board.....			1	1
Tariff Commission.....			15	15
Employees' Compensation Commission.....			3	3
Panama Canal.....		7	33	40
Public Buildings and Parks.....	77	57	98	232
General Accounting Office.....	5	1	24	30
Veterans' Administration.....	259	435	1,103	1,797
National Advisory Committee for Aeronautics.....	1	3	43	47
Federal Power Commission.....			1	1
Federal Radio Commission.....		1	4	5
Federal Farm Board.....			13	13
Personnel Classification Board.....		1		1
International Boundary Commission.....			1	1
District of Columbia government.....	3	50	116	169
Total.....	1,561	4,899	14,989	21,449

TABLE 5.—*Number of appointments made in the departmental service during the last five fiscal years*

1928.....	2,065	1931.....	2,710
1929.....	2,386	1932.....	2,033
1930.....	1,520		

¹ Includes approximately 2,450 in the Bureau of the Census.² Includes approximately 2,355 in the Bureau of the Census.

TABLE 6.—Showing for the fiscal year ended June 30, 1932, by departments and independent offices, the number of preference and nonpreference eligibles certified, appointed, and passed over

[Figures compiled from final actions on all certificates reported on during the year]

Department or office	10-point preference			5-point preference			Nonpreference			Total		
	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over	Certified	Appointed	Passed over
Agriculture	330	83	54	801	224	75	3,982	1,143	388	5,113	1,450	517
Commerce	170	48	50	940	289	94	1,517	388	140	2,627	725	284
Interior	302	62	76	673	163	97	2,600	796	330	3,575	1,021	503
Justice	444	129	110	1,617	537	287	1,751	444	231	3,812	1,110	628
Labor	162	49	22	464	174	39	666	197	79	1,292	420	140
Navy	284	131	26	1,791	1,133	73	5,777	3,343	375	7,852	4,607	474
Post Office (miscellaneous)	355	144	96	1,281	469	170	5,364	1,858	1,003	7,000	2,471	1,269
Fourth-class postmasters	67	34	18	209	94	33	1,553	688	287	1,829	816	338
Rural carriers	125	49	30	238	89	44	1,488	109	100	851	247	174
Railway Mail Service	16	13	—	151	117	—	344	248	—	511	378	—
State	9	1	2	18	1	1	91	19	9	118	21	12
Treasury	918	321	131	1,745	600	244	4,145	1,416	625	6,808	2,337	1,000
War	662	172	172	2,558	843	463	9,176	3,329	1,341	12,396	4,344	1,976
Alaska Road Commission	3	1	1	—	—	—	10	7	2	13	8	3
Civil Service Commission	16	1	2	4	—	1	71	11	7	91	12	10
District of Columbia government	52	5	9	141	52	26	536	170	64	729	227	99
Employees' Compensation Commission	4	—	1	—	—	—	18	4	1	22	4	2
Federal Farm Board	26	—	1	11	—	1	123	14	9	160	14	11
Federal Power Commission	1	—	—	4	—	1	2	2	—	7	2	1
Federal Radio Commission	—	—	—	—	—	—	5	3	2	5	3	2
Federal Trade Commission	3	—	—	1	—	—	35	8	2	39	8	2
General Accounting Office	21	5	6	14	2	6	70	24	10	105	31	22
Government Printing Office	78	30	18	92	46	9	559	230	86	729	306	113
International Boundary Commission	—	—	—	—	—	—	1	—	—	1	1	—
Interstate Commerce Commission	36	6	17	28	4	9	206	65	16	270	75	42
National Advisory Committee for Aeronautics	2	1	—	14	3	6	105	40	17	121	44	23
Panama Canal	—	—	—	12	3	2	29	12	3	41	15	5
Personnel Classification Board	—	—	—	3	1	—	—	—	—	3	1	—
Public Buildings and Public Parks	328	91	54	215	61	18	842	302	67	1,385	454	139
Smithsonian Institution	34	9	3	19	7	—	65	14	10	118	30	13
National Capital Park and Planning Commission	3	—	2	8	2	1	4	1	1	15	3	4
Tariff Commission	16	1	2	4	—	1	67	23	16	87	24	19
Veterans' Administration	1,043	303	157	2,109	592	237	6,248	1,193	706	9,400	2,038	1,100
Total	5,510	1,689	1,060	15,165	5,506	1,938	46,450	16,102	5,927	67,125	23,297	8,925

TABLE 7.—Apportionment of appointments from July 15, 1883, to June 30, 1932
IN ARREARS

