

*Toward a National Personnel Program*



Fifty-fifth Annual Report  
of the  
United States  
Civil Service Commission

For the Fiscal Year Ended June 30

1938



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# HISTORICAL REGISTER OF THE UNITED STATES CIVIL SERVICE COMMISSION

## COMMISSIONERS

HARRY B. MITCHELL, *President, Montana*

LUCILLE FOSTER McMILLIN, *Tennessee*

SAMUEL H. ORDWAY, JR., *New York*

LAWSON A. MOYER, *Executive Director and Chief Examiner*

*List of commissioners, chief examiners, and secretaries since 1883*

| Name   | Whence appointed          | Date of oath<br>of office | Date of retirement       |
|--|---------------------------|---------------------------|--------------------------|
| <b>COMMISSIONERS</b>                                     |                           |                           |                          |
| 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.  |
| Alfred 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.  |
| Hernon W. Craven.....                                    | Washington.....           | July 3, 1913              | Resigned Mar. 16, 1919.  |
| Martin A. Morrison.....                                  | Indiana.....              | Mar. 13, 1919             | Resigned July 14, 1921.  |
| George R. Wales.....                                     | Vermont.....              | Mar. 17, 1919             | Died Sept. 16, 1933.     |
| 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            | Resigned May 11, 1933.   |
| Thomas E. Campbell.....                                  | Arizona.....              | July 7, 1930              | Do.                      |
| Leonard D. White.....                                    | Illinois.....             | Mar. 26, 1934             | Resigned June 15, 1937.  |
| Harry B. Mitchell.....                                   | Montana.....              | May 12, 1933              |                          |
| Lucille Foster McMillin (Mrs. Ben-<br>ton McMillin)..... | Tennessee.....            | do.....                   |                          |
| Samuel H. Ordway, Jr.....                                | New York.....             | Sept. 15, 1937            |                          |
| <b>CHIEF EXAMINERS <sup>1</sup></b>                      |                           |                           |                          |
| Charles Lyman <sup>2</sup> .....                         | Connecticut.....          | May 11, 1883              | Resigned Apr. 17, 1886.  |
| William H. Webster.....                                  | do.....                   | Aug. 28, 1886             | Died Mar. 23, 1896.      |
| A. Ralph Serven.....                                     | New York.....             | June 4, 1896              | Resigned June 7, 1903.   |
| Frank M. Kiggins.....                                    | Tennessee.....            | June 8, 1903              | Died Oct. 26, 1908.      |
| George R. Wales <sup>2</sup> .....                       | Vermont.....              | Dec. 16, 1908             | Resigned Mar. 16, 1919.  |
| Herbert A. Filer.....                                    | 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             | Resigned Aug. 27, 1933.  |
| Lawson A. Moyer <sup>3</sup> .....                       | South Carolina.....       | Aug. 28, 1933             |                          |
| <b>SECRETARIES <sup>4</sup></b>                          |                           |                           |                          |
| 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.....                                   | Michigan.....             | July 2, 1932              | Resigned July 31, 1933.  |

<sup>1</sup> Title changed from Chief Examiner to Executive Director and Chief Examiner on June 29, 1938.

<sup>2</sup> Appointed Commissioner.

<sup>3</sup> Mr. Moyer when promoted to chief examiner had served on the Commission's force for 19 years, during the last 14 years of which he held the position of district manager.

<sup>4</sup> On Sept. 12, 1933, the Commission transferred the functions of the secretary to the chief examiner, and ruled that the position of secretary would not be filled.

## LETTER OF TRANSMITTAL

WASHINGTON, D. C., *November 14, 1938.*

THE PRESIDENT OF THE UNITED STATES.

SIR: Among the challenging public statements of 1937 was your positive message:

The need for improvement in the process of selection of Government employees continues. The need for improvement in methods of assignment, training, transfer and promotion of employees within government service continues.

The civil-service rules had not been modernized for 35 years. There existed no mandate for organized or coordinated personnel supervision and management. There existed no adequate machinery for what you aptly termed the "continued development necessary to economic and efficient administration of government business."

Under your leadership, in the fiscal year ended June 30, 1938, a fundamental basis for overhauling and modernizing the Federal merit system was established.

We have the honor not only to report the accomplishments of the year in Federal personnel administration, but also to indicate how the changes sponsored by you make practicable the extension of the competitive classified service upward, outward, and downward in the aid of effective, economical administration of government.

Respectfully submitted.

HARRY B. MITCHELL,  
LUCILLE FOSTER McMILLIN,  
SAMUEL H. ORDWAY, JR.

*Commissioners.*

## Section I

# THE COMPETITIVE SYSTEM IN TRANSITION

### (A) The Past and Future of the Federal Civil Service

The merit system is recognized as the only sound, democratic approach to the solution of the public personnel problem. In spite of all the inadequacies of Federal civil service administration in the past, due to limitations of its scope and inadequate appropriations, the belief has persisted and has grown that the competitive system is distinctly preferable to spoils. The continued extension of the merit system by the placing of large numbers of additional positions in the competitive service depends upon continued improvements in the practical working of the system.

Delay in filling vacancies, mistakes in selection, errors in placement, dissatisfied employees, dissatisfied administrators, dissatisfied taxpayers dealing with government, resultant inefficiency and waste, are costly items in a national economy.

By his Executive orders of June 24, 1938, President Roosevelt did two important things:

1. He rewrote the civil-service rules and provided the authority for effective administration both in the process of selection and in the processes of management; and
2. He extended the competitive service to all the positions heretofore exempt which he had power to include, reserving only the right to provide such limited special exceptions as recognized exigencies make necessary.

Congress long ago reserved the power to exclude from the competitive system such positions as it saw fit. Through the years it has reserved many positions for the patronage grab bag. There remain today some 200,000 out of 871,000 Federal positions so reserved, which can be included in the classified service only by new acts of Congress.

Congressional action in 1937, for the first time in some years, showed a trend toward including positions within the competitive classified service. Legislative action placed 408 positions of the National Archives in the competitive classified service, as well as a number of positions in five divisions of the Department of Justice. Most important, the Ramspeck-O'Mahoney Postmaster Act provided for the classification of the positions of 14,800 postmasters of the first, second, and third classes. Incumbents are not automatically classified or blanketed in; they must qualify by examination. The civil-



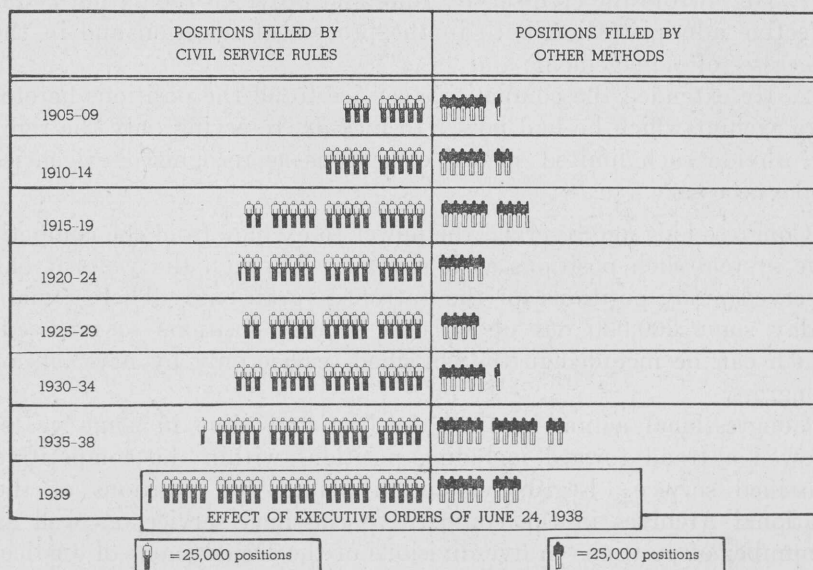
service rules can now be invoked in postmastership cases to eliminate the political activity heretofore surrounding appointments to these important posts.

Despite such legislative advances, however, the Congress, as of old, exempted a number of positions in some of the new and old agencies. A major setback to the merit system at the hands of Congress was the withdrawal from competition of approximately 6,000 administrative positions in emergency conservation work administered under the direction of the Soil Conservation Service of the Department of Agriculture.

The effectiveness of the new rules depends upon the continuing support and leadership of the Chief Executive, and upon the provision to the Commission of an adequate staff and funds to carry out the program authorized by the President. The merit system should be given a full and fair trial under its new auspices, and the Commission believes the Congress may be expected to utilize this opportunity to provide finances to establish effective service of intrinsic value to the nation.

It is reasonable to expect and hope that as the new rules effectuate administration of the competitive system, the Congress will authorize inclusion of the remaining excluded positions.

#### EXTENT OF CLASSIFIED AND UNCLASSIFIED SERVICE, 1905-38



THESE FIGURES ARE BASED ON 5-YEAR AVERAGES WITH THE EXCEPTION OF 1935-38, WHICH IS A 4-YEAR AVERAGE, AND 1939, WHICH IS AN ESTIMATE.

### (B) Summary of Executive Orders of June 24, 1938

In addition to extending competitive classified status to all positions in the executive civil service not specifically exempted by legislation, Executive Order No. 7916 provided that all positions heretofore excepted from examination requirements by Executive action in schedules A and B should be reviewed prior to February 1, 1939, when new schedules, limited to policy-determining positions and other positions which special circumstances require should be exempted, will be promulgated.

Among the 81,000 positions brought under the Civil Service Act and rules are those of many high professional and administrative workers and certain officials and employees who administer relief functions. Project workers paid from emergency funds are not and should not be included, as made work for relief of the unemployed is not regular Government employment.

Incumbents of the 81,000 positions will not attain a classified status unless they demonstrate their qualifications by passing civil-service tests. These tests are not perfunctory as some critics assert. The order provides that all who fail to pass such tests, unless the appointing officer certifies he wishes to retain them without civil-service status, must be separated from the service. All vacancies occurring in these positions hereafter must be filled in accordance with the rules of the competitive classified system.

There have been some uninformed allegations that the inclusion of these 81,000 positions by the Executive order of June 24 will result in covering into the service a preponderance of appointees of the party in power. Among the positions affected are many to which the incumbents were appointed prior to 1933. It is agreed by practically all advocates of the merit system that the important consideration in extending the merit system is the placing of positions within the classified service rather than the question of how the untested incumbents were appointed. Without such extension, untested incumbents would continue to occupy the positions. Under the President's orders, those who cannot meet the real requirements of the positions—all those who are not qualified—will not acquire tenure; but the positions themselves when vacancies occur must be filled by the competitive method.

Executive Order No. 7916 also authorizes machinery for modernized personnel divisions and training of employees in the departments and larger agencies for the first time in history. These provisions are of outstanding importance in rounding out a full program of personnel administration. Training, competitive promotion, means for hearing and settling grievances are all necessary features of such a program, and are now for the first time required functions either of the Commis-

sion, the departments and agencies, or the coordinating Council of Personnel Administration.

Executive Order No. 7915 promulgated new civil-service rules. This is the first complete revision of the rules since 1903.

Among the outstanding provisions of the new rules are the following:

1. Examinations for professional and other positions for which experience, training, or education is a prerequisite may be expedited by the provision that the Commission need not carry through all stages of a thorough final examination all of the thousands of applicants who meet minimum prerequisites. Selection of the most likely candidates for final examination and personal investigation may be made on the basis of a preliminary competitive rating of education or experience. Only such numbers need be called for further testing as will be needed to establish adequate registers to meet the prospective needs of the service during the life of the register. Instead of having to give all tests necessary to hundreds of thousands of applicants throughout the nation and territorial possessions, it will be possible hereafter to test thoroughly a reasonably small number of the most likely candidates.

2. Such procedure will make possible the establishment of new registers at frequent intervals containing eligibles recently examined to meet current needs of the service. One of the great defects of the merit system in recent years has been the antiquity of registers.

3. Personal investigation of record and character after oral examinations can be given to a reasonably small number of the highest ranking eligibles under the new procedure, so that capacities such as initiative, judgment, and decisiveness in action, which can not be tested by written examinations, may be rated. Field investigation of the smaller number of eligibles resulting from the new procedure will be possible so that applicants who have a disqualifying record or character will not be certified.

4. In this way, delays in examining and in filling vacancies for professional and other positions for which experience, training, or education is a prerequisite will be largely eliminated, the expense of effective operation of the merit system reduced, and the quality of eligible registers substantially improved for the benefit of the departments.

5. A long-standing certification procedure, the object of which is flexibility, is given emphasis in the new rules. When a vacancy requires specialization beyond the general qualifications tested in an examination, the Commission may certify to the appointing officers the highest eligibles whose records show that they possess the additional qualifications needed. No authority is given to comb the registers in order to select a particular individual, but there is authority to certify individuals on any register who are fitted by reason of training or experience to fill an existing need. This practice makes it



unnecessary to conduct new examinations when qualified eligibles are available from general registers.

6. The importance of a probationary period as part of the examining process is strongly emphasized in the rules. The period was formerly 6 months, with a few exceptions requiring 1 year. The standard under the new rules will be 1 year, with a few exceptions of 6 months. The probationary period during which an eligible is examined on the job and can be studied and accepted or rejected affords a means of ascertaining the fitness of eligibles. The new rules authorize the Commission to require filing of periodic reports on the work of employees during the probationary period.

7. Competitive promotion procedures, a basic prerequisite for a competitive career service, is emphasized under the new rules. Latitude is given departments to establish their own competitive promotion procedures, so long as the Commission finds that the procedures provide open opportunity fairly to all, are sufficiently objective, and are in accord with accepted competitive methods.

8. The training of employees for the particular jobs they have to perform, the training of employees in the broad concept of the work of their agencies, and specialized training for advancement to specialized posts opened by competitive promotion procedures are made mandatory for the first time by the Executive orders.

Some departments and agencies have developed training programs, but many others have omitted this vital part of effective personnel administration. Many expensive specialized examinations can be eliminated by properly planned and organized training programs.

Adequate liaison between the departments and the central personnel agency may be established through the professional personnel divisions in the operating agencies. Prospective needs of the agencies for new personnel may be more fully anticipated, their requirements better understood, and less friction and fewer delays in the service which the central agency renders will result.

Finally, the orders direct the establishment in each department and certain agencies of procedures for the hearing and settlement of grievances of employees. Many proposals have been put forward in recent years for methods of arbitration and settlement of employee grievances. There has not been sufficient trial of any of the proposed procedures to determine the best machinery for this end. With the reorganization of the Council of Personnel Administration as a coordinating and research body to analyze the results of the several procedures, a reasonably prompt solution of this problem on an intelligent basis is probable.

There will eventually have to be established a central appeals body with final authority to settle those few disputes which cannot be adjusted by the internal process of conciliation and review which

will be established in the personnel divisions of each agency under the orders. However such central appellate authority may finally be established, the new orders provide some solution of the problem by preliminary conciliation and review procedures in the agencies themselves.

The new rules and the new provisions of the Executive orders are a landmark in Federal personnel progress. It must be remembered, however, that establishment of authority for effective and economical procedures is at most a base upon which the new program can be built. The orders are not self-executing. Cooperation on the part of administrators and continuing support by the Chief Executive and the Congress are essential to realization of the opportunities presented.

The expense of personnel administration includes not only those sums appropriated to the central agency and to the operating agencies for personnel work, but includes also the tremendous cost of inefficiency and waste where personnel practices are not in some degree perfected. Adequate initial financing of personnel administration, in the central agency and in the departments, is essential to accomplish the broader economies which will result for the first time in our history from the sound application of the national personnel program now provided.

### (C) The Ramspeck-O'Mahoney Postmaster Act

The Ramspeck-O'Mahoney Postmaster Act (Public, No. 720), approved by the President on June 25, 1938, marked a victory for the Federal merit system second in importance only to the Executive orders issued by the President the day before. The inclusion of positions of postmasters of the first, second, and third classes within the classified service is a reform long urged by the Civil Service Commission and by organizations interested in the improvement of the Federal civil service.

Under the terms of the act, 14,800 Presidential postmaster positions will be brought under the merit system. The Ramspeck-O'Mahoney Act provides that these positions may be filled in one of three ways:

1. By reappointment of the present incumbent postmaster, after he has passed an appropriate noncompetitive examination.
2. By promotion of a classified postal employee in accordance with the provisions of the Civil Service Act and rules.
3. By an open competitive examination for which American citizens resident within the delivery area of the post office for one year may apply.

If an open competitive examination is held, the Civil Service Commission is required by law to certify the names of the three highest eligibles on the register to the Post Office Department. At that point the selecting function of the Commission ends. One of the

three may then be appointed by the President, by and with the consent of the Senate.

Persons appointed as a result of the new examinations will receive appointment without term. Like other classified employees, postmasters are subject to the political activity rules and may not be politically active. They are protected against removal for political or religious reasons. Appointees will acquire a classified civil-service status but will not by reason of such appointment be subject to the Retirement Act unless they have been in a position subject to that act before and up to the time of promotion or appointment to the position of Presidential postmaster.

The Ramspeck-O'Mahoney Postmaster Act marks an important advance in the operation of the merit system. Its ultimate effect will be reflected in increased efficiency in the postal service, with resultant economy in the expenditure of public funds and improvement in the morale of postal employees. Presidential postmaster positions will hereafter be filled through civil-service procedure and qualified postal employees may hereafter aspire to promotion to the position of postmaster.

## Section II

# ACTIVITIES OF THE COMMISSION DURING THE FISCAL YEAR

### (A) Position Classification

The task of allocating positions in the departmental service to their proper grades under the Classification Act on the basis of the duties of each position, the responsibilities entailed, and the relationship of the position to other positions in the service is the principal task of the Commission's Division of Personnel Classification. Upon prompt and proper classification of positions depends the fairness of compensation of employees and the satisfaction of the employees themselves.

Because of development in all organizations, such as the inauguration of new projects, the completion of old projects, and the undertaking of new functions, it is necessary for government, just as for private business, to make frequent reassignments among the duties and responsibilities of individual workers. The proper allocation of positions to salary grades, and the consequent adjustment of compensation as new duties and responsibilities become part of a position, require continual review of duties in those positions which are subject to the Classification Act of 1923. Frequently this review consists of a general classification "audit" requiring thorough study of positions and the current flow of work and organization, not only in a particular unit, but sometimes in a whole agency. The Personnel Classification Division of the Commission has conducted many general classification surveys of this kind in which it enlists the aid of the personnel or classification office in the particular department or agency concerned. With the limited staff of the Personnel Classification Division, its work, which has been of unprecedented volume for five years, has been constantly in arrears. Unavoidable delays ensue between initiation and final action. This is a source of discontent among the employees affected and is a great inconvenience to operating agencies.

With the improvement of personnel administrative organization in the departments, under Executive Order No. 7916, competent position classification sections, where they do not now exist, should be established to carry on current fact-finding surveys within their departments as a regular everyday function. The work of such classification sections will aid the Commission in more promptly taking action in these matters because organizational studies, studies of flow of work,

and the specifications of particular duties or responsibilities newly added to or subtracted from positions will be conveniently available without extended investigation by representatives of the Commission.

Although equal pay for equal work depends on sound position-classification throughout the service, the present Classification Act of 1923, as amended, applies only to 80,000 positions in the departmental service—a very small proportion of all of the positions in the executive civil service. Extension of the principles of the Classification Act to the field service, including the Commission's jurisdiction in that respect, is essential to effective and economical operation of the civil service. With the establishment of adequately equipped personnel divisions in the operating agencies, the approach to a sound classification of positions in the field should be facilitated.

### (B) Liaison With the Departments

The ascertainment of departmental needs is a prerequisite of prompt and efficient service to the departments. The Civil Service Commission is primarily a service agency; but to serve, it must know the prospective needs of the departments and personnel. It must know what new positions are in contemplation, what the precise requirements of the new positions are, and as exactly as possible how many replacements in existing positions will be required in the ensuing year. Frequently the first time that the Commission knows of a prospective departmental need is when the appropriation for compensation is actually at hand and the vacancy exists to be filled. Under present examining procedures it requires from 6 months to a year to complete an examination for which there may be thousands of applicants. In the meantime, temporary appointees frequently have to perform the duties, and by the time the registers are established, temporary appointees who have at least begun to know the duties and the work at hand and who have received expensive training have to be replaced. Such a condition obviously makes the application of the civil-service system a burden upon the departments. The burden, however, is not that of the merit system. The burden is due in part to absence of proper liaison and to wholly inadequate appropriations for the Civil Service Commission.

The establishment of personnel divisions in the operating agencies under the new orders should result in better planning and should promote an effective cooperation which will make the merit system a satisfaction to appointing officers.

### (C) Status of Old Lists and New Lists

One of the greatest defects of the merit system today in the Federal Government is the continued maintenance of old registers. Of the approximately 1,500 registers in the central office of the Commission,



110 active registers are 3 or more years old. When appointing officers request certification from such registers, it is found that most of the best qualified eligibles have long since found other employment and are not now available for appointment. Inordinate delays result from the necessary correspondence seeking to ascertain the availability of eligibles on such registers, and most of those available are the less qualified applicants. The question immediately arises as to why the Commission maintains such registers. The answer is that with increasing numbers of applicants each year the time required for the establishment of a register under the present procedures makes it impossible to renew more than a few of these large general lists each year and that most of the older registers are inactive. Moreover, appropriations provided for renewal of general registers often have to be used to recruit eligibles for new agencies created by acts of Congress without provision to the Commission of necessary additional examining funds. Frequently, more registers are requested than can be established annually under the procedure which requires testing hundreds of thousands who apply for examinations. The system will continue to be defective in this regard until the new rules and more adequate appropriations make it possible to complete thorough examinations of the most likely applicants so that all major registers can be renewed each year.

#### (D) Examination Requirements

The merit system is designed to serve three masters. The merit system must serve the administrative agencies of Government by supplying promptly the best qualified and most able eligibles available, eligibles who can fulfill the requirements of each position. Secondly, it must serve the great numbers of the American people who apply for employment in the Government service; it must preserve and operate an open competitive system and not exclude by arbitrary standards and requirements those individuals who are most competent to perform the work of their nation. Finally, it must serve the taxpayers, whose money it is that pays for recruiting and examining and investigating and interviewing and certifying eligibles; it cannot waste the taxpayers' money with long and expensive examinations of hundreds of thousands of individuals who hope they may be able to win eligibility on a gambler's chance, when actually they have little chance of qualification and no reasonable chance of appointment.

To examine all who apply, without regard to age, education, experience, or training, to prepare for all such applicants thorough and detailed tests of their understanding and knowledge and personal capacities would be unfair to the taxpayer. Democracy, however, is for all, and not for the few. The expense of examining the many who are doomed to fail, when so much can be saved by limiting

examinations, is unjustifiable. The difficult problem lies in drawing a line at which the requirements are reasonable.

The Commission has proceeded on the principle that there should be just as few arbitrary requirements as the economies of expense and time reasonably permit. The time element itself is of utmost importance, for inordinate delays in examining will result in a break-down of the open competitive system just as quickly as inordinate expense.

Prerequisite requirements of education, age, and experience are short cuts in the examining process. They constitute limitations upon the number of applicants examined for particular jobs and limitations of the number of aspirants to those who are most likely to excel. But other considerations are also important.

Age requirements, for example, present a social and political problem of major significance at this time when the Government is seeking security and employment for great numbers of people who, through no fault of their own, are in need of these two essentials to human happiness. While seeking to encourage private business to employ individuals in the higher age groups, the Government itself should lead in providing employment opportunity for as many people as possible in those higher age ranges. Government is faced with the same problem as industry. Employees who work for any organization come to understand its functions and purposes and become more and more useful to the employer as their experience increases. There is real value in encouraging permanency of tenure and competitive advancement in the service. There is value in employing individuals at the outset of their careers.

Finally, there is the problem of the denial of opportunity at both ends of the age scale. There are equally as great social arguments against denying opportunity for employment to youth in order to make employment for the aged as for denying opportunity for the aged to make way for youth.

The Civil Service Commission has been guided by the principle that increased opportunity for older applicants must be provided in many positions for which youth and vigor are less essential and in which experience does have a significant weight in qualification. At the same time it has recognized that there is a group of positions for the filling of which physical as well as mental vigor is preeminently desirable—positions from which career possibilities directly stem—which should be opened primarily to youth. This is a sound policy providing opportunity for old and young which the Commission expects to pursue. Criticism of the aged, directed at the policy of opening certain positions to youth, and criticism of youth, directed against the policy which reserves certain positions primarily for the experienced, is to be expected. The fact remains that there is now a

sound policy established under which the Commission provides opportunities in different groups of positions for all.

Prerequisites of education and training have been governed by a similar policy of consideration of social objectives and limitations of economy and time. High educational and experience prerequisites have been limited to a small proportion of positions with specialized and professionalized duties. The maintenance of such prerequisites is not a policy which excludes from the Government service the large number of our people who have been less fortunate in their opportunities. Education is given due weight, with weight given also to experience as a substitute in many cases. Taxpayers are spending millions of dollars each year to provide free educational opportunity, including training for professional service. It would be as wrong to refuse to utilize the selective process of educational training, often paid for by the taxpayers themselves, in the process of selection for Government positions, as it would be to refuse to recognize the native capacities of many individuals to enter Government service at some step of the career ladder, by excluding all without education from every examination.

#### (E) Research in Preparing Examinations

The technical task of preparing tests to ascertain not only knowledge of duties, but aptitudes and capacities for different sorts of work and personal qualities that fit individuals for successful application to their tasks requires continuing research. As new forms of testing are devised, they must be carefully studied and tried. Limitation of the number of technicians available for research has delayed the Commission in adopting many of the better techniques available with a resultant loss of time and economy. One of the most forward steps in reducing the high expense of examining will be the expansion of the staffs whose task it is to evolve and validate economical tests. The work of the Research and Examining Divisions of the Commission is outstanding in this field, within the limitations of the studies they have been able to make, but the Commission should lead other agencies in undertaking studies and making discoveries in this important field. It is not wise economy to delay this approach to the establishment of better registers in shorter time.

#### (F) The Rating of Personal Factors

A major defect of the examining process is the impossibility of testing such vital personal qualifications for many positions as the possession of ability to obtain and give cooperation, ability to make intelligent decisions without vacillation, ability to initiate and carry through economies, and many other similar capacities which can not be tested in a written examination but which can today be objectively



tested in an oral examination and personal investigation. Personal interviews require at the minimum 15 minutes, and for many positions should require an hour or more for each applicant. This means such examinations must be limited to the small number of prospective eligibles necessary to meet the needs of the service.

Another obstacle to oral interviews has been the lack of known techniques to permit the ascertainment objectively of the possession of the required attributes. Subjective judgment by boards of oral interviewers after a brief conference with an applicant has resulted in mistakes of judgment and unfairness to competitors. About 1922, the Commission evolved new techniques for the education of objective evidence of the possession of such attributes in the course of the experience of the applicants. The technique of oral examination used by some civil service commissions includes the education of such evidence which is recorded on sound records, which become the basis for impartial rating and can be preserved and reviewed. Under the new rules, which in certain examinations limit the number who need be so examined, and under the requirement that such oral tests shall be given wherever practicable, improvement in the examining process should develop.

#### (G) Investigations

Heretofore, personal investigations of character and record of applicants for the classified service have been limited mainly to examinations for law enforcement positions and to those few cases where voluntary vouchers have indicated some doubt about the character or record of the applicant. This means, of course, that large numbers of applicants have been certified year in and year out without any personal investigation of their character and that there have been drawn into the service, only to be weeded out on subsequent discovery, a number of individuals disqualified for responsible employment. The process of appointment and training of so-called eligibles duly certified by the Commission, only to find that they are disqualified by reason of character or record, is far more costly than the expense of preliminary investigation under the new orders. Proper investigation of all eligibles before certification will require, of course, a drastic expansion of the investigative staff of the Commission, but this expansion will return dividends many times over in the whole cost of personnel administration in government.

#### (H) Physical Standards

Recognition of the importance of physical qualification has been a slow development in the history of government personnel administration. Socially, it is important that individuals with physical handicaps and some minor medical infirmities be given opportunity to

work in positions where such handicaps and infirmities are not disqualifying. Economically, it is important that individuals physically unfit for a particular task be not drawn into such task to become a burden upon operation and a premature expense to the taxpayers who pay part of the cost of the retirement system. Yet, the study of medical standards requisite in various vocations has hardly commenced. Studies of accident proneness and studies of the incidence of pathological conditions in various kinds of employment have not been undertaken. The medical examining staff of the Commission had been limited to two doctors until the current fiscal year, when an additional medical officer was added—in the face of the task of examining the medical papers of hundreds of thousands of applicants for positions subject to our liberal retirement law.

### (I) Certification

The Certification Division of the Commission is one of the vital points of contact between the Commission and the departments in the filling of actual vacancies as they arise. Promptness and accuracy of certification of eligibles who meet the needs of the appointing officers is essential to effective operation of a merit system. The use of the process of selective certification has increased somewhat during the last year. Service rendered to departments has improved. There has been increasing recognition of the close contact needed between the Examining Division and the Certification Division. With the expansion of liaison facilities between the Commission and operating agencies, and increased utilization of sound selective certification, the service rendered at this vital point will continue to improve.

### (J) Competitive Promotion Examinations

In the last annual report of the Commission, it was stated that one of the steps to be taken during the next fiscal year would be the development of competitive promotion practices within the Commission. This step has been carried out by the holding and completion of competitive promotion examinations to fill numerous vacancies occurring in the Commission. The procedure has met with enthusiastic response from the employees examined and promoted, and is supported by the heads of divisions who have utilized the procedure. Considerable talent has been disclosed which had never come to the attention of promoting officers in the absence of competitive promotion examinations. The morale of the staff has improved and the Commission believes that its own experience establishes the outstanding value of the competitive promotion procedure, which is authorized, as of February 1, 1939, for the whole service.

## (K) Political Activity

In over half of the 112 cases of alleged political activity which were acted upon by the Commission during the year, the charges were found to be without basis. Activities investigated ranged from relatively minor offenses, such as taking part in school controversies, to serious offenses, such as active candidacy for political office, warranting a recommendation that the offender be removed from the service. The table below shows the types of political activity with which the employees were charged and the Commission's recommendations.

The Commission has no authority to investigate political activity by unclassified employees and officers unless it is charged that official authority is being used to coerce classified employees.

Political-activity Cases

| Nature of alleged political activity investigated                      | Recommendation                       |                                      |              |   |                               | Total |
|--|--------------------------------------|--------------------------------------|--------------|---|-------------------------------|-------|
|  | Re-<br>quired<br>to dis-<br>continue | Caution,<br>warning,<br>or reprimand | Re-<br>moval | Suspension or<br>reduction<br>in salary | Charges<br>not sus-<br>tained |       |
| Serving on election board.....   |                                      |                                      |              |   | 1                             | 1     |
| Taking active part in political convention, campaign, or election..... |                                      | 6                                    |              |   | 9                             | 15    |
| Becoming candidate for political office.....                           |                                      | 1                                    | 1            |   | 1                             | 3     |
| Transporting voters to the polls.....                                  |                                      | 2                                    |              |   | 3                             | 5     |
| Soliciting support for political candidates.....                       |                                      | 1                                    |              |   | 4                             | 5     |
| Holding office in a political organization.....                        | 9                                    |                                      |              | 2                                       | 1                             | 12    |
| Active in school controversy.....                                      |                                      | 1                                    |              |   | 1                             | 2     |
| Miscellaneous (minor offenses and 2 or more charges).....              | 10                                   | 11                                   | 4            |   | 44                            | 69    |
| Total.....   | 19                                   | 22                                   | 5            | 2                                       | 64                            | 112   |

## (L) Retirement

Continued study of the subject of retirement strengthens the conviction of the Commission expressed in previous reports that the Civil Service Retirement Act should be liberalized.

The Commission believes that the changes most needed are a standardization of the age for compulsory retirement and a general lowering of the age for optional retirement; that the disability provision should be liberalized, and that employees retiring on account of age should be permitted to elect a joint and survivorship type of annuity.

There should be a uniform compulsory retirement age of 70 years, after a minimum of 15 years of service, thus eliminating the two lower retirement ages of 65 and 62 years. There should also be an optional retirement age of 60 years after 30 years' service and of 62 years after

at least 15 years of service, the Government having the same options with respect to retirement as may be allowed the employee. The ultimate cost of such proposed changes would depend upon the average retirement age which developed in practice. It is believed, however, that the increased cost by reason of lowering the optional retirement age would be largely offset by the raising of the compulsory retirement age, and it would appear that the net additional cost, if the proposal should be adopted, would not be excessive.

Recovered disability annuitants who, through no fault of their own, fail to secure reemployment in the Government service, should be continued on full annuity for a period of 1 year following the date of examination showing recovery, and at the end of such period and if otherwise entitled, allowed a reduced annuity as now provided for persons involuntarily separated before reaching retirement age.

An employee retiring on account of age should be allowed to elect a reduced annuity payable to him during his life and an annuity after his death payable to a beneficiary designated by him (a) equal to or (b) 50 percent of such reduced annuity: the amounts of the annuity to be such that their combined actuarial value at the date of retirement would be the same as the actuarial value of the single life annuity with forfeiture as now provided.

As the position of postmaster at each first-, second-, and third-class post office was by statute recently brought within the classified civil service, the Commission favors legislation bringing postmaster positions within the purview of the Civil Service Retirement Act. Under the present law, all postmasters, unless transferred, promoted, or appointed from the classified service, are specifically excluded from the terms of the Retirement Act.

At the request of the President, a committee composed of representatives of the Commission and other agencies was organized to study revision of the Retirement Act. After consulting retirement experts and employee groups, the committee drafted a bill intended as the basis for a general amendatory act. This bill was introduced in the House and Senate as H. R. 8065 and S. 2875. The Civil Service Committees of the House and Senate held hearings on this bill and on several other bills.

The Senate Committee reported favorably on another retirement bill, S. 457, with amendments. This bill passed the Senate, but did not become law.

S. 457 provided for retention of the present compulsory retirement ages of 70, 65, and 62; for the lowering of the optional retirement ages to 64, 60, and 58 years, respectively, option limited to employee; for three 1-year continuances beyond compulsory retirement age; for

election of a joint and survivorship type of annuity by employees retiring for age; for liberalization of benefits in disability cases by continuing annuity for 1 year after date of examination showing recovery instead of 90 days as now provided; for increasing contributions by employees from 3½ percent to 4 percent; for reduction of interest allowed on contributions from 4 percent to 3 percent upon separation by voluntary resignation or for cause; and for optional deposits by employees to purchase additional annuity.

The President has also appointed a committee to consider the advisability of extending the terms of the Civil Service Retirement Act to employees not now subject to any Federal retirement act or to the Social Security Act. This committee has begun its study, and the Commission will conduct a survey for the purpose of aiding the committee in this study.

Two amendments were enacted during the fiscal year 1938. The first, Public, No. 701, approved June 23, 1938, permits annuity on a reduced basis for periods of service subsequent to 1920 when certain employees were not in positions subject to the Retirement Act, if they elect not to purchase credit for such service. The second, Public, No. 740, approved June 25, 1938, which affects only employees of the legislative branch paid in whole or in part by the Senate disbursing officer, reduces from 15 to 7 years the period of service which such employees must have in order to elect to come within the terms of the retirement law, and provides also that such election shall become effective on the first day of the second month following that in which it is made instead of the first day of the sixth month.

While these changes bring the provisions of the Legislative Employees Retirement Act of July 13, 1937, into closer harmony with the retirement provisions which apply to employees of the House of Representatives, the Commission believes that there should be a complete standardization of retirement provisions with respect to all employees of the legislative service affected by this act.

Public, No. 251, approved August 10, 1937, amends the Canal Zone Retirement Act and provides annuities to persons separated from the Panama Canal or Panama Railroad between August 1, 1920, and July 1, 1926. There have been 10 claims allowed under this amendment.

There were no amendments to the Alaska Railroad Retirement Act.

The number of claims of all kinds under the several retirement acts pending at the beginning of the fiscal year was 2,724. During the year 38,671 claims were received and 38,751 were adjusted. The number of claims received during the fiscal year increased by 12.5



percent over the preceding year, while the number of claims upon which action was completed increased 14.2 percent over the preceding year.

Annuitants Added During Fiscal Year 1938

|                                     | Age   | Optional | Disabil-<br>ity | Involun-<br>tary sep-<br>aration | Total | Total on<br>roll<br>June 30,<br>1938 |
|-------------------------------------|-------|----------|-----------------|----------------------------------|-------|--------------------------------------|
| Civil Service Retirement Act.....   | 2,958 | 648      | 2,388           | 159                              | 6,153 | 56,130                               |
| Canal Zone Retirement Act.....      | 25    | 24       | 18              | 3                                | 80    | 507                                  |
| Alaska Railroad Retirement Act..... | 13    | -----    | 6               | -----                            | 19    | 48                                   |

Further data pertaining to the actuarial features of retirement work will be found in the publication Retirement Report, the report of the Commission's Retirement Division as of June 30, 1938.

### Section III

## EXTENT OF THE SERVICE AND CHANGES IN REGULATIONS

### (A) Extent of the Executive Civil Service

Civil employees in the executive branch of the Government totaled 851,926 on June 30, 1938. The number of persons in positions subject to the civil service competitive requirements increased from 532,073, or 63 percent of the total on June 30, 1937, to 562,909, or 66.1 percent. This represents an increase of 30,836 employees in classified positions and a decrease of 20,574 in nonclassified positions during the year.

Almost one-third of the total number of civil employees in the executive branch on June 30, 1938, were in the Post Office Department. Next largest were the War and Agriculture Departments with about 11 percent each of the total. The Treasury and the Navy Departments each had about 8 percent of the total. Other establishments with over 10,000 employees in the order of size were the Department of Interior, Veterans' Administration, Works Progress Administration, Department of Commerce, Home Owners' Loan Corporation, Tennessee Valley Authority, The Panama Canal, and the Social Security Board.

The largest increases in employment during the year were as follows: Department of Agriculture, 17,362; War Department, 6,457; Post Office Department, 6,272; Social Security Board, 4,587; Department of Interior, 2,119; and Department of Commerce, 1,630.

The largest decreases in employment occurred in the following agencies: Department of Labor, 7,157; Treasury Department, 6,188; Works Progress Administration, 5,690; Navy Department, 3,038; Public Works Administration, 2,916; and Home Owners' Loan Corporation, 1,889.

The number of employees in the classified service on June 30, 1938, was larger than at any time since the peak employment years of 1918 and 1919. As a result of the Executive order of June 24, 1938, the number of classified positions may be expected to increase sharply in 1939.

The number of men in the executive branch of the civil service continues to exceed the number of women. This is true both for the departmental and field service. On June 30, 1938, 80.5 percent of the employees in the executive branch were men and 19.5 percent

women. Of the 115,590 employees in the departmental service men comprised 59.5 percent and women 40.5 percent. Men made up 83.8 percent of the 736,336 employees in the field service and women 16.2 percent.

See tables 3 and 4 in the appendix for detailed statistics of the number and distribution of employees in the Federal service.

As in previous years, the Commission viewed with extreme disfavor bills introduced in Congress containing provisions which completely exempted certain employments from the merit system. In addition, there were other bills which contained exemptions of all but minor positions.

During the year the classified service was increased by various legislative and Executive actions under which a considerable number of employees were given a classified status. This gain was offset by the removal of positions from the classified service.

Among the gains may be mentioned the restoration to the classified service by Executive Order No. 7739, dated November 15, 1937, of positions in the National Soldiers' Home, Johnson City, Tennessee, which had been withdrawn from classification by Executive Order No. 6752, of June 28, 1934.

The position of administrative assistant, formerly one of eight exempt positions in the office of the Attorney General, was classified by Executive Order No. 7872, of March 2, 1938.

Positions in the Bureau of Air Commerce, which had been exempt from competitive requirements under the provisions of schedule B of the civil-service rules, were brought into the classified service by Executive Order No. 7853, of March 29, 1938, except the positions of director of the Bureau of Air Commerce, two assistant directors of air commerce, and not more than 10 consulting aeronautical experts.

By Executive Order No. 7852, of March 29, 1938, light attendants and crews of vessels in the Lighthouse Service, with the exception of seamen, deckhands, firemen, and employees of the mess department, were taken out of the excepted group (schedule A) and made subject to competition.

The position of organist and choirmaster at the United States Military Academy at West Point was placed in the classified service by Executive order of February 15, 1938.

The Merchant Marine Act (effective June 29, 1936) provided for the transfer of trained and satisfactory employees of the United States Shipping Board Bureau and United States Shipping Board Merchant Fleet Corporation to the United States Maritime Commission. If the Maritime Commission certifies to the Civil Service Commission that the services of such transferred employees have been satisfactory during a probationary period, the employees acquire a classified status. During the fiscal year 1938, 403 employees were so certified.



Other inclusions of positions in the classified service were authorized by the act of Congress of August 16, 1937, concerning Youth Administration Apprentice Training; the Executive order of October 27, 1937, concerning the United States Housing Administration; the Executive orders of February 8, 1938, and May 29, 1938, concerning the Public Health Service; and the National Archives Act, approved May 23, 1938.

There were 366 disapprovals of proposed classifications of employees under various authorities for the following reasons: 32 failed to report or abandoned the necessary examinations; 19 failed to pass the medical examination; 299 attained ineligible ratings; 3 were not citizens; 1 was ineligible because of the prohibition of more than 2 members of the family in the classified service; 12 because of unsuitability, such as use of intoxicants, arrest records, or false statements.

An act approved June 28, 1937, had the effect of withdrawing from the classified service approximately 6,000 positions in the emergency conservation work administered under the direction of the Soil Conservation Service of the Department of Agriculture.

An additional position of assistant to the Secretary in the Office of the Secretary of Agriculture was exempted under schedule A by Executive Order No. 7702, of September 6, 1937.

Schedule B, pertaining to positions which may be filled upon non-competitive examination, was amended by Executive Order No. 7872, of April 20, 1938, to permit appointment to administrative or custodial positions in the field service of the United States Housing Authority relating to the management or maintenance of Federal low-rent housing projects. Only such of these positions as, in the opinion of the Civil Service Commission, cannot be filled satisfactorily through open competitive examination, may be thus filled by noncompetitive examination, but no positions may be filled under this order unless it is clearly demonstrated that the best interests of the service will be served thereby.

#### Inclusions Within the Classified Service

This table includes only cases in which the incumbent of a position was accorded a classified status during the fiscal year 1938. It does not include cases in which positions were classified but the incumbents thereof did not acquire a classified status during the fiscal year.

Executive order of August 22, 1925:

|   |   |
|---|---|
| War Department, Office Chief of Ordnance, Washington, D. C..... | 2 |
|---|---|

Executive order of May 18, 1933:

|   |    |
|---|----|
| Farm Credit Administration, Washington, D. C..... | 10 |
| Field.....  | 2  |

Executive order of June 29, 1934:

|  |   |
|--|---|
| Farm Credit Administration, St. Louis, Mo..... | 1 |
|--|---|

## Executive order of August 6, 1936:

Navy Department, Washington, D. C..... 1

## Executive order of September 26, 1936:

Rural Electrification Administration, Washington, D. C..... 18

## Executive order of February 11, 1937:

Department of Justice, Bureau of Prisons, Washington, D. C..... 1

## Executive order of March 27, 1937:

National Labor Relations Board, field..... 6

## Rule II, sec. 6:

## Department of Agriculture:

Bureau of Public Roads, field..... 8

Soil Conservation Service, field..... 2

## Department of Commerce:

Bureau of Air Commerce, Washington, D. C..... 251

Bureau of Air Commerce, field..... 5

Bureau of Lighthouses, field..... 49

National Bureau of Standards, Washington, D. C..... 2

National Bureau of Standards, Beltsville, Md..... 2

Federal Power Commission, Washington, D. C..... 10

Government Printing Office, Washington, D. C..... 1

## Interior Department:

Office of Secretary, Washington, D. C..... 4

Bureau of Reclamation, field..... 8

Division of Investigation, Washington, D. C..... 1

National Park Service, field..... 7

Office of Indian Affairs, Washington, D. C..... 2

Indian Field Service..... 59

## Justice Department, Bureau of Prisons:

Washington, D. C..... 11

Field..... 12

Maritime Commission, New Orleans, La..... 9

National Labor Relations Board, Washington, D. C..... 6

## Navy Department:

Washington, D. C..... 111

Field..... 408

Post Office Service, Custodial..... 25

## Social Security Board:

Washington, D. C..... 80

Field..... 134

Treasury Department, Procurement Division, Washington, D. C..... 1

Veterans' Administration, Johnson City, Tenn..... 75

## War Department:

Office of Chief of Engineers, Washington, D. C..... 11

Office of Quartermaster General (field)..... 40

Engineer Department at large..... 945

Ordnance Department at large..... 197

Quartermaster Corps..... 7

U. S. Military Academy..... 1

Chemical Warfare at large..... 1

## Rule II, sec. 7:

## Post Office Service:

Employees in offices advanced from the third to second class.... 435

## Rule X, sec. 13:

|                                 |   |
|---------------------------------|---|
| Department of State, field..... | 1 |
| Department of War, field.....   | 2 |
| Department of Navy, field.....  | 8 |

## Section 201 E of the Merchant Marine Act:

|  |     |
|--|-----|
| Maritime Commission, Washington, D. C.....         | 296 |
| Maritime Commission, Washington, D. C., field..... | 107 |

## By act of Congress, August 16, 1937:

|  |    |
|--|----|
| Department of Labor, Washington, D. C..... | 11 |
| Department of Labor, field.....            | 3  |

|            |        |
|------------|--------|
| Total..... | 3, 389 |
|------------|--------|

**(B) New Leave Regulations Issued March 21, 1938**

The Annual and Sick Leave Acts of March 14, 1936, authorize the President to promulgate leave regulations which shall be uniform, as far as practicable, for all departments. A first set of regulations was issued by Executive orders of July 9, 1936. New regulations, superseding these, were issued by Executive orders of March 21, 1938.

The new regulations are substantially the same as the old, but certain changes which the use of the uniform regulations has shown to be desirable are included. Important decisions of the Comptroller General and the Attorney General have also been made more readily available by incorporation into the regulations themselves.

**(C) Employment of Aliens Forbidden**

Certain of the 1939 appropriation acts passed by Congress during its 1938 session contain clauses forbidding the employment of aliens within the continental United States by the departments and independent establishments included in the provisions of these acts. Among those affected are the Treasury, State, Justice, Commerce, Labor, and Post Office Departments; most of the independent offices; the Military Establishment of the War Department; work relief projects; and the legislative and judiciary services. Funds so restricted may be used only for the employment of citizens, or those who have made declaration of intention to become citizens prior to the passage of the appropriation acts.

Noncitizens who owe allegiance to the United States, and who were in the service of the United States on the date of the passage of the particular appropriation act, are excepted from the prohibitory clauses, except in connection with the Military Establishment of the War Department. In the case of that establishment such persons are affected, in general, equally with aliens.