State or Territory	In service on June 30, 1931	Appointed since June 30, 1931	Separated since June 30, 1931	In service on June 30, 1932	Appoint- ments to which each State and Territory was entitled on June 30, 1932
1. Puerto Rico.....	23	3	1	25	481
2. Hawaii.....	13			13	115
3. California.....	380	46	29	397	1,769
4. Alaska.....	5			5	18
5. Arizona.....	40	3	6	37	136
6. Texas.....	483	42	30	495	1,815
7. Oklahoma.....	207	21	12	216	747
8. Michigan.....	476	54	23	507	1,509
9. Louisiana.....	214	30	11	233	655
10. Arkansas.....	209	18	14	213	578
11. New Jersey.....	493	34	59	468	1,260
12. Alabama.....	343	27	17	353	825
13. Mississippi.....	294	23	21	296	626
14. Georgia.....	406	46	20	432	907
15. Wisconsin.....	453	38	42	449	916
16. South Carolina.....	273	18	22	269	542
17. Ohio.....	1,014	88	68	1,034	2,072
18. New Mexico.....	65	5	4	66	132
19. Illinois.....	1,171	114	71	1,214	2,378
20. Oregon.....	167	10	22	155	297
21. Nevada.....	15			15	28
22. New York.....	2,046	178	89	2,135	3,923
23. Washington.....	260	32	21	271	487
24. North Carolina.....	523	61	28	556	988
25. Connecticut.....	295	26	17	304	501
26. North Dakota.....	124	14	8	130	212
27. Tennessee.....	484	41	19	506	816
28. Kentucky.....	503	46	13	536	815
29. Florida.....	266	48	13	301	458
30. Montana.....	108	16	12	112	168
31. Wyoming.....	44	6	3	47	70
32. Idaho.....	98	12	7	103	139
33. Colorado.....	238	18	16	240	323
34. Minnesota.....	578	63	44	597	799
35. Pennsylvania.....	2,185	167	100	2,252	3,062
36. Indiana.....	719	84	41	762	1,009
37. Missouri.....	868	64	42	890	1,131
38. Nebraska.....	322	38	22	338	430
39. South Dakota.....	165	19	10	174	216
40. Kansas.....	480	41	30	491	586
41. Utah.....	136	18	17	137	158
42. Rhode Island.....	198	21	16	203	214
43. Massachusetts.....	1,235	94	70	1,269	1,324
44. West Virginia.....	490	51	23	518	530
45. Maine.....	256	15	26	245	249
46. New Hampshire.....	144	7	8	143	145
IN EXCESS					
47. Delaware.....	76	2	2	76	74
48. Iowa.....	837	38	42	833	770
49. Vermont.....	143	2	4	141	112
50. Virginia.....	2,620	87	79	2,628	755
51. Maryland.....	2,424	88	83	2,429	509
52. District of Columbia.....	12,683	399	451	12,631	152
Total.....	38,292	2,416	1,828	38,880	38,880

In the foregoing 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 separation of their residents from the service. This arrangement is designed to secure to States, through certifications of eligibles from the various registers, their equitable proportion of appointments. A comparison of the number in the first column of figures of the table with that in the fourth column will show the gain or loss to the State or Territory during the fiscal year.

TABLE 8.—Showing for all branches of the classified service the number examined, the number that passed, the per cent that passed, the number appointed, 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
POST OFFICE SERVICE ¹					
July 16, 1883, to Jan. 15, 1884	5,690	1,941	1,119	57.7	372
Jan. 16, 1884, to Jan. 15, 1885	7,500	3,233	2,262	70.0	1,249
Jan. 16, 1885, to Jan. 15, 1886	9,000	4,113	2,953	71.8	1,473
Jan. 16, 1886, to June 30, 1887	10,500	7,467	5,222	69.9	3,254
July 1, 1887, to June 30, 1888	11,767	6,103	3,632	59.5	1,924
July 1, 1888, to June 30, 1889	12,966	10,702	6,615	61.8	2,938
July 1, 1889, to June 30, 1890	13,097	11,193	6,901	61.7	2,850
July 1, 1890, to June 30, 1891	14,909	8,538	5,840	68.4	2,861
July 1, 1891, to June 30, 1892	17,500	9,162	5,551	60.6	2,113
July 1, 1892, to June 30, 1893	23,058	15,875	8,474	53.4	2,505
July 1, 1893, to June 30, 1894	24,000	25,777	14,343	55.6	3,154
July 1, 1894, to June 30, 1895	25,000	19,438	12,802	65.9	3,348
July 1, 1895, to June 30, 1896	26,316	14,433	10,374	71.9	3,148
July 1, 1896, to June 30, 1897	28,000	20,226	10,934	54.1	1,570
July 1, 1897, to June 30, 1898	31,000	14,881	9,161	61.5	2,758
July 1, 1898, to June 30, 1899	35,650	10,509	6,852	65.2	2,584
July 1, 1899, to June 30, 1900	37,000	16,584	11,447	69.0	3,931
July 1, 1900, to June 30, 1901	40,000	20,901	12,749	61.0	4,293
July 1, 1901, to June 30, 1902	40,114	30,605	18,858	61.6	6,328
July 1, 1902, to June 30, 1903	59,015	46,565	35,220	75.6	16,159
July 1, 1903, to June 30, 1904	71,098	52,771	39,961	75.7	21,022
July 1, 1904, to June 30, 1905	81,596	52,550	41,978	79.9	16,297
July 1, 1905, to June 30, 1906	89,202	48,302	37,918	78.5	17,121
July 1, 1906, to June 30, 1907	95,926	51,025	37,771	74.0	16,456
July 1, 1907, to June 30, 1908	102,127	52,363	37,850	72.3	12,169
July 1, 1908, to June 30, 1909	122,711	57,568	45,468	79.0	11,441
July 1, 1909, to June 30, 1910	126,131	37,253	30,170	81.0	11,812
July 1, 1910, to June 30, 1911	127,228	42,760	34,149	79.9	9,328
July 1, 1911, to June 30, 1912	115,905	40,256	26,133	64.9	8,706
July 1, 1912, to June 30, 1913	161,846	59,181	39,810	67.3	14,905
July 1, 1913, to June 30, 1914	165,646	103,678	76,257	73.6	19,606
July 1, 1914, to June 30, 1915	165,808	70,734	52,586	74.3	13,682
July 1, 1915, to June 30, 1916	166,375	72,122	55,614	77.1	17,729
July 1, 1916, to June 30, 1917	187,067	51,527	38,647	75.0	19,569
July 1, 1917, to June 30, 1918	188,201	56,268	41,309	73.4	29,572
July 1, 1918, to June 30, 1919	190,081	58,469	41,433	70.9	29,949
July 1, 1919, to June 30, 1920	196,449	58,922	39,667	67.3	17,181
July 1, 1920, to June 30, 1921	205,352	114,033	74,977	65.8	32,601
July 1, 1921, to June 30, 1922	209,533	70,120	43,984	62.7	25,186
July 1, 1922, to June 30, 1923	212,078	61,122	40,583	66.4	22,286
July 1, 1923, to June 30, 1924	222,276	77,862	52,575	67.5	27,237
July 1, 1924, to June 30, 1925	226,801	77,978	50,647	65.0	20,560
July 1, 1925, to June 30, 1926	230,021	89,835	42,591	47.4	16,561
July 1, 1926, to June 30, 1927	232,244	98,423	45,080	45.8	17,560
July 1, 1927, to June 30, 1928	238,449	100,576	49,279	49.0	15,720
July 1, 1928, to June 30, 1929	241,394	96,276	44,986	46.7	16,875
July 1, 1929, to June 30, 1930	250,525	80,115	39,665	49.5	13,560
July 1, 1930, to June 30, 1931	253,868	51,314	26,488	51.6	8,905
July 1, 1931, to June 30, 1932	251,887	32,425	16,076	49.5	4,788
Total		2,214,064	1,434,964	64.8	577,196
RAILWAY MAIL SERVICE					
May 1, 1889, to June 30, 1889	5,448	2,236	1,802	80.6	125
July 1, 1889, to June 30, 1890	5,836	4,463	3,129	70.2	1,400
July 1, 1890, to June 30, 1891	6,032	3,706	2,588	69.8	1,062
July 1, 1891, to June 30, 1892	6,417	4,597	2,949	64.2	1,199
July 1, 1892, to June 30, 1893	6,645	3,555	2,316	65.2	993
July 1, 1893, to June 30, 1894	6,862	4,267	3,120	73.3	718
July 1, 1894, to June 30, 1895	7,045	4,641	3,107	67.0	643
July 1, 1895, to June 30, 1896	7,408	5,113	3,127	61.2	655
July 1, 1896, to June 30, 1897	7,573	6,431	4,710	73.2	381
July 1, 1897, to June 30, 1898	7,999	4,799	3,828	79.8	698
July 1, 1898, to June 30, 1899	8,388	5,220	4,319	82.7	774
July 1, 1899, to June 30, 1900	8,696	4,488	3,844	85.7	736
July 1, 1900, to June 30, 1901	8,975	4,359	3,593	82.4	816
July 1, 1901, to June 30, 1902	9,000	377	258	68.4	1,017