**(D) Reorganization of the Commission's Divisions**

In order to promote efficiency of organization, especially necessary with the increase of work anticipated with the new extensions of the

classified service, certain reorganizations were made within the Civil Service Commission. The Service Record and Retirement Division, largest of the Commission's divisions, which has been performing a variety of functions, was divided into three new divisions, Service Record and Status Division, Retirement Division, and Statistical Division.

The Service Record and Status Division, whose new chief is the first woman head of a division in the Commission's central office, maintains service records of permanent employees in the executive civil service; authorizes reinstatement, transfer, promotion, and change of status; maintains records of the quotas of the several States and Territories in the apportioned service; administers the rules governing removals, dual employment, and conflicting statements about date of birth.

The Retirement Division has charge of the administration of the Civil Service Retirement Act (which under a recent act also includes employees of the legislative and judicial branches of the Federal Government), the Panama Canal Zone Retirement Act, the Alaska Railroad Retirement Act, and their amendments. It maintains individual records of employees' contributions, acts on claims, administers the various funds and, together with the Board of Actuaries, conducts valuation surveys of these funds each 5 years.

The Statistical Division prepares monthly, semiannual, and annual statements on the employees and pay rolls of the executive civil service. It also prepares statistics, both for the annual report and the valuation surveys, of the employees subject to the various retirement laws administered by the Commission, prepares the Official Register, and operates a mechanical system of keeping personnel records for all permanent employees in the executive civil service.

## Section IV

### SOME ASPECTS OF PERSONNEL PRACTICE IN THE FEDERAL SERVICE

#### (A) The Commission's Relationship With Congress

The civil service system under the Act of 1883 was authorized by the Congress. The Classification Act and the Retirement Act were passed by the Congress. Although the Commissioners are appointed by the President and the Commission acts to serve the Government establishments headed by administrators appointed by the Chief Executive, the Commission must also serve the applicants and taxpayers who are represented by the Congress. The Commission's appropriations are dependent upon the action of the Congress and it is of the utmost importance that the problems and activities of the Commission be understood and appreciated by the Congress.

Members of the Congress are constantly besieged by constituents interested in employment in the Government. Members of the Congress from time to time have occasion to call upon the Commission and its staff for information concerning pending examinations and procedures under the rules and regulations. The civil-service rules and regulations are a body of procedures and practices which have developed to assure fairness and expedite the orderly transaction of business. Their complexity, however, makes it difficult for the public to understand at all times what is required and the reasons for the requirements. The Commission has no adequate system of liaison with the Congress to render informational service, to enable it properly to cooperate with the public and the Members of the Congress, and to furnish necessary information and necessary explanation which alone can alleviate points of possible friction between the public and the Commission.

In spite of this lack, there has been in the past year increasing personal effort on the part of individual Members of the Congress to understand the work and the serious needs of the Commission and the reasons why it is required to work under limitations sometimes referred to as red tape.

The Commission has constantly sought during the year to reduce the number of restrictive requirements under the rules and to expedite official business with the public.

The civil service system is primarily a democratic process, and it is desirable that the system be as simple, practical, and expeditious in



operation as it can be made. There are many respects in which this improvement depends upon legislative understanding, cooperation, and action, and it is the hope of the Commission that closer cooperation with the Congress will ensue through adequate informational service and through increasing understanding of the functions of the Commission.

### **(B) The Commission's Relationship With Departments**

The Commission comes in direct contact with departments in matters of classification, recruitment, establishment of examination requirements and standards, and certification to fill vacancies. The establishment of professional personnel divisions in all of the important agencies of the Government will provide the liaison and cooperation so necessary to effective service.

The placement of technically qualified personnel directors high in the departmental organization will do much to expedite the planning of personnel work and the anticipation by the departments and agencies and by the Commission of departmental operating needs. There has been an inadequate understanding in some instances of the co-operative possibilities in personnel selection on the part of some of the heads of departments and agencies. This is due to the fact that personnel work has been relegated by department heads in many cases to personnel officers who are wholly out of touch with the planning of departmental and agency administration. There has been too wide a gap between the personnel unit in the operating agency and the planning and administration in the department.

The problems of personnel administration, which has become an extremely important, complicated, and technical art, have been neglected in too many places in government. The outlook for broader understanding of the problem and closer cooperation by the executives and administrators is encouraging today, and the Commission is prepared to share in the task of increasing such necessary understanding and cooperation to make its work, as a service agency, constantly more valuable to operating units.

### **(C) The Commission's Relationship With the President**

No central personnel agency can perform its work successfully without the enthusiastic support, leadership, and backing of the Chief Executive. The President of the United States has given the highest order of support and leadership to the United States Civil Service Commission.

In issuing the Executive orders of June 24, 1938, which revise and modernize the rules of practice and which authorize modern departures from antiquated procedures, President Roosevelt has made a substantial contribution to improvement of the merit system.

The President's message to the Civil Service Assembly of the United States and Canada, issued in October 1938, evidences the keen interest and support which he continues to give to the merit system. In that message the President said:

The competitive classified civil service system is the best approach to the solution of this problem which there is. That system has not been perfect. I have laid down broad and specific bases for its improvement. I shall appeal for adequate financial support of this improvement, and I shall continue to urge all of the agencies of Federal Government to discard inherited reservations and unite in utilizing and perfecting the national personnel program now instituted.

#### (D) The Commission's Relationship With Employee Unions

The Commission has noted with real satisfaction the constructive work of organized groups of employees in improving personnel practices.

Leadership of employee unions has been responsible and intelligent. Cooperation from employee groups has been outstanding. The Commission believes that the maintenance of a close cooperative relationship with employee organizations is an assurance of progress in the field of personnel administration, and an assurance against friction and misunderstanding preventable wherever enlightened personnel management exists.

## Section V

### EARLY HISTORICAL BACKGROUND OF THE CLASSIFICATION ACT OF 1923

The history of the early deliberations of Congress on the problem of fixing pay for civil employees in the executive branch of the Government furnishes an interesting and significant background underlying the legislative policies upon which many years later the Classification Act of 1923, as amended, was based. Reduced to simple terms, the Classification Act is founded on these broad principles, among others:

1. Positions shall be classified and graded according to their duties and responsibilities.

2. The same pay scale shall be applicable to all positions falling in the same class or grade in whatever department they may be located.

3. The different pay scales and the various classes and grades of positions shall be logically associated so that pay is properly related to work.

4. There shall be a central classifying agency serving all departments alike and expressly charged with the responsibility of equalizing and coordinating the classification and grading of positions in all departments under the Classification Act.

From the very beginnings of the Federal Government, the problem of fixing pay equitably for officers and employees frequently engaged the attention of the Congress. It was early and repeatedly recognized that the obviously fair basis for salaries was the work which each employee respectively performed, and over a period of nearly a century Congress sought procedural means for carrying this principle into the everyday administrative operations of the Government. Regular and special congressional and Executive committees studied and reported on the problem from time to time, virtually all of them arriving at the conclusion that some means had to be found for classifying or grading positions uniformly and impartially on the basis of the work they involved, in such a way that the same pay scale or salary range, whatever it might be in dollars, could be equitably applied to each position in the same class or grade and so that the several pay scales would be properly related to the difficulty and responsibility of the work of the respective positions to which they were made applicable. Time after time, this was stated as a sound and necessary objective in salary administration. However, it was only after long and repeated consideration of the problem that it was perceived that the search for ways and means to accomplish this objective would be ended by agreeing to vest in one central agency



the responsibility for the coordination of position-classification in all departments.

The history of appropriation acts and other legislation considered by Congress from 1789 to about 1850 indicates clearly a growing awareness on the part of the legislature that as the Government service expanded the problems of salary administration were becoming increasingly complex and acute. For the major part of this period lump-sum appropriations for salaries were the rule and department heads were authorized to fix salaries in their discretion within appropriation limits. Under these circumstances inadequacy of pay and inequalities of pay in relation to work performed became typical of the salary situation in the service.

In 1836 and following years, petitions submitted to Congress by Government employees served to focus attention on the need of a systematic method for fixing the salaries of the 336 clerks then employed in the five departments at Washington. Specifically, in 1838, the employees asked "that an inquiry be made \* \* \* into the kind and character of the duties of the several clerks in all the departments and subordinate bureaus, and a general law passed, apportioning and fixing salaries to duties, so that all clerks performing like duties shall receive like salaries."<sup>1</sup> In this request they were supported by the heads of the several executive departments.<sup>2</sup> The Senate, recognizing the need for equalization of salaries in relation to duties, passed a resolution addressed to the heads of departments, which called for reports showing—

the classification of the clerks \* \* \* in reference to the character of the labor to be performed, the care and responsibility imposed, the qualifications required, and the relative value to the public of the services of each class as compared with the others \* \* \* .<sup>3</sup>

Thus, 85 years before the passage of the Classification Act of 1923, the Senate set forth a basis for position-classification which frequently has been regarded as of more recent origin. That this was regarded as an important principle is indicated in an 1842 report of the Select Committee on Retrenchment of the House, which regarded the "arbitrary" arrangement of the salaries of clerks, "without much reference to their respective duties", as "a great defect in the organization of the Departments."<sup>4</sup>

In 1851, when a more or less concerted demand began to manifest itself for a general reconsideration of the salary situation in the service, Congress again gave serious consideration to the subject. A number of bills were introduced for the purpose of raising and, at the same time, equalizing clerical salaries, each bill, however, being applicable only to one specified department.

<sup>1</sup> S. Docs. vol. I, No. 71, 25th Cong., 2d sess., January 3, 1838.

<sup>2</sup> S. Docs. vol. III, No. 239, 25th Cong., 2d sess., February 26, 1838.

<sup>3</sup> S. Res., March 5, 1838, 25th Cong., 2d sess.

<sup>4</sup> H. Rept. No. 741, 27th Cong., 2d sess., pp. 18-23, May 23, 1842.

Seeing the futility of accomplishing uniformity and equalization throughout the service by enacting the pending uncoordinated bills, the Senate in 1851-52 passed a series of resolutions directing the heads of departments to report to the Senate "some plan of classifying the clerks in the several departments, for apportioning their salaries according to their services, and for equalizing the salaries of the clerks of the same grade in each of the departments." The reports submitted did not set forth a classification plan that would be applicable to all the departments, but there was virtual unanimity in the recommendation "that such classification and arrangement be established by law, as shall be found most nearly to fulfill these several recommendations, and that uniform salaries be established for all the clerks of each class in whatever department of the government they may be employed in the city of Washington."

After a consideration of the departments' reports a measure was proposed and passed in 1853 which at the time was probably intended to be a reasonably permanent solution of the problem of adjusting and equalizing salaries for the 700 clerical employees in the 5 departments affected.<sup>5</sup> It provided that clerks in the Departments of the Treasury, War, Navy, Interior, and the Post Office "shall be arranged into four classes." As amended in 1854, it prescribed one salary rate for each class as follows: \$1,200 per annum for class one; \$1,400 for class two; \$1,600 for class three; and \$1,800 for class four.<sup>6</sup>

Gradually these pay rates or "classes" were extended to most of the clerical positions in all offices. Until the passage of the Classification Act of 1923, 70 years later, they served to define and limit salary levels in estimating and authorizing appropriations for clerical positions not paid from lump-sum appropriations.

As in the case of its earlier deliberations, Congress again recognized in 1853-54 the necessity of equal pay for equal work and coordination of pay schedules, one department compared with another. But the 1853 and 1854 acts established no machinery or procedure designed to meet this necessity and keep individual positions allocated to their appropriate classes uniformly across departmental lines. The "classes" themselves were undefined in terms of work. There were no guides for determining what clerical work belonged in each of the named salary rates. Each department related pay to work without reference to the others. The acts established no central agency, no mandate to ascertain continuously and currently the facts about the duties and responsibilities of positions, and no principles for placing positions in the salary classes enumerated. The 1853 and 1854 acts raised clerical salary rates, but they failed to equalize or coordinate them in relation to work performed.

<sup>5</sup> Act of March 3, 1853, 10 Stat. 189, 209.

<sup>6</sup> Act of April 22, 1854, 10 Stat. 276.

In 1886, the salary situation became again so acute that the House Committee on Reform in the Civil Service reported a bill to establish a commission of five members, to be appointed by the President, to investigate and report to Congress a classification and pay plan covering the 8,031 employees in Washington at that time, exclusive of laborers and of officials confirmed by the Senate.<sup>7</sup> In its report the Committee reiterated the familiar principle that "all compensation should be uniform in the several departments and offices for doing work of the same kind." For the first time, however, a committee of Congress, instead of endeavoring to prepare a coordinated position-classification plan on the basis of uncoordinated reports from the various departments, stated that it was "impracticable and inexpedient" for any committee of Congress to undertake such a task, and, further, that—

Neither should Congress act upon the reports of the heads of departments alone, for one of the primary objects is to secure uniformity in all the departments, which was not done by the act of 1853; the reason for which is apparent.<sup>8</sup>

In 1905, a Committee on Department Methods, appointed by President Roosevelt upon his own initiative, undertook as one of eighteen projects an investigation dealing with the "Classification of Positions and Gradation of Salaries." On this topic it submitted a report to the President discussing existing salary conditions and recommendations for their correction, among which was a proposal to establish various grades of employment. It recognized as sound the principles that had formed the basis for Congressional consideration of the same problem from the very beginning. It also realized that uniformity in the application of these principles in different departments could not be secured through the individual and separate action of each department, acting only and finally with respect to its own positions and personnel. In the effort to secure coordination, it proposed—

That a committee be formed, composed of a representative of each Executive department and independent establishment in Washington, designated by the head thereof, whose duty it shall be to consider the character of work performed in the several bureaus and offices and the salaries paid therefor and to recommend such further adjustments or other measures as will bring about a general uniformity of compensation in all public offices for the same kind of work, such recommendations to be considered in the preparation of future estimates.<sup>9</sup>

The committee clearly recognized the necessity and difficulty of classifying like positions uniformly in different bureaus and departments. It stated that—

The chief difficulty in the proposed reclassification of employees will be to make sure that the same importance be always given to certain lines of substantially

<sup>7</sup> H. R. 6855, 49th Cong., 1st sess.

<sup>8</sup> H. Rept. No. 1303, 49th Cong., 1st sess., vol. 5.

<sup>9</sup> Report to the President by the Committee on Department Methods. *Classification of Positions and Gradation of Salaries for Employees of the Executive Departments and Independent Establishments in Washington*. January 4, 1907. A detailed description of the Keap Committee's work is found in Weber, G. A., *Organized Efforts for the Improvement of Methods of Administration*, pp. 74-83 (1919). Institute for Government Research, Studies in Administration.

similar work performed in different bureaus and departments. This may be assured by a careful observance of the foregoing schedule in regard to the character of work appropriate to the several grades, or by the determination of a board of equalization appointed by the head of each Department for the express purpose of securing uniformity in making the change from the present to the proposed schedule.

Its suggestion that boards of equalization within each department could secure uniformity across departmental lines was unduly optimistic. As a matter of fact, even the interdepartmental committee, which it recommended be established as a more or less continuing agency to secure uniformity, was to be advisory only and its recommendations as to adjustments were only to be "considered" in the preparations of the annual estimates. It was not to have the authority, necessary for a central classifying agency, to carry its methods and decisions into effect. Such a committee, called the Committee on Grades and Salaries, composed of one employee named by the head of each establishment, was actually created by Executive order on June 11, 1907. Its function was to prepare "tables of estimates for positions and salaries in conformity with the schedule and recommendations of the Committee on Department Methods." It possessed no enforcement or corrective authority either to equalize rates or to see that individual positions were properly and uniformly allocated to their proper grades in the basic schedule. The Committee on Grades and Salaries prepared estimates as directed, which were submitted to Congress on February 11, 1908,<sup>10</sup> but no general action resulted, notwithstanding the support of President Roosevelt<sup>11</sup> and President Taft.<sup>12</sup>

It remained for the Congressional Joint Commission on Reclassification of Salaries, appointed by Congress in 1919, to construct the link to connect sound objective with practical everyday operation. In its report to Congress in 1920, it made this recommendation:

The Commission recommends that the future administration of the classification and of the uniform schedules of compensation be delegated by statute to an existing independent agency of the Government, herein referred to as the classification agency, and submits that this agency should logically and preferably be the United States Civil Service Commission.

In explanation of this recommendation, the Congressional Committee said:

It is obvious that if the prime requirements of uniformity and relative equity in the pay for service are to be secured some central independent agency must have the authority—the final authority in every case and in all departments—as to the proper classification of each position. It must ascertain, as the impartial

<sup>10</sup> H. Doc. No. 648, 60th Cong.

<sup>11</sup> Message of President Roosevelt transmitting estimates for appropriations, S. Doc. No. 638, 60th Cong., January 6, 1909.

<sup>12</sup> Annual Message of President Taft to the Congress, 61st Cong., 2d sess., December 7, 1909, quoted in Twenty-sixth Annual Report of the Civil Service Commission for fiscal year ended June 30, 1909, p. 134.

appraiser for the Government and the taxpayers, what the duties of each position are, what responsibilities are involved, what qualifications are required, and into what class and compensation schedule it falls.<sup>13</sup>

Congress almost immediately accepted the principle that an independent central agency should be given the responsibility described by the Congressional Joint Commission. In this respect its questions centered mainly on what agency or type of agency should be established or selected. The Personnel Classification Board, an ex-officio organization, created by the Classification Act of 1923 as the central classifying agency, was abolished on October 1, 1932, and its duties, powers, and functions transferred to the Civil Service Commission.<sup>14</sup>

Thus the major principles underlying the Government's program for position-classification, as reflected in the Classification Act of March 4, 1923, as amended, had their origin in repeated and thorough consideration by Congress of the problem of salary administration over a period of nearly a century.

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<sup>13</sup> Congressional Joint Commission on Reclassification of Salaries. Report, March 12, 1920. H. Doc. No. 686, 66th Cong., 2d sess., pp. 67-68.

<sup>14</sup> Act of June 30, 1932, Title V, 47 Stat. 416.



## Section VI

### THE DEVELOPMENT OF CIVIL SERVICE INVESTIGATIONS

In consequence of three important steps in government, which occurred in June 1938, the Civil Service Commission is confronted with necessity for a considerable evolution and expansion of those several activities which are covered by the term "investigation." These three new developments are: the Ramspeck-O'Mahoney Postmaster Act; the Executive order of June 24, 1938, extending the classified service; and the revised civil-service rules in which investigation of the character and personal fitness of eligibles is specifically required whenever practicable.

The work of the Investigations Division falls into two main categories, measurably distinct, yet clearly interrelated. The first is verifying the character, record, and personal fitness of applicants, including the education and verification of evidence of the possession of personal qualities which can not be ascertained by written tests. The second phase deals with charges of misconduct, and violations of the law and rules.

In the historical development of the Commission, it was the second of these two main branches of investigative work which first came into prominence. However, the Civil Service Act itself authorizes investigations of both types.

The Civil Service Act prescribes that examination of applicants shall be practical in character, and shall test relative capacity and fitness of persons examined for discharging the duties of the positions which they seek. The determination of what constitutes "fitness" is left largely to the Commission. However, the employment in civil-service positions of persons who habitually use intoxicating liquors to excess is specifically prohibited by section 8 of the act, referring both to appointments to the service and to retention in the service—thus providing for investigations of fact both before and after appointment.

In addition, section 2 of the act specifically requires the Commission to make investigations concerning the enforcement of rules and regulations and the personnel engaged in such enforcement.

In considering both the Commission's present investigative procedure and the scope of its prescribed duties in the future, it is instructive to note the successive steps by which the Commission, since its inauguration as a small pioneer agency, has endeavored to carry out the mandate in the Civil Service Act, that the record and character of Government service applicants shall be the subject of examination, no less than mentality or education.

On February 23, 1884, the first Commissioners sent to President Arthur a memorandum on the subject of political assessments of employees in the service. This was one of the abuses which the Civil Service Act was specially designed to remedy. The first annual report, for 1883, stated that no case of political assessment had yet come before the Commission. In 1884 action was taken upon one such case; and in 1886 eight cases were investigated.

Even in the period just before the World War, investigations were still limited to charges of misconduct, particularly violations of the political activity rule. This rule, as expressed in civil-service rule I, was of much wider scope than the law against political assessments. The principle of this rule was set forth in President Cleveland's letter of July 14, 1886, to the Commission. It grew clearer through subsequent rulings, especially the letter of President Theodore Roosevelt to the Commission on June 13, 1902. The Commission's twenty-third report, for 1906, first contained the civil-service rule I in its present form.

In the year 1915, which may be taken as typical of the pre-war period, there were recorded in the Commission's minutes 48 investigations of improper political activity; 3 inquiries into political discrimination in appointment or promotion; 6 investigations of frauds or irregularities in examinations; 12 investigations of objections filed by appointing officers against certified eligibles on grounds of gambling and other unfitness; and 3 miscellaneous investigations: a total of 72 investigations.

For a long time the Commission had no special personnel for investigational work. Investigations were performed either by the Commissioners in person or by an employee detailed to a particular investigation. The need was recognized for expanding this work and giving it a more definite status. The Urgency Deficiency Act of October 22, 1913, made it possible for the Commission to employ a few field examiners, who had their headquarters sometimes in the central office and sometimes in a district office. These traveling examiners were generally transferred from the post-office inspector force, and they received the same salary that they had received as post-office inspectors. The number of such field examiners fluctuated, through resignations or transfers, but was never more than four.

Throughout the entire early period, the other phase of investigational work, that of determining character-fitness of eligibles before certification, was not forgotten, but was limited by necessity to the insufficient method of requiring personal vouchers with applications.

The year 1917 was a turning point in the history of the Commission's work, not merely because of the sudden demand for great numbers of additional Government employees during the war emergency, but for another reason more permanent in its results. By Executive order issued by President Wilson on March 31, 1917, the Commission was

called upon to investigate personally the experience, fitness, character, success, and adaptability of candidates for the three Presidential postmaster classes, then paid from \$1,000 to \$8,000 a year. This order marked an important step with respect to one group of positions, in the Commission's use of its authority to make personal investigations in the course of examination.

A field investigation of applicants for postmaster positions involves a visit to the town or city concerned, by a representative of the Commission and a representative of the Post Office Department. The applicants are personally interviewed on matters which demonstrate their capacity, breadth of experience, public spirit, and ethical attitudes. Representative citizens of all economic and social strata in the community, including those given as references by applicants, as well as many not referred to, are interviewed on the character, activities, record, and personal traits of all applicants. The reports of the investigators are used, in combination with written tests in the case of second- and third-class postmasters, as the basis for grading applicants. The rating itself on the evidence presented is done in the Commission's central office by the Examining, not the Investigations, Division.

On November 2, 1920, the Commission established a Division of Investigation and Review in order to center the investigative work in a distinct division. The Division also performed the functions of the present Board of Appeals and Review.

On May 10, 1921, President Harding issued an Executive order on examinations for Presidential postmasters, which greatly increased the Commission's work. Under the order of March 31, 1917, examinations had been required only for the few post offices where an incumbent was not reappointed. The order of 1921 made examination mandatory in nearly all cases, for the order did not permit the reappointment of a postmaster, without an open competitive examination, except when the incumbent had been appointed as the result of a previous examination. The number of such postmasters was limited. Recognizing the magnitude of the task confronting the Commission, Congress made a special appropriation of \$75,000 for postmaster examinations in the fiscal year 1922. Several new examiners were appointed, and a number of other employees of the Commission left their duties in the central office or in district offices to conduct postmaster investigations.