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 8.—Showing for all branches of the classified service the number examined, the number passed, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed
RAILWAY MAIL SERVICE—Continued					
July 1, 1902, to June 30, 1903.....	10,355	3,441	2,686	78.1	1,784
July 1, 1903, to June 30, 1904.....	11,301	6,388	4,115	64.4	1,678
July 1, 1904, to June 30, 1905.....	12,171	6,972	4,218	60.5	1,558
July 1, 1905, to June 30, 1906.....	13,456	6,620	4,481	67.7	2,173
July 1, 1906, to June 30, 1907.....	14,212	6,566	4,085	62.2	2,051
July 1, 1907, to June 30, 1908.....	15,230	9,674	5,999	62.0	1,607
July 1, 1908, to June 30, 1909.....	15,967	15,724	11,336	72.1	1,392
July 1, 1909, to June 30, 1910.....	16,956	52	39	75.0	2,271
July 1, 1910, to June 30, 1911.....	17,428	8,972	6,760	75.3	1,982
July 1, 1911, to June 30, 1912.....	18,297	11,273	3,036	26.9	770
July 1, 1912, to June 30, 1913.....	19,620	18,340	9,616	52.4	1,270
July 1, 1913, to June 30, 1914.....	22,679	27,664	19,665	71.1	2,941
July 1, 1914, to June 30, 1915.....	21,769	33	17	51.5	146
July 1, 1915, to June 30, 1916.....	20,989	1	1	100.0	28
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
July 1, 1920, to June 30, 1921.....	22,310	15,803	9,849	62.3	6,044
July 1, 1921, to June 30, 1922.....	22,227	12,890	8,094	67.4	910
July 1, 1922, to June 30, 1923.....	22,052	23,642	12,512	52.9	908
July 1, 1923, to June 30, 1924.....	22,073	25,510	10,969	43.0	2,129
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	785
July 1, 1928, to June 30, 1929.....	21,379	12	6	50.0	833
July 1, 1929, to June 30, 1930.....	21,443	10,645	3,895	36.5	721
July 1, 1930, to June 30, 1931.....	21,477	10	6	60.0	825
July 1, 1931, to June 30, 1932.....	23,144	105	29	27.6	833
Total.....		338,157	207,001	61.2	62,463
ALL OTHER SERVICES					
July 16, 1883, to Jan. 15, 1884.....	8,090	1,601	925	57.7	117
Jan. 16, 1884, to Jan. 15, 1885.....	8,090	3,114	1,879	60.3	551
Jan. 16, 1885, to Jan. 15, 1886.....	8,273	3,489	2,081	59.6	408
Jan. 16, 1886, to June 30, 1887.....	8,773	8,385	5,524	65.9	1,188
July 1, 1887, to June 30, 1888.....	8,870	5,178	3,236	62.5	692
July 1, 1888, to June 30, 1889.....	11,012	6,122	3,561	58.2	718
July 1, 1889, to June 30, 1890.....	11,693	7,338	3,914	53.3	932
July 1, 1890, to June 30, 1891.....	11,808	6,830	4,358	63.8	1,472
July 1, 1891, to June 30, 1892.....	13,606	5,701	3,660	64.2	649
July 1, 1892, to June 30, 1893.....	13,724	5,408	3,218	59.5	793
July 1, 1893, to June 30, 1894.....	14,413	7,335	4,668	63.6	832
July 1, 1894, to June 30, 1895.....	15,100	6,957	3,902	56.1	802
July 1, 1895, to June 30, 1896.....	21,390	11,633	7,213	62.0	1,283
July 1, 1896, to June 30, 1897.....	53,703	23,914	13,830	57.8	1,096
July 1, 1897, to June 30, 1898.....	50,307	26,022	17,611	67.7	4,414
July 1, 1898, to June 30, 1899.....	49,106	33,435	25,141	75.2	6,199
July 1, 1899, to June 30, 1900.....	49,197	25,530	19,674	77.1	5,222
July 1, 1900, to June 30, 1901.....	49,246	22,833	17,179	75.2	5,182
July 1, 1901, to June 30, 1902.....	57,451	29,576	21,393	72.3	5,953
July 1, 1902, to June 30, 1903.....	58,176	59,823	50,077	83.7	22,327
July 1, 1903, to June 30, 1904.....	66,698	68,687	56,002	81.5	26,209
July 1, 1904, to June 30, 1905.....	72,228	83,531	65,545	78.5	21,141
July 1, 1905, to June 30, 1906.....	78,254	62,355	48,946	78.5	19,756
July 1, 1906, to June 30, 1907.....	83,192	71,726	52,064	72.6	24,496
July 1, 1907, to June 30, 1908.....	84,401	99,756	76,911	77.1	28,377
July 1, 1908, to June 30, 1909.....	89,918	85,192	66,545	78.2	28,110
July 1, 1909, to June 30, 1910.....	96,471	78,339	57,560	73.4	29,502
July 1, 1910, to June 30, 1911.....	122,818	53,302	29,250	54.9	11,946
July 1, 1911, to June 30, 1912.....	82,904	54,549	30,082	55.1	11,493
July 1, 1912, to June 30, 1913.....	100,670	64,384	44,924	69.8	18,979
July 1, 1913, to June 30, 1914.....	103,577	84,245	51,604	61.3	19,388
July 1, 1914, to June 30, 1915.....	103,841	97,028	62,029	63.9	22,570
July 1, 1915, to June 30, 1916.....	108,783	82,599	58,177	70.4	24,300
July 1, 1916, to June 30, 1917.....	118,636	146,590	103,463	70.6	66,700
July 1, 1917, to June 30, 1918.....	433,693	492,196	344,787	70.1	175,661
July 1, 1918, to June 30, 1919.....	358,831	369,870	251,904	68.1	148,293
July 1, 1919, to June 30, 1920.....	279,437	221,539	146,677	66.2	94,859
July 1, 1920, to June 30, 1921.....	220,440	173,473	118,383	68.2	63,066
July 1, 1921, to June 30, 1922.....	188,928	122,997	76,274	62.0	37,771

TABLE 8.—Showing for all branches of the classified service the number examined, the number passed, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed
ALL OTHER SERVICES—Continued					
July 1, 1922, to June 30, 1923.....	177,268	119,436	69,823	58.5	34,410
July 1, 1923, to June 30, 1924.....	171,244	122,351	71,907	58.7	37,983
July 1, 1924, to June 30, 1925.....	174,397	123,377	71,815	58.2	28,975
July 1, 1925, to June 30, 1926.....	169,939	112,898	63,286	56.0	22,075
July 1, 1926, to June 30, 1927.....	168,473	123,775	46,140	37.2	23,795
July 1, 1927, to June 30, 1928.....	171,971	136,227	74,461	54.6	23,812
July 1, 1928, to June 30, 1929.....	183,184	147,222	80,734	54.8	30,205
July 1, 1929, to June 30, 1930.....	190,115	176,669	89,431	50.6	26,794
July 1, 1930, to June 30, 1931.....	192,675	197,114	95,176	48.3	31,798
July 1, 1931, to June 30, 1932.....	192,130	224,579	73,612	32.7	19,459
Total.....		4,296,230	2,690,656	62.6	1,212,753
SUMMARY					
July 16, 1883, to Jan. 15, 1884.....	13,780	3,542	2,044	57.7	489
Jan. 16, 1884, to Jan. 15, 1885.....	15,590	6,347	4,141	65.2	1,800
Jan. 16, 1885, to Jan. 15, 1886.....	17,213	7,602	5,034	66.2	1,881
Jan. 16, 1886, to June 30, 1887.....	19,345	15,852	10,746	67.8	4,442
July 1, 1887, to June 30, 1888.....	22,577	11,281	6,868	60.9	2,616
July 1, 1888, to June 30, 1889.....	28,650	19,060	11,978	62.8	3,781
July 1, 1889, to June 30, 1890.....	30,626	22,994	13,947	60.7	5,182
July 1, 1890, to June 30, 1891.....	33,873	19,074	12,786	67.0	5,395
July 1, 1891, to June 30, 1892.....	37,523	19,460	12,160	62.5	3,961
July 1, 1892, to June 30, 1893.....	43,915	24,838	14,008	56.4	4,291
July 1, 1893, to June 30, 1894.....	45,821	37,379	22,131	59.2	4,704
July 1, 1894, to June 30, 1895.....	54,222	31,036	19,811	63.9	4,793
July 1, 1895, to June 30, 1896.....	87,044	31,179	20,714	66.4	5,086
July 1, 1896, to June 30, 1897.....	85,886	50,571	26,474	53.3	3,047
July 1, 1897, to June 30, 1898.....	89,306	45,712	30,600	66.9	7,870
July 1, 1898, to June 30, 1899.....	93,144	49,164	36,312	74.0	9,557
July 1, 1899, to June 30, 1900.....	94,893	46,602	34,565	75.0	9,889
July 1, 1900, to June 30, 1901.....	106,205	48,093	33,521	69.7	10,291
July 1, 1901, to June 30, 1902.....	107,990	60,558	40,509	66.9	13,298
July 1, 1902, to June 30, 1903.....	135,453	109,829	87,983	80.1	40,270
July 1, 1903, to June 30, 1904.....	154,023	127,846	100,078	78.3	48,909
July 1, 1904, to June 30, 1905.....	171,807	143,053	111,741	78.1	38,996
July 1, 1905, to June 30, 1906.....	184,178	117,277	91,345	77.6	36,050
July 1, 1906, to June 30, 1907.....	194,323	129,317	93,920	72.6	43,003
July 1, 1907, to June 30, 1908.....	206,637	161,793	120,760	74.6	42,153
July 1, 1908, to June 30, 1909.....	234,940	158,484	123,449	77.9	40,943
July 1, 1909, to June 30, 1910.....	222,278	115,644	87,769	75.9	43,585
July 1, 1910, to June 30, 1911.....	227,657	105,024	70,159	66.8	23,256
July 1, 1911, to June 30, 1912.....	217,392	106,078	59,251	55.9	20,669
July 1, 1912, to June 30, 1913.....	282,597	141,905	94,350	66.5	35,154
July 1, 1913, to June 30, 1914.....	292,460	215,587	147,526	68.4	² 41,935
July 1, 1914, to June 30, 1915.....	292,261	167,795	114,632	68.3	³ 36,398
July 1, 1915, to June 30, 1916.....	296,926	154,722	113,792	73.5	42,057
July 1, 1916, to June 30, 1917.....	326,899	212,114	152,553	71.9	86,312
July 1, 1917, to June 30, 1918.....	642,432	551,391	387,963	70.4	213,530
July 1, 1918, to June 30, 1919.....	592,961	438,259	299,826	68.4	179,533
July 1, 1919, to June 30, 1920.....	497,603	293,327	193,915	66.1	116,309
July 1, 1920, to June 30, 1921.....	448,112	303,309	203,209	67.0	101,711
July 1, 1921, to June 30, 1922.....	420,688	206,007	128,952	62.6	63,867
July 1, 1922, to June 30, 1923.....	411,398	204,200	122,918	60.2	57,664
July 1, 1923, to June 30, 1924.....	415,593	225,723	135,451	60.0	67,349
July 1, 1924, to June 30, 1925.....	423,538	201,415	122,495	60.8	50,164
July 1, 1925, to June 30, 1926.....	422,300	202,846	105,964	52.2	38,916
July 1, 1926, to June 30, 1927.....	422,698	251,679	106,937	42.4	42,063
July 1, 1927, to June 30, 1928.....	431,763	236,997	123,830	52.2	40,317
July 1, 1928, to June 30, 1929.....	445,957	243,510	125,726	51.6	47,913
July 1, 1929, to June 30, 1930.....	462,083	267,429	132,991	49.7	41,075
July 1, 1930, to June 30, 1931.....	468,050	248,438	121,670	48.9	41,528
July 1, 1931, to June 30, 1932.....	467,161	257,109	89,717	34.8	25,080
Total.....		6,848,451	4,332,621	63.2	1,852,412

² 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.