Another development of the year 1921, made necessary by the great expansion of postmaster work, was the limiting of personal investigations to post offices of the first and second classes; for post offices of the third class (salaries then from \$1,000 to \$2,200) the qualifications and character of applicants were investigated only by questionnaire-vouchers sent to large numbers of the patrons of a post office, except

where there appeared particular necessity for investigations in a special case. For a time it was necessary to employ the voucher method even for offices of the second class. Though the use of vouchers as a part of examination procedure was by no means new in principle, it had never before been employed on so extensive a scale or with the grades of applicants so directly dependent upon voucher testimony.

The Commission, however, realized that in the examinations for the classified service—postmaster positions were then in the unclassified service—it had never been possible to perform with thoroughness the function of certifying eligibles who were not merely intellectually qualified, but who were found to be fit on grounds of character, habits, and moral attitudes. In the hearings of December 16, 1921, before the subcommittee of the House Committee on Appropriations, the Commission stressed the many advantages to the public service which would result from making examinations for important positions more practical, through an adequate investigation of personal traits and records. These ideas were favorably received by the committee, but were considered a field for experimentation rather than for immediate large-scale action.

At the corresponding committee hearing one year later, the same matter was discussed again. The Commission reported on pioneer work already undertaken, including research on methods of oral interview; experiments with the use of fingerprints; and a more intensive use of questionnaire methods for determining the fitness of applicants for clerk and carrier positions in post offices within certain districts.

Personal investigations as part of civil-service examinations were not used on a large scale until later. The act of March 3, 1927, brought all positions in the Bureau of Prohibition into the classified service and directed that the incumbents, appointed without examination, should not be blanketed into the service, but could be reappointed only if they obtained high enough ratings in competitive examinations to bring their names within reach of certification. Because of the nature of those positions, the Commission felt it necessary that personal investigation be made of all applicants who passed the preliminary tests. The investigation of more than 3,000 applicants was a major undertaking. It was slowed down by insufficiency of initial appropriations, but was eventually accomplished in a thorough and conscientious manner.

In carrying out this program, about 40 new field examiners were appointed, most of them on a temporary basis, who were given short intensive training for the work. The experience gained through the examinations for prohibition agent brought out clearly the value of investigation for positions carrying special responsibility or temptation. Public and congressional approval was won for the inclusion of

personal investigation as part of the regular examination procedure for law enforcement positions.

In 1929, a second group of temporary field examiners was recruited to conduct investigations for customs patrol inspector and other examinations. In 1930 appropriations permitted the establishment of more thorough training of a force of permanent field examiners, which numbered 36 men on June 30, 1938. On December 1, 1930, the Division of Investigation and Review became the Investigations Division. While its review functions were transferred to the newly established Board of Appeals and Review, investigation work which had been performed in other parts of the Commission was transferred to the Investigations Division. At the same time the fingerprint section was transferred to the Investigations Division.

This year, there have been added the units in charge of cases involving political activity of Federal employees and in charge of cases necessitating debarment of persons from civil-service examinations. These units were formerly attached to other divisions.

That the policy of personal investigations of applicants has been justified by its results cannot be doubted. Even in dollars and cents the entire cost of investigations has been repaid to the Government through having in key positions officers and employees known to be honest, capable, and loyal. The greatest justification is found in improved morale and a public service worthy of national respect.

In recent years, personal investigation has been undertaken so far as it has been possible in the following principal classes of cases: Law enforcement positions; all reinstatements when previous service was terminated under serious charges; postmaster examinations (except as necessity may force voucher methods at some of the smaller offices); disability retirement; and in all cases of alleged frauds, irregularities in appointment, or violations of the rule limiting political activity of classified employees.

After February 1, 1939, under the President's new Executive orders, this vital requirement of personal investigation prior to certification will apply to all appointments in the classified service, wherever practicable. Section 3 of the new rule III reads: "The character, record, and physical fitness of applicants shall be tested or investigated and approved whenever practicable prior to certification." The only limitation upon the practicability of investigations is the limitation of staff. Adequately increased funds for investigative personnel and for travel are essential.

A careful study of the history of investigations conducted by the Civil Service Commission proves that they are of outstanding value in improving public personnel administration. A definite emphasis upon the extension and improvement of investigations is an important part of the Commission's program.



## Section VII

### EXAMINATIONS

The average number of persons examined during the past 5 years is more than 560,000. During the fiscal year 1938, a total of 408,928 were examined. The decrease in the number of persons examined in 1938 was occasioned by the fact that no new large classified service agency had to be staffed during the year nor was there, except in the Navy Department, any considerable expansion in the work of an agency already established. Entrance appointments in the departmental and field positions were 34,051, as compared with 44,484 in 1937.

The Governmental activities initiated in 1938 and the examinations announced in the early months of the fiscal year 1939 indicate that the number of persons examined in the year 1939 will probably break all records.

During the year, general engineering and general chemical examinations were announced. A new departure in the engineer examination was that of not requiring a formal engineering education. Applicants lacking college work in engineering were required to show engineering experience and were given an assembled examination on engineering fundamentals, including mathematics, physics, theoretical and applied mechanics, engineering materials, engineering drawing, and the elements of electrical, mechanical, civil, and chemical engineering.

In the preparation of this test, the Commission was fortunately able to secure the assistance of Robert L. Sackett, dean emeritus of the School of Engineering, State College, Pennsylvania, one of the recognized engineering authorities of the country. This change in the engineering examination resulted in placing on the eligible lists a considerable number of men who, while they lacked the formal education represented by an engineering degree, had nevertheless by study and practical experience made themselves professional engineers.

Another interesting development was the inclusion in an examination for printer-proofreader of a practical test in proofreading. Heretofore, in the printer-proofreader examination, applicants had been rated on the extent and character of their experience in the trade. In the case of such trades as carpenter and machinist this affords a reasonably accurate method of determining relative ability, while a practical test in carpentry or the operation of machine tools is not at present feasible. In the case of proofreaders, however, such a test is

practicable and its inclusion in this examination will result in a determination of relative qualifications much more exact than the former procedure could produce.

The naval expansion program completely exhausted the Commission's registers for such positions as ship draftsman, naval architect, and naval engineer. Since the need for additional eligibles was urgent, examinations were expedited for naval positions.

During the year the two examinations which attracted the largest number of competitors were those for elevator conductor, for which there were 12,203 applicants, and student fingerprint classifier, for which there were 54,034 applicants.

During the year the Commission utilized the temporary services of a number of outstanding authorities in various professional fields in the development of new tests. Such services are valuable contributions to the Commission's examining procedure. Among those who have aided the Commission during the year were specialists in the fields of political science, sociology, prison management, journalism and engineering.

## Section VIII

### VETERAN PREFERENCE

The Veteran Preference Act of July 11, 1919, which was enacted to reward enlisted men and women for war-time service operates in such a manner that more than one out of every four persons who received appointment in the classified service this year by the aid of veteran preference was too young to have been in the World War.

This situation arises from the all-inclusive wording of the veteran preference law. The Commission must follow the law. It may, however, recommend to the President and Congress changes in existing legislation, if the experience of the Commission shows that legislation is not working out in the spirit in which it was intended, or is working out in a way which is not for the good of the service.

The Veteran Preference Act grants preference in appointment to the classified service to "honorably discharged soldiers, sailors, and marines, and widows of such, and to the wives of injured soldiers, sailors, and marines, who themselves are not qualified, but whose wives are qualified to hold such positions." Honorable discharges or discharge certificates issued under honorable conditions give preference rights, though the period of enlisted service may have been less than 6 months.

Veterans have 5 points added to their earned examination ratings; 10 points are added in the case of disabled veterans, wives of disabled veterans who themselves are not qualified, and widows of veterans. The names of the 10-point group are placed in order at the top of the eligible register, ahead of all others. Five-point veterans become eligible for appointment with an earned rating as low as 65, and, for the 10-point group, as low as 60, although 70 is the minimum eligible rating for all other persons. In addition, the 10-point group has the privilege of competing in the reopened examinations held for it four times a year during the life of the register.

Each year more and more persons are added to the number who may, under the present law, claim veteran preference in appointment to the civil service. Each year men are discharged from the four enlisted services with honorable certificates, students at the West Point, Annapolis, and the Coast Guard Academies are graduated, or leave or resign before graduation, and nurses leave the Army and Navy Nurse Corps. These persons, together with their wives and

widows, are a constantly increasing group which directly competes with the older Spanish-American and World War veterans.

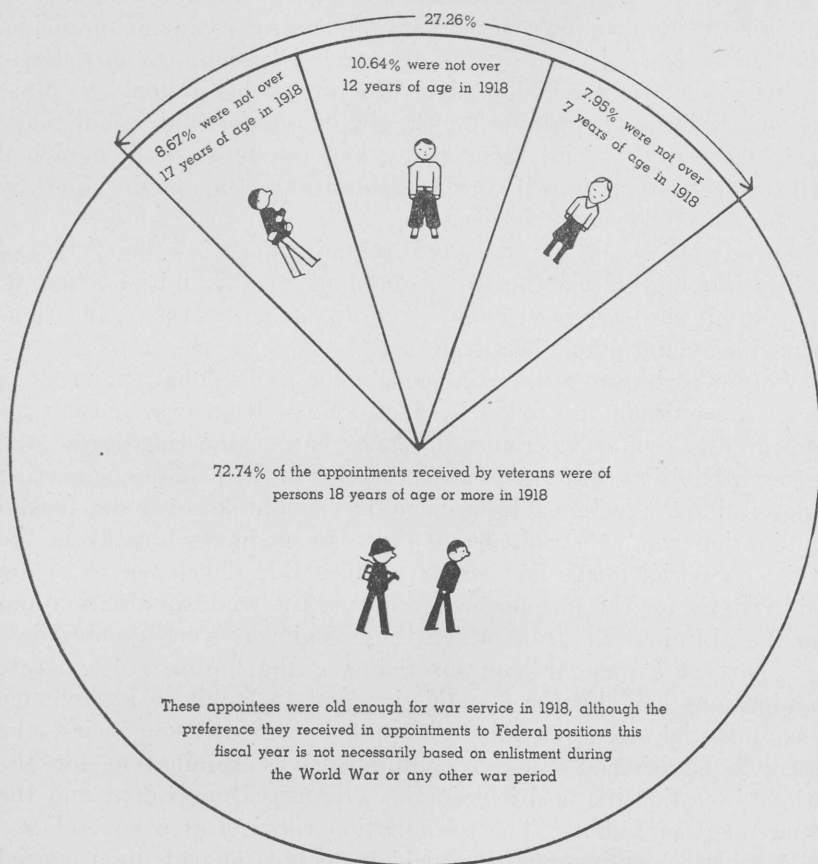
Figures are not at present available on the number of wives and widows who received preference because of marriage to peace-time veterans. The figures used in this article and in the accompanying graph include only men and women who received preference because of their own enlistments.

The Commission has recognized the fact of the growth each year of the number of peace-time veterans, although it has not before had exact figures on the size of this group. The Commission has previously recommended that veteran preference be limited to those men and women who served during war periods.

The Ramspeck-O'Mahoney Act, which extends to the three best-paying classes of postmaster positions the benefits of the classified competitive service, also allows to the peace-time veteran group the privilege of preference in appointment to these important 14,800 positions. Formerly veteran preference was given only to applicants for first-, second-, and third-class postmasterships who served in the enlisted forces during the World War, Spanish-American War, and Philippine Insurrection.

It seems reasonable to expect that as the peace-time veterans increase each year, the proportion of civil-service appointments secured by them, over 27 percent of all veteran preference appointments in the fiscal year 1938, will become even larger, unless the Veteran Preference Act of July 11, 1919, should be modified by Congress, which alone has the power to do so.

# AGE AT TIME OF WORLD WAR OF APPOINTEES RECEIVING VETERAN PREFERENCE



REWARDS FOR SERVICE GIVEN PEACE-TIME VETERANS DURING THE FISCAL YEAR 1938.



## Section IX

### ACTIVITIES OF THE RESEARCH DIVISION

A project having as its ultimate objective uniform specifications for civil-service positions throughout Federal, State, and municipal jurisdictions was initiated by the Research Division. Such uniform specifications would enable universities and other schools to place greater emphasis on training for the public service and would make possible the use of joint registers by Federal, State, and municipal civil service commissions if considered desirable, thus paving the way to a sound public career service.

Representatives of professional organizations in the fields of engineering and public health cooperated in this initial attempt, and committees have been named to draw up tentative specifications for engineers and public health nurses.

In order to improve the examination for professional engineers in the entrance grade and to devise a suitable written examination for applicants who offer experience in place of an engineering degree, the Research Division conferred with specialists in the field of engineering to determine the technical knowledge that should be covered. A trial examination was constructed and given to engineers already in the service. Special forms for service ratings were developed to secure valid criteria for the purpose of evaluating the trial examination and also the examinations from which these engineers were appointed.

As part of a general plan for reducing the number of separate examinations held by the Commission and to facilitate interchange of confidential agents among different investigative agencies, the Research Division devised a comprehensive examination for the various investigative positions in the Treasury Department and the Department of Labor. The examination consists of a general test made up of objective questions which do not depend upon special information or experience and special tests for those applying for options in law, accounting, and pharmacy. A follow-up study will be made to determine the feasibility of a broadened use of combined examinations.

Many other special and general tests were devised and put into effect.

In December there was held, under the sponsorship of the Council of Personnel Administration, a 2-day conference of Government and industrial personnel leaders on such subjects as training, service ratings, supervision, selection methods, classification, and administrative policies. Two public meetings were held later in the winter,

at one of which there was a panel discussion of suggestions offered by various Federal employees for improving working conditions in the Federal service.

The Council's efficiency rating committee recommended that the service rating forms now in use be continued without change for another year. The committee emphasized the usefulness of the forms in improving the work of employees and recommended that several months before the end of the rating year employees whose work merits a low rating in any respect be so informed and that ways be suggested to improve their work.

The common problems committee met frequently to discuss problems common to Federal departments and the Civil Service Commission. Many practical improvements were recommended and put into effect.

As a means of insuring that qualified personnel of the Federal service will have first consideration in the filling of vacancies, the Council of Personnel Administration has obtained the cooperation of the Works Progress Administration in a project to record on punch cards pertinent information concerning each employee. This project will also benefit the departments in providing a method for quickly locating persons readily available to fill particular positions.

## Section X

### APPROPRIATIONS AND EXPENDITURES

#### APPROPRIATIONS, 1938

|                                  |               |
|----------------------------------|---------------|
| Salaries and expenses, 1938..... | \$2, 350, 000 |
| Printing and binding, 1938.....  | 85, 000       |
| Total, general funds.....        | 2, 435, 000   |

#### EXPENDITURES, 1938

|   |             |
|---|-------------|
| Personal services.....                          | 2, 210, 327 |
| Supplies and materials.....                     | 107, 643    |
| Communication service.....                      | 12, 621     |
| Travel expenses.....                            | 32, 195     |
| Transportation of things.....                   | 2, 851      |
| Printing and binding.....                       | 15, 898     |
| Repairs and alterations.....                    | 3, 642      |
| Special and miscellaneous current expenses..... | 13, 019     |
| Equipment.....                                  | 30, 257     |
| Total expenditures.....                         | 2, 428, 453 |
| Unexpended balance of appropriations.....       | 6, 547      |
| Total.....                                      | 2, 435, 000 |

#### APPROPRIATIONS, 1939

|                                  |             |
|----------------------------------|-------------|
| Salaries and expenses, 1939..... | 2, 650, 000 |
| Printing and binding, 1939.....  | 96, 750     |
| Total, general funds.....        | 2, 746, 750 |

#### RETIREMENT AND DISABILITY FUNDS, 1938

|   |              |
|---|--------------|
| Civil-service retirement and disability fund, 1938.....   | 72, 392, 000 |
| Canal Zone retirement and disability fund, 1938.....      | 500, 000     |
| Alaska Railroad retirement and disability fund, 1938..... | 175, 000     |
| Total funds available during 1938.....                    | 75, 502, 000 |

#### RETIREMENT AND DISABILITY FUNDS, 1939

|   |              |
|---|--------------|
| Civil-service retirement and disability fund, 1939.....   | 74, 244, 000 |
| Canal Zone retirement and disability fund, 1939.....      | 500, 000     |
| Alaska Railroad retirement and disability fund, 1939..... | 175, 000     |
| Total.....  | 77, 665, 750 |

The civil-service retirement and disability funds are not considered appropriations for expenditure, since they were transferred to trust funds.

## Section XI

### SUMMARY OF RECOMMENDATIONS

The Commission recommends—

1. That legislation be enacted which will extend the competitive classified service to non-policy-determining positions now exempted by legislation.

2. That the scope of the Classification Act be extended to include the approximately 300,000 positions in the field service, the salaries of which are not fixed by specific legislative schedule or wage-board method. This action will correct many inequalities in pay scales among the field offices of the various departments and independent establishments and will thus promote better personnel administration. With the inclusion of many additional field positions within the classified competitive service, the need for this progressive step is more imperative than ever before.

3. That legislation be enacted to change the Retirement Act in the following particulars:

To establish a uniform optional retirement age of 60 years after 30 years' service, or 62 years after 15 years' service, to be exercised by either the Government or the employee; and to make retirement compulsory at 70 years of age for all.

To provide annuity for employees retired because of physical disability who recover before reaching retirement age, and who fail to secure reinstatement through no fault of their own.

To broaden retirement benefits so as to permit an employee to elect a reduced annuity in order that payments may be continued to a surviving dependent.

To extend retirement provisions to postmasters of the first, second, and third classes who will be included within the classified service by the provisions of the Ramspeck-O'Mahoney Postmaster Act.

4. Revision of the leave acts of March 1936 so that nonwork days will no longer be charged as annual leave for 5-day, 40-hour week employees.

5. Increased appropriations to provide effective personnel administration, renew necessary registers annually, thoroughly examine and investigate the records of eligibles, keep position-classification more current, and otherwise carry out properly the provisions of the new civil-service rules, of the Ramspeck-O'Mahoney Postmaster Act, and of the other legislation and Executive orders adopted to improve and extend the merit system.

## APPENDIX

### EXECUTIVE ORDERS

#### ORDER AMENDING THE CIVIL SERVICE RULES

June 24, 1938.

By virtue of and pursuant to the authority vested in me by the Constitution, by section 1753 of the Revised Statutes (U. S. C., title 5, sec. 631), by the Civil Service Act of January 16, 1883 (22 Stat. 403), and as President of the United States, the civil-service rules are hereby amended, effective February 1, 1939, to read as follows:

##### RULE I—POLITICS AND RELIGION

1. **No interference with elections.**—No person in the executive civil service shall use his official authority or influence for the purpose of interfering with an election or affecting the results thereof. Persons who by the provisions of these rules are in the competitive classified service, while retaining the right to vote as they please and to express privately their opinions on all political subjects, shall take no active part in political management or in political campaigns.

2. **No disclosure or discriminations.**—No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discrimination shall be exercised, threatened, or promised by any person in the executive civil service against or in favor of an applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations.

3. **Recommendations not considered.**—No recommendation of an applicant, eligible, or employee in the classified service involving disclosure of his political or religious opinions or affiliations shall be considered or filed by the Civil Service Commission, hereinafter called the Commission, or by any officer concerned in making appointments or promotions.

##### RULE II—CLASSIFICATION OF THE SERVICE

1. **Extent of the classified service.**—The classified service shall include all persons who have heretofore or may hereafter be given a competitive status in the classified civil service, with or without competitive examination, by legislative enactment, or under the civil-service rules promulgated by the President, or by Executive orders covering groups of employees with their positions into the competitive classified service, or authorizing the appointment of individuals to positions within such service. It shall include all positions now existing or hereafter created by legislative or executive action, of whatever function or designation, whether compensated by a fixed salary or otherwise, unless excepted from classification by specific affirmative legislative or executive action. No right of classification shall accrue to persons whose appointment or assignment to classified duties is in violation of the civil-service rules.

2. **Examination required.**—No person shall be appointed, employed, promoted, or transferred in the classified service, or perform the duties of any position therein, until he passes the examination prescribed by the Commission in his case, unless especially exempted.

3. **Appointment without examination.**—(a) Schedules A and B of the civil-service rules are continued as a part of the said rules as amended by this order, and positions named in such schedules are excepted from the classified service.

(b) Appointments to the excepted positions named in schedule A may be made without examination or upon noncompetitive examination.

(c) Appointments to the excepted positions named in schedule B may be made upon such noncompetitive examination as the Commission shall prescribe.



(d) The proper appointing officer may fill any position named in schedule A or schedule B, or any other excepted position, as classified positions are filled, in which case the person so appointed shall be eligible for transfer, reinstatement, or promotion to positions in the classified service, subject to the provisions of these rules. The incumbent of any excepted position so filled will not be entitled to protection against removal afforded by these rules; nor will the incumbent of any excepted-by-law position so filled be entitled to the benefits of the Civil Service Retirement Act solely by virtue of such employment.

4. **Assignment of excepted employees.**—A person appointed without competitive examination under section 3 of this rule or by authority of an act of Congress shall not be assigned to the work of a competitive classified position without the approval of the Commission or specific provision of law.

5. **Laborers.**—Laborers who, in connection with their usual duties, are to perform work of the grade performed by classified employees shall be appointed upon certification by the Commission from appropriate registers of eligibles in the manner provided by these rules; and a person employed merely as a laborer or workman without examination under these rules shall not be assigned to work of the grade performed by classified employees. Unclassified laborers may be assigned to classified work incidentally, but not as a part of their main work, in cases where such work cannot be conveniently and economically done by classified employees, but not without the prior consent of the Commission obtained before such assignment.

6. **Excepted employees—when classified.**—Except as provided in section 7 of this rule a person holding a position when it becomes classified or otherwise subject to competitive examination shall, upon recommendation to the Commission by the head of the department or establishment in which he is employed, have all the rights which he would acquire if appointed thereto upon competitive examination: *Provided*, (a) that he was appointed at least six months prior to the effective date of the change in the status of the position; (b) that he has performed satisfactory active service during at least three months of the year immediately preceding the change in the status of the position; (c) that he shall pass such appropriate noncompetitive tests of fitness as the Commission may prescribe; and (d) that he is not disqualified by any of the provisions of section 3 of civil-service rule V or of any provision of the Civil Service Act and rules, or of any other statute or Executive order. Any such person who fails to meet the foregoing requirements of this section shall be separated from the service within thirty days (exclusive of leave to which he is entitled) after the Commission reports that he is ineligible for classification unless the head of the agency concerned certifies to the Commission that such person has rendered satisfactory service and that he should be retained although without acquiring a competitive classified status.

7. **Classification in post offices.**—The Postmaster General shall promptly notify the Commission of each order for the advancement of any post office from the third class to the second class, or for the consolidation of any post office with one in which the employees are classified as competitive. On the date of effect of such order, section 6 of this rule shall apply to the positions, officers, and employees of the offices affected, and all other provisions of these rules shall become applicable to all officers and employees who so qualify and to all such positions thereafter filled in the same manner as they apply to those in offices now classified. The Postmaster General shall, upon the date he reports the advancement of any post office from the third to the second class, or as soon thereafter as is practicable, notify the Commission as to which of the employees in such office he recommends for classification.

8. **Appointment without competitive examination in rare cases.**—Whenever the Commission shall find that the duties or compensation of a vacant position are such, or that qualified persons are so rare that in its judgment such position cannot, in the interest of good civil-service administration, be filled at that time through open competitive examination, it may authorize such vacancy to be filled without competitive examination, and in any case in which such authority is given, evidence satisfactory to the Commission of the qualifications of the person to be appointed without competitive examination shall be required. A detailed statement of the reasons for its action in any case arising hereunder shall be made in the records of the Commission and shall be published in its annual report. Any subsequent vacancy in such position shall not be filled without competitive examination except upon express authority of the Commission in accordance with this section.