³ 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.

TABLE 9.—Showing the number and salary ranges of employees subject to the retirement act on June 30, 1930, by retirement age group and sex

Salary range	Age group 62			Age group 65			Age group 70			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under \$900.....	327	134	461	537	2,302	2,839	604	127	731	1,468	2,563	4,031
\$900 to \$1,199.....	2,303	90	2,393	4,422	1,998	6,420	1,070	184	1,254	7,795	2,272	10,067
\$1,200 to \$1,599.....	9,704	320	10,024	42,027	4,215	46,242	10,271	11,335	21,606	62,002	15,870	77,872
\$1,600 to \$1,999.....	6,145	15	6,160	49,345	2,395	51,740	11,276	18,921	30,197	66,766	21,331	88,097
\$2,000 to \$2,999.....	37,638	257	37,895	129,328	5,456	134,784	33,079	5,718	38,797	200,045	11,431	211,476
\$3,000 to \$3,999.....	849	-----	849	1,347	14	1,361	12,287	313	12,600	14,483	327	14,810
\$4,000 or over.....	198	-----	198	164	2	166	6,507	90	6,597	6,869	92	6,961
Total.....	57,194	816	57,980	227,170	16,382	243,552	75,094	36,688	111,782	359,428	53,886	413,314

¹ See note, Table 11.TABLE 10.—Showing number of employees by department or office, age groups, and sex, subject to the retirement act, on June 30, 1930¹

Department or office	Age group 62			Age group 65		
	Male	Female	Total	Male	Female	Total
Post Office.....	21,145	264	21,409	189,970	7,412	197,382
Treasury.....	185	-----	185	9,536	3,995	13,531
Navy.....	31,251	552	31,803	173	-----	173
War.....	315	-----	315	16,669	1,820	18,489
Veterans' Administration.....	15	-----	15	1,554	172	1,726
Agriculture.....	3,826	-----	3,826	601	233	834
Commerce.....	33	-----	33	666	16	682
Interior.....	374	-----	374	2,040	1,188	3,228
Panama Canal.....	-----	-----	-----	-----	-----	-----
Justice.....	-----	-----	-----	21	-----	21
Labor.....	-----	-----	-----	185	18	203
State.....	-----	-----	-----	9	-----	9
Public Buildings and Public Parks of the National Capital.....	1	-----	1	995	515	1,510
Interstate Commerce Commission.....	-----	-----	-----	10	1	11
General Accounting Office.....	-----	-----	-----	48	3	51
Shipping Board.....	-----	-----	-----	5	-----	5
Civil Service Commission.....	-----	-----	-----	5	-----	5
Smithsonian Institution.....	-----	-----	-----	134	63	197
Federal Trade Commission.....	-----	-----	-----	6	-----	6
Federal Farm Board.....	-----	-----	-----	1	-----	1
National Advisory Committee for Aeronautics.....	18	-----	18	66	-----	66
Tariff Commission.....	-----	-----	-----	1	-----	1
Federal Reserve Board.....	-----	-----	-----	1	-----	-----
Employees' Compensation Commission.....	-----	-----	-----	-----	-----	-----
Board of Tax Appeals.....	-----	-----	-----	-----	-----	-----
Alien Property Custodian.....	-----	-----	-----	4	-----	4
Federal Radio Commission.....	-----	-----	-----	-----	-----	-----
Federal Board for Vocational Education.....	-----	-----	-----	3	3	6
Bureau of Efficiency.....	-----	-----	-----	-----	-----	-----
The White House.....	-----	-----	-----	8	-----	8
American Battle Monuments Commission.....	-----	-----	-----	-----	-----	-----
Federal Power Commission.....	-----	-----	-----	-----	-----	-----
Board of Mediation.....	-----	-----	-----	-----	-----	-----
Commission of Fine Arts.....	-----	-----	-----	-----	-----	-----
International Boundary Commission, United States, Alaska, and Canada.....	-----	-----	-----	-----	-----	-----
National Geographic Board.....	-----	-----	-----	-----	-----	-----
Architect of the Capitol.....	-----	-----	-----	268	74	342
Botanic Gardens.....	-----	-----	-----	21	2	23
Library of Congress.....	-----	-----	-----	53	63	96
Government Printing Office.....	1	-----	1	3,301	641	3,942
Auditor, District of Columbia government.....	-----	-----	-----	834	163	997
Recorder of deeds, District of Columbia.....	-----	-----	-----	2	-----	2
Register of wills, District of Columbia.....	-----	-----	-----	1	-----	1
Total.....	57,164	816	57,980	227,170	16,382	243,552

¹ See note, Table 11.