## RULE III—EXAMINATIONS

1. **Competitive examinations.**—The Commission shall prepare, recruit for, hold, and rate open competitive examinations for admission to the classified service, and in all other cases required by these rules or by Executive order, which examinations shall be of a practical and suitable character, and shall be held at such times and places as may most nearly meet the needs of the service, with due consideration for the convenience of applicants.

2. **Noncompetitive examinations.**—The Commission may give noncompetitive examinations to test fitness for (a) reinstatement, (b) appointment to positions excepted from the classified service under these rules or by Executive order; and shall give noncompetitive examinations for transfer or promotion when competitive promotion examinations are not held.

3. **Examinations.**—Examinations shall whenever practicable be assembled and include written or practical tests; the rating of experience when part of the test shall, so far as practicable, follow personal interview and be qualitative as well as quantitative. Whenever the announcement of any examination in which education, training, or experience is prerequisite shall so state, and the applicants are given opportunity to file detailed sworn statements of their qualifications, a preliminary competitive rating may be given on the basis of the duties, requirements, and conditions of work in the position to be filled before any applicant shall be required to travel for further tests. Applicants rated highest on such preliminary rating, to a number not incommensurate with the number of vacancies expected during the life of the list, shall be afforded opportunity to assemble or otherwise compete in such further competitive tests as the Commission may require. The character, record, and physical fitness of applicants shall be tested or investigated and approved whenever practicable prior to certification.

4. **Examinations for professional or technical positions.**—All examinations for professional or technical positions or positions which under existing executive practice are filled only by persons having professional or technical training shall be formulated by the Civil Service Commission in collaboration with the head of the affected department, independent establishment, or corporation, or his designated representative, and shall make due allowance for the particular training, experience, and skill regarded as requisite under existing administrative practice.

## RULE IV—BOARDS OF EXAMINERS

1. **Appointment and duties.**—(a) The Commission shall designate from among persons in the Federal service, after consulting the head of the department or office in which such persons serve, such boards of examiners as it shall deem necessary. Their members shall perform such duties as the Commission may direct, in connection with the execution of the Civil Service Act and these rules, and in the performance thereof they shall be under the direct and sole control of the Commission. Such duties shall be considered part of the duties of the office in which they are serving and time shall be allowed therefor during office hours. No such board shall be composed solely of adherents of one political party when other persons are available and competent to serve.

(b) Where qualified special examiners are not available in the Federal service, the Commission may, by unanimous vote, designate individuals outside the service specially qualified by experience and training and of outstanding reputation in their own field to serve on a board of examiners for a particular examination and compensate them for such service on a *per diem* basis.

2. **Cooperation with other boards, commissions, and agencies.**—The Commission shall render all practicable assistance to the Philippine and Puerto Rico civil-service boards, and such other Federal, State, or local agencies as shall request its cooperation and offer like cooperation or adequately provide its share of the expense, and shall conduct or join in conducting examinations, upon their request, under such regulations as may be jointly agreed upon. Where the Commission has joined in the conduct of such examinations, it may certify eligibles from appropriate resulting registers to fill vacancies in the United States civil service.

3. **Executive officers to facilitate examinations.**—Persons in the executive civil service shall facilitate the holding of examinations and other work of the Commission; and executive officers in charge of public buildings shall permit and arrange for the use of suitable rooms under their charge, and for heating, lighting, and furnishing them.

## RULE V—QUALIFICATIONS OF APPLICANTS

1. **Citizenship.**—No person shall be admitted to examination unless he is a citizen of or owes allegiance to the United States, and no person shall be examined or certified for appointment if his appointment would be contrary to law.

2. **Form of application.**—Application for examination must be made under oath, in such form and manner and accompanied by such certificates as the Commission may prescribe.

3. **Disqualifications.**—The Commission may, in its discretion, refuse to examine an applicant for appointment or reinstatement or to certify an eligible for any of the following reasons: (a) Dismissal from the service for delinquency, inefficiency, or misconduct; (b) physical or mental unfitness for the position for which he applies: *Provided*, that the Commission may, in its discretion, exempt from the physical requirements established for any position a disabled honorably-discharged soldier, sailor, or marine upon a certificate of the United States Veterans' Administration attesting that he has completed an appropriate and sufficient rehabilitatory course of training for the duties of the class of positions in which employment is sought; and *provided further*, that the Commission, may in its discretion, waive the physical requirements in the case of a disabled veteran not so trained to permit his examination; (c) criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct; (d) intentionally making a false statement as to any material fact, or practicing any deception or fraud in securing examination, registration, certification, or appointment; (e) refusal to furnish testimony as required by rule XIV; and (f) the habitual use of intoxicating beverages to excess.

Any of the reasons stated in the foregoing clauses (b) to (f), inclusive, shall also be good cause for removal from the service.

4. **Age limits.**—The Commission may, with the approval of the proper appointing officer, change by regulation the existing age limits for entrance to the examinations under these rules, but persons entitled to veteran preference may be examined without regard to age except for such positions as the Commission shall by regulation specify: *Provided*, that they have not reached the retirement age for the position sought.

5. **Trades positions.**—Applicants for positions in the recognized mechanical trades must have served as apprentices or journeymen for such periods as the Commission may prescribe.

## RULE VI—RATINGS AND ELIGIBILITY

1. **Rating.**—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 5 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 fifty-five years of age and, because of disability, are entitled to pension or compensation 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 fifty-five 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 qualification, 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. The Commission, not oftener than once each quarter, may reopen examinations to applicants granted disability preference.

Employees in any positions in the classified service who are qualified to enter any open competitive examination shall, upon earning a passing mark therein, be placed also upon a separate list of eligible Government employees, which list may be certified separately in accordance with the civil-service rules to fill vacancies occurring in the positions for which the examination is held. Age limitations may be waived for employees otherwise eligible to compete in such examinations. Employees eligible to compete in any such examination shall be granted leave of absence for the time required to take such examination.

Competitors shall be notified of their ratings, and upon their request, they shall also be notified of their standing on the list.

2. **Eligible registers.**—All competitors rated at 70 or more shall be eligible for appointment, and their names shall be placed on the proper register according to their ratings; but the names of persons entitled to disability preference as defined in section 1 of this rule shall be placed above all others.

3. **Term of eligibility.**—The term of eligibility shall be one year beginning with the date on which the name of the eligible is entered on the register. This term may be extended, in the discretion of the Commission, for one additional year, and thereafter a register may be certified only for such eligibles as continue to meet all examination requirements, and where experience was part of the test only after supplementary examination of additional and interim experience and rerating of such experience. All eligibles on a list more than two years old who fail to file additional experience data as required by the Commission or who fail to meet the requirements or receive a passing mark on rerating shall be dropped from the list. No register hereafter established shall be used for more than two years unless it has been extended and revised in accordance with the provisions of this rule.

#### RULE VII—CERTIFICATION

1. **Method of filling vacancies.**—All vacancies in any position or employment not excepted from examination shall be filled as hereinafter provided: (a) By transfer upon requisition to and certificate of the Commission, of any employee employed anywhere in the service holding a position in the same class of the same grade, or otherwise eligible for such transfer under rule X; (b) by reinstatement upon requisition to and certificate of the Commission under rule IX or by certificate without requisition under section 4 of rule XII in the discretion of the Commission; (c) by competitive promotion upon requisition to and certificate by the Commission from a competitive promotion register of eligibles in the department or establishment where the vacancy exists, or if there are no such eligibles, then from such a register of eligibles in other departments or establishments having the same status in the service, such certification to be in the order of standing on such eligible register unless the Commission shall determine that a selective certification is necessary pursuant to the rules; (d) by noncompetitive promotion upon requisition to and certificate of the Commission following noncompetitive examination when competitive promotion examinations are not held; (e) by transfer from a lower to a higher position of any employee eligible for such transfer upon requisition to and certificate of the Commission following examination; and (f) from open competitive eligible registers upon requisition to and certificate by the Commission.

2. **Method of certification.**—Certification for original appointment and competitive promotion shall be made as follows:

(a) *Certification.*—The nominating or appointing officer shall request the certification of eligibles, and the Commission shall certify, from the head of the appropriate register of eligibles, a number of persons sufficient to permit the nominating or appointing officer to consider three persons in connection with each vacancy. When so provided by regulation of the Commission, selection shall be made from the register by the nominating or appointing officer without preliminary certification of the Commission. Where the Commission finds that there is no register in existence appropriate as a whole to fill a particular existing vacancy, the Commission in its discretion may certify selectively from the most nearly appropriate existing register, in the order of their ranking, the names of any individuals thereon found by it to be adequately qualified to fulfill the particular requirements of the vacant position. Certification of an eligible for temporary appointment shall not affect his eligibility for certification for probational appointment. Certification shall be made without regard to sex unless the sex desired is specified in the original requisition.

(b) *Selections.*—The nominating or appointing officer shall make selections for the first vacancy from not more than the highest three persons certified, or on the register, with sole reference to merit and fitness, unless objection shall be made and sustained by the Commission, to one or more of the persons certified, for any of the reasons stated in rule V, section 3. For the second vacancy he shall make selection from not more than the highest three remaining, who have not been within his reach for three separate vacancies, or against whom objection has not been made and sustained in the manner indicated. The third and any additional vacancies shall be filled in like manner. More than one selection may be made from the three persons next in order for appointment, or from two persons if the



register contains the names of only two, subject to the requirements of section 3 of this rule as to the apportionment.

An appointing officer who passes over an eligible veteran and selects another eligible with the same or a lower rating shall file with the Civil Service Commission a written statement setting forth in detail his reasons for so doing, which reasons will not be made available to the veteran or anyone else except in the discretion of the appointing officer. The Commission will review these reasons and in every instance where they are not regarded as adequate will so advise the head of the appropriate department or independent establishment for his consideration.

Any eligible who has been within reach for three separate vacancies in his turn may be subsequently selected, subject to the approval of the Commission, from the certificate on which his name last appeared, if the condition of the register has not so changed as to place him in other respects beyond reach of certification.

(c) *Probationary appointment.*—A person selected for appointment shall be duly notified by the appointing officer and upon accepting and reporting for duty shall receive from such officer a certificate of probational appointment. The first year of service under this appointment shall be the probationary period unless a shorter period, not less than six months, is provided by regulation. If and when, after full and fair trial for not less than one month, the conduct or capacity of the probationer be not satisfactory to the appointing officer, the probationer may at any time thereafter during this period be so notified in writing, with a full statement of reasons, and this notice shall terminate his service. Efficiency-rating reports of all probationers shall be periodically filed with the Commission at such time and in such form as the regulations of the Commission shall provide. If at the end of the probationary period the probationer's service rating has been satisfactory, to the extent required by regulation, his retention in the service shall confirm his absolute appointment. If, however, his service rating has been unsatisfactory as so provided, his service shall be terminated at the end of the probationary period.

A probationer separated from the service without delinquency or misconduct may be restored to the register of eligibles in the discretion of the Commission for the remainder of any period of eligibility thereon.

3. *Apportionment.*—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 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:

(a) In all departments and offices: Apprentice, electric lineman, electric wireman, engraver, gardener, helper (if approved by the Commission), 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.

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

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

4. *District certification.*—The Commission may arrange the territory of the United States into appropriate districts for the purpose of certification to positions in parts of the service not subject to apportionment, and certification to any such position may be confined to residents of the district in which such position is located.

#### RULE VIII—TEMPORARY APPOINTMENT

1. *Pending regular filling of vacancy.*—Temporary appointment without examination and certification by the Commission shall not be made to a competitive position in any case, except when the public interest so requires, and then only upon the prior authorization of the Commission; and any appointment so authorized shall continue only for such period as may be necessary to make appointment through certification of eligibles, and in no case, without prior approval of the Commission, shall extend beyond thirty days from the date of the receipt by the appointing officer of the Commission's certificate. When a vacancy is to be filled by promotion or transfer under the civil-service rules and a temporary appointment is authorized by the Commission under the provisions of this section pending the promotion or transfer, such temporary appointment shall in



no case continue beyond the period of thirty days without prior approval of the Commission.

2. **Pending establishment of register.**—Whenever there are no eligibles upon a register for any grade in which a vacancy exists and the public interest requires that the vacancy be filled before eligibles can be provided by the Commission, the Commission may authorize temporary appointment without examination. Such appointment shall continue only for such period as may be necessary to make appointment through certification, and in no case, without prior approval of the Commission, shall extend beyond thirty days from the date of the receipt by the appointing officer of the Commission's certification of eligibles.

3. **Pending full certification.**—Whenever there is at least one eligible and not more than two eligibles on a register for any grade in which a vacancy exists, the Commission shall, upon requisition from the proper appointing officer, certify the one eligible or the two eligibles, as the case may be, who shall be considered by the appointing officer with a view to probational appointment; and if the appointing officer shall elect not to make probational appointment from such certification, and temporary appointment is required, such appointment shall be made from such certification unless reasons satisfactory to the Commission are given why the appointment should not be so made. Such temporary appointment may continue until three eligibles are provided. If selection is not made from the certification for either probational or temporary appointment under the provisions of this section, then temporary appointment, if required, may be made under the provisions of section 2 of this rule.

4. **Job employment.**—When there is work of a temporary character, at the completion of which the services of an additional employee will not be required, a temporary appointment may be made with the prior consent of the Commission for a period not to exceed three months, and may with like consent of the Commission be extended for a further period of three months. Such temporary appointment shall be made through certification from the Commission's eligible registers unless the Commission shall decide, in a particular case, that there are no available eligibles. Such temporary appointment shall not extend beyond six months, unless there are no eligibles available for the additional period or under unusual circumstances which seem to the Commission to justify an extension beyond six months; and in no case shall such temporary appointment extend beyond six months for any purpose other than to complete the job of work for which the person was originally employed. The Commission may restrict certification for temporary appointment to such eligibles as by reason of residence or other conditions are immediately available.

5. **Temporary appointment made permanent.**—The acceptance by an eligible of a temporary appointment shall not affect his standing on any register for permanent employment, and experience gained as a temporary appointee shall in no way vary the order of certification for permanent appointment. A temporary appointment may be made permanent when the temporary appointee is within reach for permanent appointment at the time of his temporary appointment or in case he is so within reach during his temporary service. In such case the probational appointment may date from the time when he became within reach for probational appointment. A person who has been temporarily employed under the provisions of one section of this rule shall not for that reason be ineligible for employment under any other section. Any appointment under sections 1, 2, or 3 of this rule shall be promptly reported by letter to the Commission, as made, with a statement of the action taken for making a permanent appointment.

The Commission is authorized to inspect the records of any department or office to aid it in observing and enforcing the operation of the provisions of this rule and reporting thereon to the President.

#### RULE IX—REINSTATEMENT

1. **Certificate required—conditions.**—A person separated without delinquency, misconduct, or inefficiency from a civilian position in the Federal service after absolute appointment may be reinstated upon certificate of the Commission subject to the following limitations:

(a) Upon requisition for reinstatement by the appointing office having a vacancy to fill, made within one year of separation if the period of service was less than two years; within two years if the period of service was two years or more but less than three years; within three years if the period of service was three years or more but less than four years; within four years if the period of service was four years or more but less than five years; and without time limit if the period of service was five years or more: *Provided*, that the applicant is otherwise eligible under the conditions of the Executive order of June 2, 1920.

(b) A former classified employee entitled to military preference in appointment may be reinstated without time limit.

(c) A former classified employee retired upon annuity under the Civil Service Retirement Act by reason of total disability who is eligible for reinstatement by reason of recovery and termination of annuity, shall be eligible for reinstatement subject to the conditions and limitations of the civil-service rules.

(d) No person may be reinstated to a position in the classified service who did not have a classified status at the time of separation, or eligibility for such status through examination.

(e) No person may be reinstated to a position in the classified service without passing an appropriate noncompetitive examination testing fully his present fitness for the position when the Commission shall so require.

**2. Probationer.**—A person separated during or at the end of his probationary period unless separated solely by reason of reduction in force may not be reinstated, but if he has been restored through the discretion of the Commission to the eligible register he may be certified for a new probational appointment therefrom; and if said register has been terminated and separation was without fault on his part, he may be certified in the discretion of the Commission, during a period of one year following separation, for a new probational appointment upon requisition from any appointing officer for such certification to fill any vacancy for which he was originally eligible.

**3. Removed person.**—A person removed from the service, may, in the discretion of the Commission, be certified for reinstatement to any vacancy in any position for which he was formerly eligible to any other department or establishment pursuant to the provisions of rule XII, section 4.

#### RULE X—TRANSFER

**1. Transfers subordinate to promotions.**—No transfer shall be made to a position above the grade in which the proposed transferee has served unless the position cannot practicably be filled by promotion.

**2. Transfers from excepted to competitive position.**—No person appointed without competitive examination to a position classified at the time of such appointment, and no person serving in an unclassified position or in a position excepted from the classified service under these rules or by Executive order, not appointed by competitive examination, or by transfer or promotion from a classified position, shall be transferred to a classified position, except as hereinafter provided in this rule.

**3. Retransfer.**—Any person may be retransferred to a position in which he was formerly employed or to any position to which transfer could be made therefrom if, since his transfer, he has served continuously and satisfactorily under any of the following conditions:

(1) In the executive or judicial civil service of the United States or of its insular possessions.

(2) In the legislative service.

(3) In the service of a State, county, municipality, or foreign government in a position in which he has acquired valuable training and experience.

(4) In a training course approved by the Commission in any educational institution of recognized standing.

Such retransfer may be made without compliance with clauses (b), (c), and (d) of section 6 of this rule.

**4. From the office of the President.**—Any person who has served for at least two years in the office of the President of the United States may be transferred to a classified position upon such tests of fitness as the Commission may deem proper.

**5. Without certificate.**—Transfers within the same branch of the field service of a department or office, and transfers among the military staff departments and from the War Department to any military staff department, subject to the rules and regulations regarding promotions, may be made without certificate of the Commission unless different tests are prescribed for original entrance to the position to which transfer is proposed and unless otherwise provided by regulations of the Commission.

**6. Certificate required.**—Unless otherwise specifically provided in this rule no person shall be transferred except on certificate of the Commission previously obtained and subject to the following limitations:

(a) *Absolute appointment.*—Such person must have received absolute appointment and have served at least six months in the position from which transfer is sought; but this limitation may be waived by the Commission in any cases where reduction in force is involved.

(b) *Examination.*—Such person must pass an appropriate examination whenever different tests are prescribed for original entrance to the position to which transfer is proposed.

(c) *Qualifications and experience.*—Such person shall not be transferred unless, in the judgment of the Commission, he possesses experience, qualifications, or training which are required for the proper performance of the duties of the position to which transfer is proposed and unless promotion in the manner provided by the civil-service rules is not practicable.

(d) *Apportionment.*—The apportionment must be observed unless waived by the Commission upon the certificate of the appointing officer that the transfer is required in the interests of good administration, setting forth in detail the reasons therefor.

7. *Residence.*—The person to be transferred from a nonapportioned to an apportioned position shall be required, previous to his transfer, to prove his residence in the same manner as for original appointment.

8. *Philippine service.*—An officer or employee occupying a competitive position in the Philippine classified service who has served three years or more therein, may be transferred to the Federal classified service, subject to the provisions of these rules; but the Commission may authorize the transfer of an officer or employee who has served two years in the Philippine classified service and who has been separated by necessary reduction of force or by displacement by a Filipino, if he is especially recommended by the War Department because of his efficiency and good character. In all cases of proposed transfer from the Philippine classified service the War Department shall furnish the Commission, for its consideration, all relevant information contained in its files, together with the service record of the employee.

9. *Puerto Rican service.*—The Commission may, in its discretion, authorize the transfer of employees from the civil service of Puerto Rico to that of the United States, subject to the limitations respecting transfer within the civil service of the United States.

10. *Panama Canal service.*—A citizen of the United States in the service of The Panama Canal on or before January 1, 1915, in an excepted position may, if recommended by The Panama Canal, be transferred to any position in the classified service for which he can qualify, provided:

(a) This section shall not apply to a person appointed to a competitive position in accordance with the civil-service rules, the transfer of such person to be governed by the general provisions of the rules.

(b) This section shall not apply to a person appointed without examination to perform the duties of clerk of any grade, bookkeeper, stenographer, typewriter, surgeon, physician, trained nurse, or draftsman.

(c) The transferee has rendered at least two years of service in a position above the grade of unskilled laborer in the service of The Panama Canal or of the Panama Railroad by transfer from The Panama Canal.

11. *Service beyond seas.*—In a case of exceptional merit where an employee has rendered long and faithful service beyond seas in a civil capacity, under conditions such that his appointment and services were not in contravention of the civil-service rules or Executive orders, he may be given a classified status by the head of the department or office in which such service was rendered on certification by such officer that the case is one of exceptional merit and with the approval of the Commission. The provisions of this section may be applied in the case of Philippine constabulary officers who have rendered at least seven years of efficient and satisfactory service.

#### RULE XI—PROMOTION

1. *Competitive tests.*—In addition to the method of competitive promotion provided by rules III, VI, and VII, competitive examinations for promotion and transfer may from time to time be held under the direction of the Commission to test fitness for promotion and transfer, subject to the following limitations:

(a) No employee during probation shall be eligible to participate in a promotion examination or be promoted to a position higher than that for which he was eligible at time of appointment; and eligibility to participate in each such examination shall be limited to employees declared by the Commission to be in line of promotion and to employees declared by the Commission to be eligible for transfer to the position for which the examination is held and who are otherwise qualified.

(b) The service ratings of the employee in the position from which he seeks promotion, when declared by the Commission to be in line of promotion, shall be given due weight in any such examination, which weight shall constitute at least 50 percent of the final rating.

2. **Limitations.**—Promotion registers shall be prepared by the Commission in the order of standing in such examinations. Employees eligible for promotion upon any register shall be certified in the order of their standing on the register to a vacancy in the bureau or department in which they have been serving before certification of eligibles who are serving in any other department or independent establishment shall be made. The apportionment and requisition as to sex shall be observed in certifications for promotion, and upon cause shown that particular experience or qualification is required for the position to be filled selective certification may be made by the Commission in its discretion, but otherwise certification for promotion shall be made from the first three eligibles in the order of standing on the promotion register.

3. **Improper recommendations.**—No recommendation for promotion except in the regular form of periodical service-rating reports or unless it be made by the person or persons under whose supervision such employee has served shall be considered by any officer concerned in making promotions. Recommendation in any other form or by any other person, if made with the knowledge and consent of the employee, shall be sufficient cause for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service.

4. **Promotion of substitutes.**—Substitutes shall be promoted to the first vacancies occurring in regular positions in the order of their original appointment, whenever there are substitutes of the required sex who are eligible and will accept, unless such vacancies are filled by promotion, transfer, or reinstatement.

5. **Promotion to former grade.**—A person who has been reinstated in the classified service in a grade lower than that from which he had been separated may be promoted to his former grade without examination.

#### RULE XII—REMOVALS AND REDUCTIONS

1. **Reasons to be furnished.**—No person in the classified service of the United States shall be removed therefrom except for such cause as will promote the efficiency of the service and for reasons given in writing, and the person whose removal is sought shall have notice of the same and of any charges preferred against him and be furnished with a copy thereof, and also be allowed a reasonable time for personally answering the same in writing; and affidavits in support thereof; but no examination of witnesses nor any trial or hearing shall be required except in the discretion of the officer making the removal; and copies of charges, notice of hearing, answer, reasons for removal, and of the order of removal shall be made a part of the records of the proper department or office, as shall also the reasons for reduction in rank or compensation; and copies of the same shall be furnished to the person affected upon request, and the Commission also shall, upon request, be furnished copies of the same.

2. **Like penalties for like offenses.**—In making removals or reductions, and in other punishment, like penalties shall be imposed for like offenses, and no discriminations shall be exercised for political or religious reasons.

3. **Suspensions.**—Pending action under section 1 of this rule, or for disciplinary reasons, a person may be suspended for a period not to exceed ninety days, but the reasons for such suspension shall at the time of the suspension be filed in the records of the proper department or office and copies shall be furnished the Commission upon request. The period of suspension may be extended beyond ninety days with the prior consent of the Commission.

4. **Power to investigate.**—The Commission shall have no jurisdiction to review the findings of a removing officer upon the reasons and answer provided for in section 1 of this rule, nor shall the Commission have authority to investigate any removal or reduction, unless it is alleged, with offer of proof, that the procedure required by section 1 of this rule has not been followed, or that the removal was made for political or religious reasons. The Commission may, however, receive or hear the statement of any employee removed on charges, and may, in its discretion, certify the employee to any other department or establishment for reinstatement to a vacancy in any position for which the employee is qualified, and in the event of such reinstatement the employee shall retain his former status and tenure in the service for all purposes.

5. **Retention of soldiers and sailors.**—In harmony with statutory provisions, when reductions are being made in the force, in any part of the classified service, no employee entitled to military preference in appointment shall be discharged, dropped, or reduced in rank or salary if his record is good, or if his efficiency rating is equal to that of any employee in competition with him who is retained in the service.



## RULE XIII—REPORT OF CHANGES

1. **Report by appointing officer.**—Every nominating or appointing officer in the executive civil service shall report in detail to the Commission whenever and in such manner as it may prescribe, all changes in the service under his authority, whether they affect positions or employees that are classified, unclassified, excepted, permanent, temporary, or subject to contract.

2. **List of positions.**—Such officers shall also furnish to the Commission, when requested, and in such manner as it may prescribe, information as to numbers of employees, pay-roll data, and a list of all the positions and employments under their authority, together with the names, designations, compensations, duties, and dates of appointment or employment of all persons serving therein.

3. **Statement of duties.**—Reports of appointments and changes in status of laborers or workmen shall be supplemented, when requested, by a statement setting forth specifically the kind of labor performed, in detail sufficient to enable the Commission to determine the status of each position as classified or unclassified; and a similar statement of duties performed by any employee or pertaining to any position in the executive civil service shall be furnished to the Commission on request. All essential changes of duties pertaining to persons appointed as laborers or workmen without examination under the civil-service rules shall be reported at once to the Commission.

## RULE XIV—TESTIMONY

**Duty of officers and employees.**—It shall be the duty of every officer and employee in the executive civil service, and of every applicant or eligible for a position therein, to give to the Commission or its authorized representative all proper and competent information and testimony in regard to matters inquired of arising under the Civil Service Act and rules, and to subscribe such testimony and make oath or affirmation thereto before an officer authorized by law to administer oaths.

## RULE XV—WITHHOLDING SALARY

**Legal appointment necessary to compensation.**—For the proper supervision and enforcement of its functions, the Commission shall, if it finds that any person has been appointed to or is holding any position, whether by original appointment, promotion, assignment, transfer, or reinstatement, in violation of the Civil Service Act or of the rules promulgated in accordance therewith, or in violation of any Executive order or any regulations of the Commission, or that any employee subject to such act, rules, orders, or regulations is taking active part in political management or political campaigns, after notice to the person affected and opportunity for explanation, certify the facts to the proper appointing officer with specific recommendation for discipline or dismissal; and such appointing officer shall carry out the recommendation. In the event of any continued violation for ten days after such recommendation, the Commission shall certify the facts to the proper disbursing and auditing officers, and such officers shall not pay or allow the salary or wages of such person thereafter accruing.

## RULE XVI—REGULATIONS

1. **Authority to make regulations.**—The Commission shall have authority to make regulations for the execution of these rules.

2. **Regulations.**—No executive department or agency shall make any modification of its civil-service regulations without the approval of the Commission.

## ORDER EXTENDING THE COMPETITIVE CLASSIFIED SERVICE

June 24, 1938.

By virtue of and pursuant to the authority vested in me by the Constitution, by section 1753 of the Revised Statutes (U. S. C., title 5, section 631), by the Civil Service Act of January 16, 1883 (22 Stat. 403), and as President of the United States, it is hereby ordered as follows:

SECTION 1. Effective February 1, 1939, all positions in the executive civil service, including positions in corporations wholly owned or controlled by the United States, which are not now in the competitive classified civil service and which are not exempted therefrom by statute, except (1) policy-determining positions and (2) other positions which special circumstances require should be exempted, are covered into the competitive classified civil service: *Provided,*



That this section shall not be deemed to apply to positions filled by appointment by and with the advice and consent of the Senate; and *provided further*, That no positions shall be exempted from the competitive classified civil service under clauses (1) and (2) above except such as shall be designated in subsequent Executive orders issued after investigation showing the necessity and justification for such exemptions. This section shall also apply to positions affected by statutes which exempt them from the competitive classified civil service but authorize the President in his discretion to cover them into such service.

SECTION 2. Within ninety days from the date of this order the heads of all departments and independent establishments, including corporations wholly owned or controlled by the United States, whose personnel or any part thereof is affected by section 1 of this order, shall certify to the Civil Service Commission for transmission by it with its recommendations to the President the positions in their respective departments or agencies which in their opinion should be excepted from the provisions of section 1 of this order as policy-determining or for other reasons.

SECTION 3. The incumbent of any position which is covered into the competitive classified civil service by section 1 of this order shall acquire a classified civil service status (1) upon recommendation by the head of the agency concerned and certification by such head to the Civil Service Commission that such incumbent was in the service on the date of this order and has rendered satisfactory service for not less than six months, and (2) upon passing a suitable noncompetitive examination prescribed by the Civil Service Commission under the civil-service rules: *Provided*, That he is a citizen of the United States and is not disqualified by any provision of law or civil-service rule. Any such incumbent who fails to meet the foregoing requirements of this section shall be separated from the service within thirty days (exclusive of leave to which he is entitled) after the Commission reports that he is ineligible for classification unless the head of the agency concerned certifies to the Commission that such incumbent has rendered satisfactory service and that he should be retained although without acquiring a competitive classified status.

SECTION 4. New appointments to any positions covered into the competitive classified civil service by section 1 of this order shall not be affected by the provisions of said section until the Civil Service Commission shall have established registers of eligibles for such positions as a result of examinations held in accordance with the civil-service rules and regulations and with this order.

SECTION 5. The Civil Service Commission shall, subject to the Civil Service Act, the rules thereunder, and the Classification Act of 1923, as amended, initiate, supervise, and enforce a system as uniform as practicable, for the recruitment, examination, certification, promotion from grade to grade, transfer, and reinstatement of employees in the classified civil service, other than employees therein excepted by Executive orders, issued pursuant to clauses (1) and (2) of section 1 hereof, which system shall, so far as practicable, be competitive, with due regard to prior experience and service.

SECTION 6. Effective not later than February 1, 1939, the heads of the Executive departments and the heads of such independent establishments and agencies subject to the civil-service laws and rules as the President shall designate, shall establish in their respective departments or establishments a division of personnel supervision and management, at the head of which shall be appointed a director of personnel qualified by training and experience, from among those whose names are certified for such appointment by the Civil Service Commission pursuant to such competitive tests and requirements as the Civil Service Commission shall prescribe: *Provided*, however, that if the head of a department or establishment requests authority to appoint a presently acting personnel or appointment director, officer, or clerk, as such director of personnel, such personnel or appointment director, officer, or clerk may be appointed upon certification by the Civil Service Commission that he is qualified therefor after passing such tests as the Civil Service Commission shall prescribe. It shall be the duty of each director of personnel to act as liaison officer in personnel matters between his department or establishment and the Civil Service Commission, and to make recommendations to the departmental budget officer with respect to estimates and expenditures for personnel. He shall supervise the functions of appointment, assignment, service rating, and training of employees in his department or establishment, under direction of the head thereof, and shall initiate and supervise such programs of personnel training and management as the head thereof after consultation with the Civil Service Commission shall approve, including the establishment of a system of service ratings for departmental and field forces outside of the Classifi-

cation Act of 1923, as amended, which shall conform as nearly as practicable with the system established under the said act. Subject to the approval of the head of such department or establishment and of the Civil Service Commission he shall establish means for the hearing of grievances of employees and present appropriate recommendation for the settlement thereof to the head of his department or establishment. He shall serve as a member of the Council of Personnel Administration hereinafter established, and perform such other functions as the head of the department or agency after consultation with the Civil Service Commission shall prescribe. A director of personnel may be transferred from one department or establishment to another from time to time, subject to the provisions of the civil-service rules and with the approval of the head of the agency to which transfer is proposed.

SECTION 7. Effective February 1, 1939, there is established a Council of Personnel Administration consisting of the directors of personnel of the several departments and independent establishments, one additional representative of the Bureau of the Budget, one additional representative of the Civil Service Commission, and such additional members as the President shall designate. The President shall designate one of the members of the Council to act as chairman thereof, and the Council may designate an executive director. The Council shall advise and assist the President and the Commission in the protection and improvement of the merit system, and recommend from time to time to the President or the Commission needed changes in procedure, rules, or regulations. When directed so to do by the President or the Commission, the Council shall hold hearings and conduct investigations with respect to alleged abuses and proposed changes. The Council shall carry on programs of study to coordinate and perfect the executive personnel service in all its branches, and shall report upon the progress of personnel administration throughout the service. The Council shall have an executive committee of five members: one representing the ten executive departments to be chosen by the Directors of Personnel thereof; one representing the independent establishments and agencies to be chosen by the Directors of Personnel thereof; one representing the Bureau of the Budget to be chosen by the Director thereof; one representing the Civil Service Commission to be chosen by it; and one to be designated by the President. Executive Order No. 5612 of April 25, 1931, is hereby revoked.

SECTION 8. The Civil Service Commission shall, in cooperation with operating departments and establishments, the Office of Education, and public and private institutions of learning, establish practical training courses for employees in the departmental and field services of the classified civil service, and may by regulations provide credits in transfer and promotion examinations for satisfactory completion of one or more of such training courses.

SECTION 9. Schedules A and B of the civil-service rules, as presently existing, relating to positions excepted from examination and positions which may be filled upon noncompetitive examination, will be superseded by schedules designating policy-determining positions and other positions which special circumstances require should be exempted, which schedules will be set forth in subsequent Executive orders as provided in section 1 hereof.

#### ORDERS AMENDING SCHEDULE A (CIVIL SERVICE RULE II, SEC. 3)

EXCEPTING FROM EXAMINATION CERTAIN POSITIONS IN THE FOREIGN SERVICE  
BUILDINGS OFFICE, STATE DEPARTMENT

(Subdivision II, par. 4)

July 30, 1937.

By virtue of and pursuant to the authority vested in me by paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat. 404), it is ordered that subdivision II of schedule A of the civil-service rules be, and it is hereby, amended by adding thereto the following paragraph:

"4. Chief and two assistant chiefs of the Foreign Service Buildings Office."

EXCEPTING FROM EXAMINATION AN ADDITIONAL ASSISTANT TO THE SECRETARY OF  
AGRICULTURE

(Subdivision IX, par. 6)

September 6, 1937.

By virtue of and pursuant to the authority vested in me by paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat. 404), it is ordered

that paragraph 6 of subdivision IX of schedule A of the civil-service rules be, and it is hereby, amended to read as follows:

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

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

(Subdivision VII, par. 6)

**November 11, 1937.**

By virtue of and pursuant to the authority vested in me by paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat. 403, 404), it is ordered that paragraph 6, subdivision VII, schedule A of the civil-service rules be, and it is hereby, amended to read as follows:

"6. Temporary clerks, carriers, and laborers required for part-time or intermittent work in the Postal Service in connection with the holiday or seasonal business from November 15, 1937, to January 15, 1938."

RESTORING CERTAIN POSITIONS IN THE NATIONAL SOLDIERS' HOME AT JOHNSON CITY, TENN., VETERANS' ADMINISTRATION, TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision XVIII, par. 13)

**November 15, 1937.**

By virtue of and pursuant to the authority vested in me by the Civil Service Act (22 Stat. 403), it is ordered that Executive Order No. 6752 of June 28, 1934, amending subdivision XVIII of schedule A of the civil-service rules by adding thereto the following paragraph:

"13. Positions in the National Soldiers' Home at Johnson City, Tennessee," be and it is hereby revoked, effective January 1, 1938.

With the exception of the incumbents of positions ordinarily excepted under paragraphs 11 and 12, subdivision XVIII of schedule A of the civil-service rules, those employees appointed to positions at the Veterans' Administration Facility, Mountain Home (National Soldiers' Home, Johnson City), Tenn., subsequent to June 28, 1934, who do not have a civil-service status, may acquire such status in accordance with the provisions of section 6 of civil-service rule II as amended by Executive Order No. 7408 of July 6, 1936.

EXCEPTING FROM EXAMINATION POSITIONS IN ANY ISLAND POSSESSION OF THE  
UNITED STATES IN THE PACIFIC OCEAN EXCEPT THE HAWAIIAN ISLANDS

(Subdivision I, par. 7)

**November 20, 1937.**

By virtue of and pursuant to the authority vested in me by paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat. 404), it is ordered that paragraph 7, subdivision I, schedule A of the civil-service rules be, and it is hereby, amended to read as follows:

"7. Any person employed in a foreign country, or in the Virgin Islands, or in any island possession of the United States in the Pacific Ocean except the Hawaiian Islands, or United States citizens employed in a confidential capacity in the Philippine Islands, when in the opinion of the Civil Service Commission it is not practicable to treat the position involved as in the competitive classified service; but this paragraph shall not apply to any person employed in a foreign country contiguous to the United States in the service of the Immigration and Naturalization Service, Department of Labor."

RESTORING CERTAIN POSITIONS IN THE PUBLIC HEALTH SERVICE TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision III, par. 13)

**February 8, 1938.**

By virtue of and pursuant to the authority vested in me by the Civil Service Act (22 Stat. 403), it is ordered that paragraph 13, subdivision III, schedule A of the civil-service rules, excepting from competitive civil-service requirements all persons actually employed in leprosy, Rocky Mountain spotted fever, yellow

fever, and psittacosis investigation stations under the Public Health Service, Treasury Department, be, and it is hereby, amended to read as follows:

"13. Public Health Service: All persons actually employed in leprosy, yellow fever, and psittacosis investigation stations."

This amendment removes from the excepted class all positions at Public Health Service investigation stations the incumbents of which are engaged in Rocky Mountain spotted fever work. The incumbents of such positions may acquire an appropriate civil-service status in accordance with the provisions of section 6 of civil-service rule II, as amended.

RESTORING THE POSITION OF CHAPEL ORGANIST AND CHOIRMASTER AT THE UNITED STATES MILITARY ACADEMY TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision IV, par. 10 (a))

**February 15, 1938.**

By virtue of and pursuant to the authority vested in me by the provisions of paragraph third of section 6 of the Civil Service Act (22 Stat. 403, 406), it is ordered that paragraph 10 (a), subdivision IV, schedule A, of the civil-service rules, excepting from competitive civil-service requirements certain positions at the United States Military Academy at West Point, be, and it is hereby, amended to read as follows:

"10. (a) Civilian professors, instructors (except civilian instructor of wrestling, civilian instructor of boxing, civilian instructor of gymnastics, and chapel organist and choirmaster), and teachers in the United States Military Academy at West Point, and the position of librarian when filled by appointment of a graduate of that academy."

The purpose of this order is to place the position of chapel organist and choir-master at the United States Military Academy in the classified civil service.

WITHDRAWING FROM SCHEDULE A THE POSITION OF ADMINISTRATIVE ASSISTANT TO THE ATTORNEY GENERAL

(Subdivision VI, par. 4)

**March 2, 1938.**

By virtue of the authority vested in me by the provisions of paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat. 403, 404), it is hereby ordered that Thomas D. Quinn may be appointed to the competitive classified position of Administrative Assistant to the Attorney General, in the Department of Justice, without compliance with the requirements of the civil-service rules, such position being hereby withdrawn from the purview of paragraph 4, subdivision VI, schedule A of the civil-service rules.

This order is recommended by the Attorney General.

RESTORING CERTAIN POSITIONS IN THE LIGHTHOUSE SERVICE, DEPARTMENT OF COMMERCE, TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision XI, par. 5)

**March 29, 1938.**

By virtue of and pursuant to the authority vested in me by section 6 of the Civil Service Act (22 Stat. 403, 406), it is ordered that paragraph 5, subdivision XI, schedule A of the civil-service rules, be, and it is hereby, amended to read as follows:

"5. Seamen, deck-hand, fireman, and employees in the mess department on vessels of, in addition to lamplighters in, the Lighthouse Service."

The present incumbents of the positions placed in the competitive classified civil service by this order may acquire a competitive classified status in accordance with the provisions of section 6 of civil-service rule II, as amended.

RESTORING THE POSITION OF ATTENDANT, QUARANTINE STATION, PUBLIC HEALTH SERVICE, TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision III, par. 7)

**April 29, 1938.**

By virtue of and pursuant to the authority vested in me by the Civil Service Act (22 Stat. 403), it is ordered that paragraph 7, subdivision III, schedule A of



the civil-service rules, excepting from competitive civil-service requirements certain positions in the Public Health Service, Treasury Department, be, and it is hereby, amended to read as follows:

"7. Public Health Service: Attendants employed in hospitals, sanatoriums, and other similar establishments where, in the opinion of the Commission, the establishment of registers is impracticable; employees engaged on problems in preventive medicine financed or participated in by the Treasury Department and a cooperating State, county, municipality, incorporated organization, or an individual, in which at least one-half of the expense is contributed by the cooperating agency either in salaries, quarters, materials, equipment, or other necessary elements in the carrying on of the problem; and employees assigned to classified positions during treatment or convalescence at Government sanatoriums."

This amendment removes from the excepted class the position of attendant, quarantine station (maritime and border). Present incumbents of such position may acquire an appropriate civil-service status in accordance with the provisions of section 6 of civil-service rule II, as amended.

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

PERMITTING UNSKILLED LABORERS TO ADVANCE UPON NONCOMPETITIVE EXAMINATION TO CLASSIFIED POSITIONS IN THE FIELD SERVICE OF THE NAVY DEPARTMENT AND THE MARINE CORPS

(Subdivision XI, par. 3)

**July 17, 1937.**

By virtue of and pursuant to the authority vested in me by the provisions of paragraph eighth of subdivision second of section 2 of the Civil Service Act of January 16, 1883 (22 Stat. 403, 404), subdivision XI, schedule B, of the civil-service rules is hereby amended by adding thereto the following paragraph:

"3. Classified positions in the field service of the Navy Department and the Marine Corps when filled by the promotion of unclassified laborers, subject to the approval of the Commission."

This order will permit unskilled laborers appointed from the unclassified laborer register to advance upon noncompetitive examination to classified positions in the field service of the Navy and Marine Corps, but such promotion will not accord to such employees a classified status nor render them eligible for transfer to classified positions in other branches of the Federal service.

RESTORING CERTAIN POSITIONS IN THE BUREAU OF AIR COMMERCE, DEPARTMENT OF COMMERCE, TO THE COMPETITIVE CLASSIFIED SERVICE

(Subdivision III, par. 4)

**March 29, 1938.**

By virtue of and pursuant to the authority vested in me by section 6 of the Civil Service Act (22 Stat. 403, 406) it is ordered that paragraph 4, subdivision III, schedule B of the civil-service rules be, and it is hereby, amended to read as follows:

"4. The Director of Air Commerce, two Assistant Directors of Air Commerce, and not exceeding ten consulting aeronautical experts qualified in some branch of theoretical or applied aeronautical science, aviation medicine, or aviation law, whose training and experience indicate the possession of qualifications necessary to discharge the duties to be assigned."

Employees of the Bureau of Air Commerce now occupying positions brought into the competitive classified civil service by this order may acquire a competitive classified status in accordance with the provisions of section 6 of civil-service rule II, as amended.

PERMITTING APPOINTMENT UPON NONCOMPETITIVE EXAMINATION TO CERTAIN POSITIONS IN THE FIELD SERVICE OF THE UNITED STATES HOUSING AUTHORITY

(Subdivision I, par. 8)

**April 20, 1938.**

By virtue of and pursuant to the authority vested in me by the provisions of paragraph eighth, subdivision second, section 2 of the Civil Service Act (22 Stat.



403, 404), it is ordered that subdivision I of schedule B of the civil-service rules be, and it is hereby, amended by adding thereto the following paragraph:

"8. Such administrative or custodial positions in the field service of the United States Housing Authority relating to the management or maintenance of Federal low-rent housing projects, which in the opinion of the Civil Service Commission cannot be filled satisfactorily through open competitive examination: *Provided*, that no positions shall be filled under this paragraph unless it is clearly demonstrated that the best interests of the service will be served thereby."

#### MISCELLANEOUS ORDERS

Orders were issued, on the dates indicated, exempting the following-named persons from compulsory retirement for age: July 14, 1937, George C. DeHart; July 15, 1937, Walter B. Luna; July 17, 1937, William H. Griffin; July 30, 1937, Milton F. Colburn; August 13, 1937, Stephen B. Soule; August 17, 1937, Robert C. Merritt; September 16, 1937, Lee C. Corbett; September 23, 1937, Charles R. Torbert; October 12, 1937, Matthew J. Munster; October 12, 1937, George T. Summerlin; October 19, 1937, Marvin M. McLean; October 27, 1937, Robert Dickens; October 30, 1937, Margaret M. Hanna; November 5, 1937, Mrs. Olive H. Jarrett; November 19, 1937, Arthur Snow; November 26, 1937, Frank L. Boyd; November 26, 1937, Luther S. Cannon; November 26, 1937, Charles H. Hastings; December 3, 1937, John W. Woermann; December 13, 1937, Walter H. Beal; December 30, 1937, Harry C. Dorsey; January 11, 1938, Joseph J. McGuigan; January 11, 1938, David H. Hahn; January 13, 1938, Edward B. Russ; January 29, 1938, Nathan C. Grover; February 17, 1938, George W. Patterson; February 17, 1938, Dr. J. Davis Bradfield; February 26, 1938, Harry H. Little; March 8, 1938, Charles W. Franks; March 16, 1938, William J. Marles; April 6, 1938, Clarence E. Alderman; April 7, 1938, Frank B. Bourn; April 19, 1938, Thomas G. Shearman; April 21, 1938, Edwin C. E. Lord; April 26, 1938, Charles J. Carlton; May 16, 1938, Stanley Searles; May 18, 1938, Dr. George F. Bowerman; June 16, 1938, David A. Brodie.