TABLE 10.—Showing number of employees by department or office, age groups, and sex, subject to the retirement act, on June 30, 1930 ¹—Continued

Department or office	Age group 70			Male	Female	Total
	Male	Female	Total			
Post Office.....	11,562	1,065	12,627	222,677	8,741	231,418
Treasury.....	15,731	7,509	23,240	25,452	11,504	36,956
Navy.....	5,820	2,543	8,363	37,244	3,095	40,339
War.....	9,231	3,697	12,928	26,215	5,517	31,732
Veterans' Administration.....	5,999	9,425	15,424	7,568	9,597	17,165
Agriculture.....	7,089	2,622	9,711	11,516	2,855	14,371
Commerce.....	4,354	2,210	6,564	5,053	2,226	7,279
Interior.....	2,446	1,251	3,697	4,860	2,439	7,299
Panama Canal.....	78	18	96	78	18	96
Justice.....	3,150	1,176	4,326	3,171	1,176	4,347
Labor.....	2,953	878	3,831	3,138	896	4,034
State.....	361	361	722	370	361	731
Public Buildings and Public Parks of the National Capital.....	357	75	432	1,353	590	1,943
Interstate Commerce Commission.....	1,724	446	2,170	1,734	447	2,181
General Accounting Office.....	1,051	838	1,889	1,099	841	1,940
Shipping Board.....	27	49	76	32	49	81
Civil Service Commission.....	221	276	497	226	276	502
Smithsonian Institution.....	237	80	317	371	143	514
Federal Trade Commission.....	104	110	214	110	110	220
Federal Farm Board.....	71	114	185	72	114	186
National Advisory Committee for Aeronautics.....	123	33	156	207	33	240
Tariff Commission.....	53	82	135	54	82	136
Federal Reserve Board.....	2	2	4	2	2	4
Employees' Compensation Commission.....	58	114	172	58	114	172
Board of Tax Appeals.....	29	85	114	29	85	114
Alien Property Custodian.....	12	33	45	16	33	49
Federal Radio Commission.....	22	56	78	22	56	78
Federal Board for Vocational Education.....	32	46	78	35	49	84
Bureau of Efficiency.....	38	20	58	38	20	58
The White House.....	30	4	34	38	4	42
American Battle Monuments Commission.....	7	3	10	7	3	10
Federal Power Commission.....	26	13	39	26	13	39
Board of Mediation.....	10	5	15	10	5	15
Commission of Fine Arts.....	2	1	3	2	1	3
International Boundary Commission, United States, Alaska, and Canada.....	9	—	9	9	—	9
National Geographic Board.....	2	1	3	2	1	3
Architect of the Capitol.....	36	12	48	304	86	390
Botanic Gardens.....	13	2	15	34	4	38
Library of Congress.....	368	294	662	401	357	758
Government Printing Office.....	224	265	489	3,526	906	4,432
Auditor, District of Columbia government.....	1,410	797	2,207	2,244	960	3,204
Recorder of deeds, District of Columbia.....	11	55	66	13	55	68
Register of wills, District of Columbia.....	11	22	33	12	22	34
Total.....	75,094	36,688	111,782	359,428	53,886	413,314

¹ See note, Table 11.

TABLE 11.—*Showing by department, or office, the number, salaries, and contributions of those subject to the retirement act, on June 30, 1930*¹

Department or office	Number of employees	Salaries	Contributions
State.....	731	\$1, 540, 850	\$251, 410
Treasury.....	37, 274	77, 407, 319	14, 629, 544
War.....	31, 908	56, 639, 034	8, 577, 967
Justice.....	4, 395	9, 716, 652	904, 778
Post Office.....	232, 793	479, 465, 019	100, 767, 839
Navy.....	40, 523	78, 041, 082	13, 539, 203
Interior.....	7, 604	15, 275, 738	2, 384, 019
Agriculture.....	14, 829	35, 514, 319	6, 536, 371
Commerce.....	7, 279	16, 256, 300	2, 581, 949
Labor.....	4, 034	8, 353, 140	1, 256, 356
The White House.....	42	107, 560	22, 821
Alien Property Custodian.....	49	94, 220	22, 301
American Battle Monuments Commission.....	10	19, 720	2, 234
Architect of the Capitol.....	390	567, 405	97, 496
Board of Mediation.....	15	55, 600	7, 555
Board of Tax Appeals.....	114	289, 960	52, 365
Botanic Gardens.....	38	57, 890	9, 964
Bureau of Efficiency.....	58	190, 340	33, 200
Civil Service Commission.....	502	1, 056, 820	190, 244
Commission of Fine Arts.....	3	6, 200	924
District of Columbia government.....	3, 204	5, 483, 997	772, 909
Employees' Compensation Commission.....	172	401, 320	54, 872
Federal Board for Vocational Education.....	84	263, 060	44, 007
Federal Farm Board.....	186	415, 640	50, 971
Federal Power Commission.....	39	131, 480	22, 826
Federal Radio Commission.....	78	163, 947	15, 567
Federal Reserve Board.....	4	9, 100	2, 356
Federal Tariff Commission.....	136	306, 780	59, 291
Federal Trade Commission.....	225	518, 840	98, 170
General Accounting Office.....	1, 940	3, 881, 160	791, 598
Government Printing Office.....	4, 432	9, 277, 847	1, 708, 012
International Boundary Commission, Alaska and Canada.....	9	39, 100	8, 132
Interstate Commerce Commission.....	2, 181	6, 283, 670	1, 090, 192
Library of Congress.....	766	1, 329, 650	197, 026
National Advisory Committee for Aeronautics.....	240	524, 708	61, 173
National Geographic Board.....	3	8, 740	2, 682
Panama Canal (Washington office).....	96	226, 520	43, 067
Public Buildings and Public Parks of the National Capital.....	1, 943	2, 669, 800	404, 297
Recorder of deeds, District of Columbia.....	68	107, 680	12, 604
Register of wills, District of Columbia.....	34	70, 280	8, 186
Shipping Board.....	81	161, 360	27, 564
Smithsonian Institution.....	514	922, 982	162, 833
Veterans' Administration.....	17, 307	35, 498, 261	5, 954, 913
Total.....	¹ 416, 333	849, 321, 090	163, 461, 793
Adjustments (50 cents per employee) for fractions of dollars dropped.....	-----	-----	208, 166
Total.....	-----	-----	163, 669, 959
Interest to June 30, 1930.....	-----	-----	26, 578, 057
Grand total.....	-----	-----	190, 248, 016