Orders were issued, on the dates indicated, exempting further the following-named persons from compulsory retirement for age: July 17, 1937, Albert F. Woods; September 10, 1937, George C. Havenner; October 12, 1937, Harry D. Myers; October 14, 1937, Mary M. O'Reilly; November 23, 1937, Adrian J. Pieters; November 23, 1937, Wendell W. Mischler; December 28, 1937, Charles Earle; February 25, 1938, Louis A. Simon; March 15, 1938, James Robertson; March 18, 1938, John G. Honey; April 5, 1938, Edward M. Kennard; May 31, 1938, Charles H. Hastings; June 16, 1938, John H. Thomas.

| Date of order       | Subject   |
|---------------------|---|
| July 17, 1937-----  | Exempting certain positions from provisions of order of June 21, 1934, providing for salary classification.   |
| July 19, 1937-----  | Reinstating George T. Summerlin in a position in the Foreign Service.   |
| July 26, 1937-----  | Relating to Canal Zone judiciary.   |
| Aug. 10, 1937-----  | Extending the provisions of the Civil Service Retirement Act to certain Federal employees on the Isthmus of Panama.   |
| Aug. 12, 1937-----  | Appointing the Secretary of the Interior as Administrator of the Puerto Rico Reconstruction Administration.   |
| Aug. 31, 1937-----  | Closing departments and independent establishments at 1 p. m. on Sept. 17, 1937.  |
| Sept. 11, 1937----- | Waiving provisions of order of Jan. 17, 1873, for Roger John Traynor.   |
| Sept. 16, 1937----- | Abolishing the National Emergency Council.  |
| Sept. 22, 1937----- | Designating John D. Biggers administrator of an unemployment census.  |
| Oct. 27, 1937-----  | Transferring functions, property, and personnel connected with housing projects from the Federal Emergency Administration of Public Works to the United States Housing Authority.         |
| Nov. 6, 1937-----   | Amending order of Jan. 17, 1873, to permit any officer or employee of certain municipalities of the Virgin Islands to accept appointment as immigration inspector for the Virgin Islands. |

| Date of order      | Subject   |
|--------------------|---|
| Dec. 1, 1937-----  | Authorizing establishment of a Petroleum Conservation Division in the Department of the Interior.   |
| Dec. 6, 1937-----  | Closing departments and establishments on Dec. 24, 1937.  |
| Dec. 21, 1937----- | Postponing effective date of certain provisions of order of June 10, 1933, organizing executive agencies.   |
| Dec. 27, 1937----- | Postponing effective date of order of Sept. 16, 1937, abolishing the National Emergency Council.  |
| Jan. 5, 1938-----  | Designating the Architect of the Capitol as a member of the Alley Dwelling Authority.   |
| Jan. 21, 1938----- | Amending order of Jan. 17, 1873, to permit certain employees of the Department of the Interior to hold State, Territorial, and municipal offices.   |
| Feb. 9, 1938-----  | Amending regulations governing appointment of unclassified laborers.  |
| Feb. 18, 1938----- | Designating Emory S. Land as Chairman of the United States Maritime Commission.   |
| Feb. 25, 1938----- | Waiving provisions of order of Jan. 17, 1873, for Joseph M. Watkins.  |
| Mar. 12, 1938----- | Transferring functions, property, and personnel connected with certain housing projects in Puerto Rico from the Federal Emergency Administration of Public Works to the Puerto Rico Reconstruction Administration.  |
| Mar. 21, 1938----- | Prescribing regulations for annual leave of Government employees.   |
| Do-----            | Prescribing regulations for sick leave of Government employees.   |
| May 9, 1938-----   | Amending order of March 21, 1938, prescribing regulations for annual leave of Government employees.   |
| Do-----            | Amending order of March 21, 1938, prescribing regulations for sick leave of Government employees.   |
| May 16, 1938-----  | Extending provisions of the Civil Service Retirement Act to employees appointed under section 10 of civil-service rule II.  |
| May 24, 1938-----  | Amending order of Jan. 17, 1873, to permit officers and employees of the police or prison departments of the Territorial and municipal governments of the Virgin Islands to accept appointment in the Office of the United States Marshal for the Virgin Islands. |
| May 28, 1938-----  | Designating John Monroe Johnson and Richard C. Patterson, Jr., to act as Secretary of Commerce.   |
| June 15, 1938----- | Terminating the powers, rights, and duties of the Special Mexican Claims Commission.  |
| June 16, 1938----- | Authorizing extension of appointments of certain employees of the General Accounting Office.  |
| June 25, 1938----- | Revoking order of Sept. 6, 1935, authorizing initial appointments without regard to the civil-service rules to certain executive positions in the Bureau of Motor Carriers, Interstate Commerce Commission.   |
| June 30, 1938----- | Directing the Secretary of the Treasury to assemble annually a Coast Guard Personnel Board.   |

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

Ten Executive orders authorizing exemptions from provisions of the civil-service rules were issued during the year. They affected 10 persons. Six orders of a similar nature were issued during the preceding year. These affected 22 persons.

One of the 10 orders waived the time limit to permit reinstatement to a classified position in the Federal Trade Commission. The others waived examination, eight authorizing single appointments without examination and one authorizing

a single appointment and withdrawing a position in the Department of Justice from paragraph 4, subdivision VI, schedule A of the civil-service rules.

The following shows, for each order: Date of order, name of person, nature of waiver, action allowed, and by whom recommended, if formal recommendation was made by a Government official.

**July 9, 1937. Jacob Oblock;** examination waived; appointed elevator operator, Custodial Service, Post Office Department; had sustained serious injuries in the performance of his duties as laborer in the Custodial Service of the Post Office Department and was unable to resume his former occupation; recommended by the Postmaster General.

**September 17, 1937. Dr. Winfred Overholser;** examination waived; appointed superintendent of St. Elizabeths Hospital, Department of the Interior, Washington, D. C.; had long experience in the fields of medicine and psychiatry; served in the Massachusetts State Hospital from 1917 to 1936, 4 years of this period as assistant commissioner of the department of mental diseases, and the last 2½ years as commissioner; recommended by the Secretary of the Interior.

**November 6, 1937. Mrs. Mary G. Bird;** examination waived; appointed to a classified position in the Farm Credit Administration; would have become eligible to acquire a civil-service status under the Executive order of June 29, 1934, had she not been appointed to an excepted position in the Farm Credit Administration on June 1, 1934; recommended by the Governor of the Farm Credit Administration.

**December 28, 1937. Bernard J. Kinnahan;** examination requirements of civil-service rule IX waived; appointed to an appropriate position in the classified service of the Post Office Department; had rendered efficient service in the Post Office Department since June 10, 1930, in a position excepted from civil-service requirements; recommended by the Postmaster General.

**March 2, 1938. Thomas D. Quinn;** examination waived; appointed to the classified position of Administrative Assistant to the Attorney General;<sup>1</sup> Mr. Quinn entered the Department in 1927 and had valuable experience; recommended by the Attorney General.

**April 22, 1938. Mrs. Jessie Scott Arnold;** time limit on eligibility for reinstatement waived; reinstated in a classified position in the Federal Trade Commission; had served in the War Department and the Federal Trade Commission; wife of John Knox Arnold, who has been retired from the Federal Trade Commission on account of permanent and total disability; recommended by the Federal Trade Commission.

**May 26, 1938. Amy G. Maher;** examination waived; appointed technical adviser in the Social Security Board; had served under temporary appointment; recommended by the Social Security Board.

**May 31, 1938. Mrs. Lucile Ensminger;** examination waived; appointed to a classified position in the Navy Department; widow of Charles Lee Ensminger, storekeeper, 1c, U. S. N., who died in line of duty September 13, 1937, in the bombing and sinking of the U. S. S. *Panay*; recommended by the Secretary of the Navy.

**June 25, 1938. Mrs. Eleanor J. Townsend;** examination waived; appointed to a classified position in the Securities and Exchange Commission; had served efficiently for several years as a secretary and as an administrative assistant; recommended by the Chairman of the Securities and Exchange Commission.

**June 29, 1938. Mrs. Irene M. Mori;** examination waived; appointed to an appropriate position in the classified service; widow of Alfred H. Mori, who had long and meritorious service in the War Department and who died December 18, 1937, leaving Mrs. Mori and two children.

<sup>1</sup> The order withdrew the position of Administrative Assistant to the Attorney General from the purview of par. 4 of subdivision VI of schedule A of the civil-service rules.

## APPOINTMENTS UNDER SECTION 10, RULE II

Statement, by departments, of name of appointee, position to which appointed, bureau or office, salary, and basis of approval of appointment. In each case it was believed that an eligible as well qualified could not be secured through open competitive examination.

### TREASURY DEPARTMENT

**J. Richard Thomas**, senior land appraiser, Income Tax Unit, \$4,600 a year. Difficulty was experienced in securing the services of a person with suitable qualifications to deal with valuation problems involved in the income tax returns of corporations operating cemetery property for profit. Cases were pending in which the interest of the Government required the employment of a highly qualified person. Mr. Thomas, who had had the desired experience, was serving temporarily. The field is a narrow one, and it was considered doubtful that another qualified person could be located who would accept appointment.

**Dr. Hugo Bauer**, research associate, National Institute of Health, Public Health Service, Washington, D. C., \$3,800 a year. This is a continuance for an additional year of the appointment of Dr. Bauer made in 1936 under section 10 of civil-service rule II, without change in office or salary. The Department reported that research work and investigations which were being carried on by Dr. Bauer would be seriously hampered if his services were discontinued at the expiration of the original 1-year appointment.

**Joseph M. Watkins**, interpreter, office of the Collector of Customs, Baltimore, Md., \$5 a day when actually employed, not to exceed \$1,200 a year. Mr. Watkins was already employed as an interpreter on the basis of \$5 a day with a maximum annual compensation of \$540. Mr. Watkins, whose services were to be used in connection with administration of section 305 of the Tariff Act of 1930, was regarded as particularly qualified by reason of his wide knowledge of French and Spanish literature, his previous association with the work, and his research studies. As Mr. Watkins was an instructor in languages under the Department of Education, Baltimore, Md., an Executive order was issued February 25, 1938, amending the Executive order of January 17, 1873, to permit his employment also in the office of the Collector of Customs, Baltimore, Md.

### WAR DEPARTMENT

**Paul S. Cate**, assistant research analyst, Signal Service at large, Washington, D. C., \$2,600 a year. Mr. Cate had been a teacher in foreign schools and universities, and was qualified as a translator in a field in which it was difficult to secure a qualified person.

### NAVY DEPARTMENT

**John Ernest Ohlson**, junior assistant to shop superintendent, Naval Air Station, San Diego, Calif., \$3,300 a year. Mr. Ohlson was appointed assistant chief planner and estimator, \$3,200 a year, Naval Air Station, San Diego, Calif., under section 10 of civil-service rule II in 1932. Appointment to the position of junior assistant to shop superintendent, \$3,300 a year, was approved by the Commission as a promotion in the same line of work, under section 10 of civil-service rule II.

**Paul A. Hansen**, associate marine engineer, Industrial Department, Navy Yard, Philadelphia, Pa., \$3,200 a year. Mr. Hansen had had long experience in the construction of merchant and naval vessels and had been employed as chief engineer with the New York Shipbuilding Corp., at Camden, N. J. He was regarded as eminently qualified to organize and direct the work of a drafting group.

### INTERIOR DEPARTMENT

**Dr. Solomon Katzenelbogen**, director of laboratories, St. Elizabeths Hospital, Washington, D. C., \$5,600 a year. The Commission, in March 1936, held a competitive examination for this position, but no eligibles were secured. Dr. Katzenel-

bogen was graduated in medicine from the University of Geneva, Switzerland, in 1918, was head of the laboratory in the Department of Internal Medicine, University of Geneva, until 1928, and had been connected with the Phipps' Psychiatric Clinic, Baltimore, Md., as associate professor of psychiatry in charge of laboratory activities.

DEPARTMENT OF COMMERCE

**Richard S. Field**, Director, Bureau of Marine Inspection and Navigation, \$8,000 a year. Mr. Field served as commander, United States Navy, prior to being placed on the retired list September 1, 1937. After graduating from the United States Naval Academy in 1911 he served continuously in the Navy in important positions. He served as liaison officer with the Shipping Board, and in 1934 served as Navy Department member of the Interdepartmental Merchant Marine Policy Committee.