¹ Includes later data for 3,019 employees not covered by tables 9 and 10.

TABLE 12.—Showing the number of Government employees subject to some retirement act and the number not subject to any such act on June 30, 1932

Department or office	Number subject to some retirement act							Total	Not subject to any retirement act	Total
	Civil service retirement and disability act	Foreign Service	Public Health Service	Lighthouse Service and Coast and Geodetic Survey	Panama Canal	District of Columbia				
						Policemen and firemen	Teachers			
The White House.....	42							42	3	45
State.....	1,451	803						2,254	2,582	4,836
Treasury.....	37,089		370					37,459	15,179	52,638
War.....	30,378							30,378	17,499	47,877
Justice.....	6,335							6,335	2,768	9,103
Post Office.....	232,793							232,793	46,643	279,436
Navy.....	40,422							40,422	7,156	47,578
Interior.....	8,304							8,304	12,182	20,486
Agriculture.....	15,759							15,759	11,592	27,351
Commerce.....	10,158			14,171				14,329	6,642	20,971
Labor.....	4,843							4,843	1,088	5,931
Government Printing Office.....	4,836							4,836	7	4,843
Smithsonian Institution.....	511							511	36	547
Interstate Commerce Commission.....	2,290							2,290	81	2,371
Civil Service Commission.....	596							596	3	599
Bureau of Efficiency.....	45							45		45
Federal Trade Commission.....	256							256	255	511
Shipping Board.....	97							97	683	780
Alien Property Custodian.....	39							39	82	121
Tariff Commission.....	174							174	195	369
Employees Compensation Commission.....	173							173	3	176
Federal Board for Vocational Education.....	80							80	3	83
Panama Canal.....	96				3,100			3,196	6,318	9,514
Public Buildings and Public Parks of the National Capital.....	2,450							2,450	756	3,206
General Accounting Office.....	1,942							1,942	8	1,950
Veterans' Administration.....	22,848							22,848	11,037	33,885
Railroad Administration.....									9	9
Commission of Fine Arts.....	3							3		3
War Finance Corporation.....									2	2
National Advisory Committee for Aeronautics.....	295							295	17	312
Federal Reserve Board.....	4							4	201	205
Board of Tax Appeals.....	113							113	34	147
Board of Mediation.....	12							12	12	24
Federal Power Commission.....	40							40	17	57
Federal Radio Commission.....	100							100	24	124
American Battle Monuments Commission.....	6							6	34	40
Federal Farm Board.....	261							261	80	341
Personnel Classification Board.....	60							60		60
Geographic Board.....	3							3		3
International Joint Commission.....									6	6
International Boundary Commission, United States, Alaska, and Canada.....	5							5		5
International Boundary Commission, United States and Mexico.....									37	37
Reconstruction Finance Corporation.....									1,273	1,273
Alaska Road Commission.....	30							30	296	326
Inter-American High Commission, United States Section.....									5	5
Total.....	424,939	803	370	4,171	3,100	2,221	2,900	433,383	144,848	578,231
District of Columbia government.....	5,500							10,621	500	11,121
Recorder of deeds, District of Columbia.....	62							62		62
Register of wills, District of Columbia.....	34							34		34
Architect of the Capitol.....	476							476	262	738
Botanic Gardens.....	45							45	17	62
Library of Congress.....	852							852	14	866
Grand total.....	431,908	803	370	4,171	3,100	2,221	2,900	445,473	145,641	591,114

¹ Lighthouse Service, 4,000; Coast and Geodetic Survey, 171.