Table 1.—Number of Persons Examined, the Number Who Passed, With Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                          | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Accountant:                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Chief   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Chief, assistant                              | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Cost  | 428      | 10    | 438   | 389    | 10    | 27                  | 11                      | 1                        |                    |                         |                          | 39    |
| Principal                                     | 2        |       | 2     | 1      |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Accountant and auditor                        | 6        |       | 6     | 6      |       |                     |                         |                          |                    |                         |                          |       |
| Accounting and auditing as-<br>sistant        | 163      | 29    | 192   | 109    | 23    | 19                  | 1                       | 34                       | 1                  |                         | 5                        | 60    |
| Accounting consultant, spe-<br>cial           | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Accounting-machine (alpha-<br>betic) operator | 365      | 119   | 484   | 82     | 53    | 268                 | 14                      | 1                        | 64                 | 1                       | 1                        | 349   |
| Actuary, head                                 | 47       | 5     | 52    | 34     | 5     | 11                  | 2                       |                          |                    |                         |                          | 13    |
| Addressograph operator                        | 3        | 3     | 6     | 1      | 2     |                     |                         |                          |                    |                         |                          | 3     |
| Adjudicator                                   | 17       |       | 17    | 5      |       |                     |                         | 12                       |                    |                         |                          | 12    |
| Administrative assistant, sen-<br>ior         | 15       | 3     | 18    | 10     | 1     |                     |                         |                          | 5                  |                         |                          | 7     |
| Administrative officer                        | 44       | 3     | 47    | 31     | 2     | 3                   | 1                       | 9                        | 1                  |                         |                          | 14    |
| Principal                                     | 5        |       | 5     | 5      |       |                     |                         |                          |                    |                         |                          |       |
| Senior  | 6        |       | 6     | 5      |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Agent, special                                | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Agricultural aid                              | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Agronomy, under                               | 25       |       | 25    | 14     |       | 7                   |                         | 1                        |                    |                         |                          | 8     |
| Junior  | 1        |       | 1     | 1      |       | 10                  | 1                       |                          |                    |                         |                          | 11    |
| Range management                              | 192      | 6     | 198   | 185    | 6     | 7                   |                         |                          |                    |                         |                          | 7     |
| Senior  | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Under   | 4        |       | 4     | 4      |       |                     |                         |                          |                    |                         |                          |       |
| Agronomist:                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior  | 458      | 28    | 486   | 373    | 27    | 72                  | 10                      | 3                        | 1                  |                         |                          | 86    |
| Soil conservation                             | 431      | 1     | 432   | 365    | 1     | 42                  | 22                      | 2                        |                    |                         |                          | 66    |
| Soil conservation, assist-<br>ant             | 882      |       | 882   | 408    |       | 388                 | 72                      | 14                       |                    |                         |                          | 474   |
| Soil conservation, associ-<br>ate             | 440      |       | 440   | 241    |       | 149                 | 42                      | 8                        |                    |                         |                          | 199   |
| Sugar beet investigations,<br>assistant       | 12       |       | 12    | 10     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Agronomist and superintend-<br>ent, associate | 66       |       | 66    | 38     |       | 26                  | 1                       | 1                        |                    |                         |                          | 28    |
| Aircraft electrician                          | 59       |       | 59    | 59     |       |                     |                         |                          |                    |                         |                          |       |
| Helper  | 61       |       | 61    | 49     |       | 6                   | 5                       | 1                        |                    |                         |                          | 12    |
| Junior  | 70       |       | 70    | 54     |       | 2                   | 14                      |                          |                    |                         |                          | 16    |
| Aircraft engine mechanic                      | 239      |       | 239   | 190    |       | 27                  | 20                      | 2                        |                    |                         |                          | 49    |
| Engine test operator                          | 32       |       | 32    | 29     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Helper  | 307      |       | 307   | 112    |       | 105                 | 88                      | 2                        |                    |                         |                          | 195   |
| Junior  | 43       |       | 43    | 19     |       |                     | 24                      |                          |                    |                         |                          | 24    |
| Aircraft fabric seamstress                    |          | 8     | 8     |        |       |                     |                         |                          |                    |                         |                          | 8     |
| Aircraft fabric worker                        | 21       | 1     | 22    | 6      |       |                     | 15                      |                          | 1                  |                         |                          | 16    |
| Helper  | 7        | 11    | 18    | 6      | 4     | 1                   |                         |                          | 7                  |                         |                          | 8     |
| Aircraft instrument mechanic                  | 40       |       | 40    | 30     |       | 8                   | 2                       |                          |                    |                         |                          | 10    |
| Helper  | 30       |       | 30    | 25     |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Junior  | 37       |       | 37    | 24     |       | 7                   | 6                       |                          |                    |                         |                          | 13    |
| Aircraft mechanic:                            |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| General                                       | 456      |       | 456   | 217    |       | 94                  | 142                     | 3                        |                    |                         |                          | 239   |
| General, helper                               | 326      |       | 326   | 28     |       | 103                 | 195                     |                          |                    |                         |                          | 298   |
| Motor   | 106      |       | 106   | 35     |       | 18                  | 51                      | 2                        |                    |                         |                          | 71    |
| Aircraft modelmaker:                          |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior  | 37       |       | 37    | 18     |       | 19                  |                         |                          |                    |                         |                          | 19    |
| Under   | 21       | 1     | 22    | 19     | 1     | 2                   |                         |                          |                    |                         |                          | 2     |
| Aircraft procurement inspec-<br>tor:          |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                     | 1        |       | 1     |        |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Junior  | 2        |       | 2     | 1      |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Senior  | 1        |       | 1     |        |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Aircraft supplies inspector                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                 | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|--|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|  | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|  |          |       |        |        |       | Nonprefer-<br>ence  | 5 point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Anglesmith:  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Heavy fires.....                                     | 2        |       | 2      | 1      |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Other fires.....                                     | 21       |       | 21     | 13     |       | 8                   |                         |                          |                    |                         |                          | 8     |
| Animal husbandman:                                   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Principal.....                                       | 55       |       | 55     | 51     |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Swine, junior.....                                   | 4        |       | 4      | 3      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Animal husbandry aid:                                |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....                                       | 10       |       | 10     | 2      |       | 8                   |                         |                          |                    |                         |                          | 8     |
| Under.....   | 7        |       | 7      |        |       | 7                   |                         |                          |                    |                         |                          | 7     |
| Animal nutrition, associate in.                      | 1        |       | 1      |        |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Apprentice agent.....                                | 5        |       | 5      | 3      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Mechanical trades.....                               | 625      |       | 625    | 265    |       | 360                 |                         |                          |                    |                         |                          | 360   |
| Architect:   | 13,295   |       | 13,295 | 4,487  |       | 8,779               | 29                      |                          |                    |                         |                          | 8,808 |
| Naval.....   | 155      |       | 155    | 108    |       | 35                  | 10                      | 2                        |                    |                         |                          | 47    |
| Naval, assistant.....                                | 96       |       | 96     | 62     |       | 29                  | 5                       |                          |                    |                         |                          | 34    |
| Naval, associate.....                                | 221      |       | 221    | 79     |       | 123                 | 18                      | 1                        |                    |                         |                          | 142   |
| Senior.....  | 2        |       | 2      | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Artist, botanical.....                               | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Assembler.....                                       | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Artillery vehicle section.....                       | 69       |       | 69     | 67     |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Gas mask.....  |          | 4     | 4      |        |       |                     |                         |                          | 1                  |                         | 3                        | 4     |
| Small arms and equip-<br>ment.....                   | 27       |       | 27     | 19     |       | 1                   | 7                       |                          |                    |                         |                          | 8     |
| Assistant to technician (for-<br>estry).....         | 3        |       | 3      | 2      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Association examiner.....                            | 16       |       | 16     | 10     |       |                     |                         | 6                        |                    |                         |                          | 6     |
| Attendant, St. Elizabeths<br>Hospital.....           | 2,302    | 1,184 | 3,486  | 1,794  | 974   | 429                 | 79                      |                          | 208                |                         | 2                        | 718   |
| Attorney.....  | 5        |       | 5      | 2      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Assistant.....                                       | 9        |       | 9      | 3      |       |                     |                         | 6                        |                    |                         |                          | 6     |
| Associate.....                                       | 5        |       | 5      | 3      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Junior.....  | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          | 1     |
| Principal.....                                       | 3        |       | 3      | 2      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Senior.....  | 5        |       | 5      | 1      |       |                     |                         | 4                        |                    |                         |                          | 4     |
| Automotive engines instructor.....                   | 16       |       | 16     | 14     |       |                     | 2                       |                          |                    |                         |                          | 2     |
| Bacteriologist:                                      |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....                                       | 70       | 36    | 106    | 49     | 24    | 20                  | 1                       |                          | 12                 |                         |                          | 33    |
| Associate.....                                       | 76       | 35    | 111    | 40     | 22    | 32                  | 4                       |                          | 13                 |                         |                          | 49    |
| Dairy, junior.....                                   | 571      | 155   | 726    | 521    | 143   | 48                  | 2                       |                          | 12                 |                         |                          | 62    |
| Baggage man-embalmer.....                            | 2        |       | 2      | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Baker.....   | 31       | 1     | 32     | 9      |       | 12                  | 10                      |                          | 1                  |                         |                          | 23    |
| Band saw operator.....                               | 14       |       | 14     | 4      |       | 3                   | 7                       |                          |                    |                         |                          | 10    |
| Barrel driller.....                                  | 13       |       | 13     | 8      |       | 5                   |                         |                          |                    |                         |                          | 5     |
| Barrel reamer.....                                   | 3        |       | 3      | 1      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Barrel turner.....                                   | 19       |       | 19     | 3      |       | 13                  | 2                       | 1                        |                    |                         |                          | 16    |
| Battery charging man.....                            | 7        |       | 7      | 2      |       | 5                   |                         |                          |                    |                         |                          | 5     |
| Benchnan.....  | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Billing-bookkeeping machine<br>operator, junior..... | 1,099    | 1,598 | 2,697  | 1,002  | 1,349 | 90                  | 7                       |                          | 247                | 2                       |                          | 346   |
| Bindery operative.....                               | 1        | 5     | 6      |        | 4     |                     |                         | 1                        |                    |                         | 1                        | 2     |
| Biochemist (syphilis research),<br>associate.....    | 114      | 31    | 145    | 87     | 21    | 25                  | 2                       |                          | 9                  |                         | 1                        | 37    |
| Biological aide.....                                 | 12       |       | 12     | 7      |       | 5                   |                         |                          |                    |                         |                          | 5     |
| Biologist:   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Aquatic, associate.....                              | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Junior.....  | 864      | 68    | 932    | 647    | 62    | 209                 | 8                       |                          | 6                  |                         |                          | 223   |
| Wildlife research.....                               | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Wildlife research, associ-<br>ate.....               | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Blacksmith.....                                      | 119      |       | 119    | 50     |       | 59                  | 9                       | 1                        |                    |                         |                          | 69    |
| Heavy fires.....                                     | 7        |       | 7      | 3      |       | 3                   | 1                       |                          |                    |                         |                          | 4     |
| Heavy fires, helper.....                             | 85       |       | 85     | 49     |       | 27                  | 9                       |                          |                    |                         |                          | 36    |
| Helper.....  | 326      |       | 326    | 194    |       | 110                 | 19                      | 3                        |                    |                         |                          | 132   |
| Other fires.....                                     | 5        |       | 5      |        |       | 3                   | 2                       |                          |                    |                         |                          | 5     |
| Other fires, helper.....                             | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |       |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                         | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|--|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|  | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|  |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Blacksmith-welder.....                       | 119      | ---   | 119   | 78     | ---   | 25                  | 16                      | ---                      | ---                | ---                     | ---                      | 41    |
| Blaster.....                                 | 16       | ---   | 16    | 6      | ---   | 9                   | 1                       | ---                      | ---                | ---                     | ---                      | 10    |
| Foreman.....                                 | 4        | ---   | 4     | 2      | ---   | 1                   | 1                       | ---                      | ---                | ---                     | ---                      | 2     |
| Blueprint operator:                          | ---      | ---   | ---   | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Helper.....                                  | 84       | ---   | 84    | 70     | ---   | 14                  | ---                     | ---                      | ---                | ---                     | ---                      | 14    |
| Junior.....                                  | 2        | ---   | 2     | 2      | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Under.....                                   | 2        | ---   | 2     | 2      | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Boatbuilder.....                             | 79       | ---   | 79    | 49     | ---   | 26                  | 4                       | ---                      | ---                | ---                     | ---                      | 30    |
| Boatswain.....                               | 27       | ---   | 27    | 16     | ---   | 7                   | 4                       | ---                      | ---                | ---                     | ---                      | 11    |
| Boilermaker.....                             | 194      | ---   | 194   | 97     | ---   | 65                  | 24                      | 8                        | ---                | ---                     | ---                      | 97    |
| Helper.....                                  | 152      | ---   | 152   | 68     | ---   | 59                  | 23                      | 2                        | ---                | ---                     | ---                      | 84    |
| Bookbinder.....                              | 1        | 1     | 2     | 1      | 1     | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Bookkeeping-machine (flat-bed) operator..... | 2        | 10    | 12    | ---    | 4     | ---                 | ---                     | 2                        | ---                | ---                     | 6                        | 8     |
| Botanist:                                    | ---      | ---   | ---   | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Assistant.....                               | 44       | 15    | 59    | 30     | 10    | 14                  | ---                     | ---                      | 5                  | ---                     | ---                      | 19    |
| Associate.....                               | 43       | 18    | 61    | 25     | 11    | 18                  | ---                     | ---                      | 7                  | ---                     | ---                      | 25    |
| Junior.....                                  | 526      | 174   | 700   | 435    | 153   | 85                  | 6                       | ---                      | 21                 | ---                     | ---                      | 112   |
| Brakeman.....                                | 20       | ---   | 20    | 4      | ---   | 11                  | 5                       | ---                      | ---                | ---                     | ---                      | 16    |
| Bricklayer.....                              | 100      | ---   | 100   | 24     | ---   | 62                  | 12                      | 2                        | ---                | ---                     | ---                      | 76    |
| Bridgetender.....                            | 141      | ---   | 141   | 120    | ---   | 15                  | 6                       | ---                      | ---                | ---                     | ---                      | 21    |
| Buffer and polisher.....                     | 95       | ---   | 95    | 25     | ---   | 53                  | 15                      | 2                        | ---                | ---                     | ---                      | 70    |
| Bulldozer operator.....                      | 187      | ---   | 187   | 96     | ---   | 85                  | 6                       | ---                      | ---                | ---                     | ---                      | 91    |
| Diesel.....                                  | 443      | ---   | 443   | 88     | ---   | 325                 | 28                      | 2                        | ---                | ---                     | ---                      | 355   |
| Bushelman.....                               | 6        | ---   | 6     | 1      | ---   | 3                   | 2                       | ---                      | ---                | ---                     | ---                      | 5     |
| Buttonhole maker operator, male.....         | 22       | ---   | 22    | 5      | ---   | 14                  | 3                       | ---                      | ---                | ---                     | ---                      | 17    |
| Cabinetmaker.....                            | 422      | ---   | 422   | 145    | ---   | 219                 | 54                      | 4                        | ---                | ---                     | ---                      | 277   |
| Senior.....                                  | 531      | ---   | 531   | 195    | ---   | 264                 | 68                      | 4                        | ---                | ---                     | ---                      | 336   |
| Steel, instructor.....                       | 13       | ---   | 13    | 9      | ---   | 3                   | 1                       | ---                      | ---                | ---                     | ---                      | 4     |
| Cable splicer.....                           | 8        | ---   | 8     | 2      | ---   | 4                   | 2                       | ---                      | ---                | ---                     | ---                      | 6     |
| Calculating-machine operator, junior.....    | 2        | 37    | 39    | ---    | 5     | ---                 | ---                     | 2                        | ---                | ---                     | 32                       | 34    |
| Calker and chipper, iron.....                | 66       | ---   | 66    | 43     | ---   | 18                  | 4                       | 1                        | ---                | ---                     | ---                      | 23    |
| Calker, wood.....                            | 93       | ---   | 93    | 38     | ---   | 50                  | 4                       | 1                        | ---                | ---                     | ---                      | 55    |
| Carbon dioxide plant operator.....           | 8        | ---   | 8     | 5      | ---   | 3                   | ---                     | ---                      | ---                | ---                     | ---                      | 3     |
| Card-punch operator, under.....              | ---      | 22    | 22    | ---    | 10    | ---                 | ---                     | ---                      | 10                 | ---                     | 2                        | 12    |
| Carpenter.....                               | 516      | ---   | 516   | 214    | ---   | 215                 | 66                      | 21                       | ---                | ---                     | ---                      | 302   |
| Bridge.....                                  | 1        | ---   | 1     | 1      | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Foreman.....                                 | 59       | ---   | 59    | 19     | ---   | 33                  | 4                       | 3                        | ---                | ---                     | ---                      | 40    |
| Helper.....                                  | 381      | ---   | 381   | 136    | ---   | 193                 | 45                      | 7                        | ---                | ---                     | ---                      | 245   |
| Senior.....                                  | 1,970    | ---   | 1,970 | 435    | ---   | 1,066               | 430                     | 39                       | ---                | ---                     | ---                      | 1,535 |
| Ship.....                                    | 103      | ---   | 103   | 61     | ---   | 33                  | 9                       | ---                      | ---                | ---                     | ---                      | 42    |
| Carpenter-cabinetmaker.....                  | 15       | ---   | 15    | 5      | ---   | 9                   | 1                       | ---                      | ---                | ---                     | ---                      | 10    |
| Cement finisher.....                         | 87       | ---   | 87    | 22     | ---   | 50                  | 12                      | 3                        | ---                | ---                     | ---                      | 65    |
| Chainmaker.....                              | 3        | ---   | 3     | ---    | ---   | 3                   | ---                     | ---                      | ---                | ---                     | ---                      | 3     |
| Charwoman, head.....                         | ---      | 37    | 37    | ---    | 22    | ---                 | ---                     | ---                      | 15                 | ---                     | ---                      | 15    |
| Chauffeur.....                               | 335      | ---   | 335   | 116    | ---   | 141                 | 51                      | 27                       | ---                | ---                     | ---                      | 219   |
| Checker.....                                 | 1,538    | 4     | 1,542 | 949    | 1     | 509                 | 75                      | 5                        | 3                  | ---                     | ---                      | 592   |
| Junior.....                                  | 1        | ---   | 1     | ---    | ---   | ---                 | ---                     | 1                        | ---                | ---                     | ---                      | 1     |
| Ordnance materials.....                      | 34       | ---   | 34    | 29     | ---   | 2                   | 3                       | ---                      | ---                | ---                     | ---                      | 5     |
| Chemical plant operator.....                 | 15       | ---   | 15    | 6      | ---   | 6                   | 3                       | ---                      | ---                | ---                     | ---                      | 9     |
| Chemical plant workman.....                  | 30       | ---   | 30    | 13     | ---   | 12                  | 5                       | ---                      | ---                | ---                     | ---                      | 17    |
| Chemist:                                     | ---      | ---   | ---   | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Assistant.....                               | 1        | ---   | 1     | 1      | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Junior.....                                  | ---      | 1     | 1     | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | 1                        | 1     |
| Chief:                                       | ---      | ---   | ---   | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Library service division.....                | 15       | 23    | 38    | 11     | 23    | 4                   | ---                     | ---                      | ---                | ---                     | ---                      | 4     |
| Mechanical section, assistant.....           | 443      | 31    | 474   | 364    | 29    | 65                  | 14                      | ---                      | 2                  | ---                     | ---                      | 81    |
| Probation and parole service.....            | 74       | 2     | 76    | 69     | 1     | 3                   | 1                       | 1                        | 1                  | ---                     | ---                      | 6     |
| Child guidance case worker:                  | ---      | ---   | ---   | ---    | ---   | ---                 | ---                     | ---                      | ---                | ---                     | ---                      | ---   |
| Assistant.....                               | 136      | 238   | 374   | 125    | 225   | 10                  | 1                       | ---                      | 13                 | ---                     | ---                      | 24    |
| Associate.....                               | 145      | 350   | 495   | 143    | 316   | 1                   | 1                       | ---                      | 34                 | ---                     | ---                      | 36    |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination   | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |        |
|--|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|--------|
|  | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total  |
|  |          |       |        |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |        |
| Child welfare services consultant, principal.....            | 87       | 113   | 200    | 87     | 110   | -----               | -----                   | -----                    | 3                  | -----                   | -----                    | 3      |
| Civil-service examiner, junior.....                          | 29       | 25    | 54     | 16     | 10    | 3                   | -----                   | 10                       | 2                  | -----                   | 13                       | 28     |
| Claims examiner.....   | 5        | ----- | 5      | 4      | ----- | -----               | -----                   | 1                        | -----              | -----                   | -----                    | 1      |
| Clerical learner.....  | 72       | 63    | 135    | 23     | 10    | 49                  | -----                   | -----                    | 53                 | -----                   | -----                    | 102    |
| Clerk:   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Assistant.....   | 313      | 163   | 476    | 133    | 74    | 118                 | 62                      | -----                    | 85                 | -----                   | 4                        | 269    |
| General.....   | -----    | 3     | 3      | -----  | 1     | -----               | -----                   | -----                    | -----              | -----                   | 2                        | 2      |
| Junior.....  | 1,257    | 55    | 1,312  | 612    | 29    | 643                 | 2                       | -----                    | 26                 | -----                   | -----                    | 671    |
| Clerk-carrier, substitute.....                               | 39,400   | 3,574 | 42,974 | 13,154 | 824   | 23,756              | 1,936                   | 554                      | 2,622              | 10                      | 118                      | 28,996 |
| Clerk-stenographer, assistant (for the blind).....           | 78       | 173   | 251    | 55     | 77    | 23                  | -----                   | -----                    | 96                 | -----                   | -----                    | 119    |
| Clothing factories inspector, supervising.....               | 1        | ----- | 1      | 1      | ----- | -----               | -----                   | -----                    | -----              | -----                   | -----                    | -----  |
| Commodity exchange investigator, assistant.....              | 1        | ----- | 1      | -----  | ----- | -----               | -----                   | 1                        | -----              | -----                   | -----                    | 1      |
| Communications operator:                                     |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Air navigation, assistant.....                               | 923      | ----- | 923    | 314    | ----- | 204                 | 401                     | 4                        | -----              | -----                   | -----                    | 609    |
| Air navigation, under.....                                   | 687      | 1     | 688    | 310    | ----- | 310                 | 66                      | 1                        | 1                  | -----                   | -----                    | 378    |
| High speed radio equipment, assistant.....                   | 53       | ----- | 53     | 30     | ----- | 1                   | 22                      | -----                    | -----              | -----                   | -----                    | 23     |
| High speed radio equipment, junior.....                      | 40       | ----- | 40     | 19     | ----- | 2                   | 19                      | -----                    | -----              | -----                   | -----                    | 21     |
| Compressor operator.....                                     | 22       | ----- | 22     | 14     | ----- | 7                   | 1                       | -----                    | -----              | -----                   | -----                    | 8      |
| Concrete foreman.....  | 12       | ----- | 12     | 8      | ----- | 4                   | -----                   | -----                    | -----              | -----                   | -----                    | 4      |
| Concrete mixer operator.....                                 | 67       | ----- | 67     | 9      | ----- | 46                  | 12                      | -----                    | -----              | -----                   | -----                    | 58     |
| Concrete worker.....   | 4        | ----- | 4      | 3      | ----- | 1                   | -----                   | -----                    | -----              | -----                   | -----                    | 1      |
| Conservationist, associate.....                              | 1        | ----- | 1      | 1      | ----- | -----               | -----                   | -----                    | -----              | -----                   | -----                    | -----  |
| Construction foreman.....                                    | 25       | ----- | 25     | 12     | ----- | 9                   | 4                       | -----                    | -----              | -----                   | -----                    | 13     |
| Bridge.....  | 10       | ----- | 10     | 4      | ----- | 5                   | 1                       | -----                    | -----              | -----                   | -----                    | 6      |
| Earthwork.....   | 41       | ----- | 41     | 21     | ----- | 17                  | 2                       | 1                        | -----              | -----                   | -----                    | 20     |
| Construction inspector.....                                  | 573      | ----- | 573    | 366    | ----- | 146                 | 54                      | 7                        | -----              | -----                   | -----                    | 207    |
| Assistant.....   | 72       | ----- | 72     | 46     | ----- | 23                  | 3                       | -----                    | -----              | -----                   | -----                    | 26     |
| Rivers, harbors, and waterways.....                          | 236      | ----- | 236    | 143    | ----- | 75                  | 14                      | 4                        | -----              | -----                   | -----                    | 93     |
| Rivers, harbors, and waterways, assistant.....               | 471      | ----- | 471    | 379    | ----- | 82                  | 9                       | 1                        | -----              | -----                   | -----                    | 92     |
| Construction supervisor.....                                 | 180      | ----- | 180    | 41     | ----- | 77                  | 51                      | 11                       | -----              | -----                   | -----                    | 139    |
| Cook, senior.....  | 460      | 1     | 461    | 342    | 1     | 53                  | 64                      | 1                        | -----              | -----                   | -----                    | 118    |
| Coppersmith.....   | 305      | ----- | 305    | 193    | ----- | 94                  | 17                      | 1                        | -----              | -----                   | -----                    | 112    |
| Helper.....  | 132      | ----- | 132    | 59     | ----- | 70                  | 2                       | 1                        | -----              | -----                   | -----                    | 73     |
| Core-drilling inspector, assistant.....                      | 37       | ----- | 37     | 33     | ----- | 2                   | 1                       | 1                        | -----              | -----                   | -----                    | 4      |
| Core-drilling machine operator.....                          | 25       | ----- | 25     | 9      | ----- | 13                  | 3                       | -----                    | -----              | -----                   | -----                    | 16     |
| Helper.....  | 12       | ----- | 12     | 6      | ----- | 6                   | -----                   | -----                    | -----              | -----                   | -----                    | 6      |
| Cottonseed technologist.....                                 | 33       | ----- | 33     | 28     | ----- | 5                   | -----                   | -----                    | -----              | -----                   | -----                    | 5      |
| Crane operator:  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Bridge, electric.....  | 92       | ----- | 92     | 21     | ----- | 45                  | 26                      | -----                    | -----              | -----                   | -----                    | 71     |
| Diesel tractor crane.....                                    | 36       | ----- | 36     | 8      | ----- | 25                  | 3                       | -----                    | -----              | -----                   | -----                    | 28     |
| Locomotive, steam.....                                       | 11       | ----- | 11     | 3      | ----- | 2                   | 6                       | -----                    | -----              | -----                   | -----                    | 8      |
| Craneman, electric.....                                      | 28       | ----- | 28     | 8      | ----- | 12                  | 4                       | 4                        | -----              | -----                   | -----                    | 20     |
| Cranesman.....   | 13       | ----- | 13     | 3      | ----- | 9                   | 1                       | -----                    | -----              | -----                   | -----                    | 10     |
| Crop and livestock estimator, associate.....                 | 1        | ----- | 1      | 1      | ----- | -----               | -----                   | -----                    | -----              | -----                   | -----                    | -----  |
| Cupola tender.....   | 19       | ----- | 19     | 8      | ----- | 7                   | 4                       | -----                    | -----              | -----                   | -----                    | 11     |
| Curriculum specialist and textbook writer (mathematics)..... | 196      | 50    | 246    | 191    | 47    | 3                   | 2                       | -----                    | 3                  | -----                   | -----                    | 8      |
| Custodial officer, junior.....                               | 86       | ----- | 86     | 59     | ----- | 7                   | 7                       | 13                       | -----              | -----                   | -----                    | 27     |
| Custodian, assistant.....                                    | 1        | ----- | 1      | -----  | ----- | 1                   | -----                   | -----                    | -----              | -----                   | -----                    | 1      |
| Custodian-enginman, assistant.....                           | 76       | ----- | 76     | 64     | ----- | 8                   | 3                       | 1                        | -----              | -----                   | -----                    | 12     |
| Customs inspector.....                                       | 4        | ----- | 4      | 2      | ----- | -----               | -----                   | 2                        | -----              | -----                   | -----                    | 2      |
| Customs patrol inspector.....                                | 3        | ----- | 3      | 2      | ----- | -----               | -----                   | 1                        | -----              | -----                   | -----                    | 1      |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                         | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |  |
|--|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|--|
|  | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |  |
|  |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |  |
| Cutter                                       | 121      |       | 121   | 68     |       | 40                  | 11                      | 2                        |                    |                         |                          | 53    |  |
| Clothing factory, foreman                    | 39       |       | 39    | 30     |       | 8                   | 1                       |                          |                    |                         |                          | 9     |  |
| Dairyman                                     | 16       |       | 16    | 10     |       | 4                   | 1                       | 1                        |                    |                         |                          | 6     |  |
| Deckhand                                     | 145      |       | 145   | 43     |       | 22                  | 79                      | 1                        |                    |                         |                          | 102   |  |
| Dental hygienist                             | 53       | 484   | 537   | 22     | 122   | 11                  | 18                      | 2                        | 359                |                         | 3                        | 393   |  |
| Senior                                       | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Dentist, associate                           | 632      | 3     | 635   | 38     |       | 577                 | 16                      | 1                        | 3                  |                         |                          | 597   |  |
| Derrick-grader operator                      | 7        |       | 7     | 5      |       | 2                   |                         |                          |                    |                         |                          | 2     |  |
| Dietitian                                    | 4        | 7     | 11    | 4      | 5     | 2                   |                         |                          | 2                  |                         |                          | 2     |  |
| Staff  |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |  |
| Dippertender                                 | 53       |       | 53    | 25     |       | 22                  | 6                       |                          |                    |                         |                          | 28    |  |
| Director, Child Welfare Division             |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |  |
| Ditchrider                                   | 154      |       | 154   | 89     |       | 59                  | 5                       | 1                        |                    |                         |                          | 65    |  |
| Dog kennelman, junior                        | 97       | 1     | 98    | 91     |       | 3                   | 2                       | 1                        | 1                  |                         |                          | 7     |  |
| Draftsman:                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Engineering                                  | 653      | 1     | 654   | 461    |       | 160                 | 21                      | 11                       | 1                  |                         |                          | 193   |  |
| Engineering, assistant                       | 1,719    | 4     | 1,723 | 1,650  | 4     | 67                  |                         | 2                        |                    |                         |                          | 69    |  |
| Engineering, chief                           | 399      |       | 399   | 272    |       | 113                 | 13                      | 1                        |                    |                         |                          | 127   |  |
| Engineering, junior                          | 8        |       | 8     | 5      |       |                     |                         | 3                        |                    |                         |                          | 3     |  |
| Engineering, mechanical, apprentice          | 397      |       | 397   | 289    |       | 106                 | 2                       |                          |                    |                         |                          | 108   |  |
| Engineering, mechanical, chief               | 130      |       | 130   | 92     |       | 35                  | 1                       | 2                        |                    |                         |                          | 38    |  |
| Engineering, principal                       | 369      |       | 369   | 220    |       | 119                 | 21                      | 9                        |                    |                         |                          | 149   |  |
| Engineering, senior                          | 403      |       | 403   | 319    |       | 72                  | 6                       | 6                        |                    |                         |                          | 84    |  |
| Engineering, under                           | 65       | 1     | 66    | 36     |       | 27                  | 2                       |                          |                    |                         | 1                        | 30    |  |
| Topographic                                  |          |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Topographic, apprentice                      | 24       | 3     | 27    | 12     | 2     | 12                  |                         |                          | 1                  |                         |                          | 13    |  |
| Topographic, chief                           | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Topographic, principal                       | 2        |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Topographic, senior                          | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Dragline operator                            | 43       |       | 43    | 14     |       | 27                  | 2                       |                          |                    |                         |                          | 29    |  |
| Diesel                                       | 219      |       | 219   | 9      |       | 153                 | 56                      | 1                        |                    |                         |                          | 210   |  |
| Gasoline                                     | 25       |       | 25    | 8      |       | 14                  | 3                       |                          |                    |                         |                          | 17    |  |
| Dragtender                                   | 66       |       | 66    | 26     |       | 37                  | 3                       |                          |                    |                         |                          | 40    |  |
| Dredge foreman                               | 65       |       | 65    | 52     |       | 9                   | 4                       |                          |                    |                         |                          | 13    |  |
| Dredge operator                              | 4        |       | 4     | 3      |       | 1                   |                         | 1                        |                    |                         |                          | 1     |  |
| Dredgerunner                                 | 11       |       | 11    | 2      |       | 8                   | 1                       |                          |                    |                         |                          | 9     |  |
| Dredging inspector                           | 107      |       | 107   | 73     |       | 29                  | 5                       |                          |                    |                         |                          | 34    |  |
| Assistant                                    | 107      |       | 107   | 67     |       | 34                  | 5                       | 1                        |                    |                         |                          | 40    |  |
| Drill (pneumatic) operator                   | 156      |       | 156   | 66     |       | 81                  | 9                       |                          |                    |                         |                          | 90    |  |
| Driller                                      | 427      |       | 427   | 252    |       | 122                 | 49                      | 4                        |                    |                         |                          | 175   |  |
| Drilling-rig helper                          | 69       |       | 69    | 40     |       | 23                  | 6                       |                          |                    |                         |                          | 29    |  |
| Drillrunner                                  | 28       |       | 28    | 9      |       | 13                  | 6                       |                          |                    |                         |                          | 19    |  |
| Helper                                       | 14       |       | 14    | 7      |       | 4                   | 3                       |                          |                    |                         |                          | 7     |  |
| Dynamo tender                                | 11       |       | 11    | 8      |       |                     | 3                       |                          |                    |                         |                          | 3     |  |
| Economist:                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Agricultural, assistant                      | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Agricultural, principal                      | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |  |
| Assistant                                    | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |  |
| Financial, assistant                         | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Senior                                       | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Editor, technical, associate                 |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |  |
| Editorial clerk                              | 2        | 8     | 10    | 2      | 6     |                     |                         |                          |                    |                         | 2                        | 2     |  |
| Principal                                    | 6        | 6     | 12    | 6      | 5     |                     |                         |                          |                    |                         | 1                        | 1     |  |
| Education (elementary) supervisor, associate | 1        | 1     | 2     | 1      | 1     |                     |                         |                          |                    |                         |                          |       |  |
| Educational analyst                          | 212      | 73    | 285   | 178    | 64    | 24                  | 10                      |                          | 9                  |                         |                          | 43    |  |
| Senior                                       | 468      | 113   | 581   | 436    | 108   | 17                  | 15                      |                          | 5                  |                         |                          | 37    |  |
| Educationalist, senior                       | 601      | 174   | 775   | 531    | 132   | 40                  | 28                      | 2                        | 42                 |                         |                          | 112   |  |
| Electrical installation inspector            | 31       |       | 31    | 19     |       | 7                   | 3                       | 2                        |                    |                         |                          | 12    |  |
| Electrician                                  | 1,153    |       | 1,153 | 323    |       | 473                 | 302                     | 55                       |                    |                         |                          | 830   |  |
| Cable splicer                                | 74       |       | 74    | 42     |       | 24                  | 8                       |                          |                    |                         |                          | 32    |  |
| Foreman                                      | 1        |       | 1     |        |       |                     |                         |                          |                    |                         |                          |       |  |

<sup>1</sup> Oral and character investigations not completed in some cases.



Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                     | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|--|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|  | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|  |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Electrician—Continued.                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Helper   | 1,200    |       | 1,200 | 408    |       | 547                 | 210                     | 35                       |                    |                         |                          | 792   |
| Lineman  | 5        |       | 5     | 3      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Motor and generator re-<br>pairman                       | 53       |       | 53    | 21     |       | 26                  | 6                       |                          |                    |                         |                          | 32    |
| Radio and sound mov-<br>ing-picture equipment,<br>helper | 4        |       | 4     | 4      |       |                     |                         |                          |                    |                         |                          |       |
| Self-synchronous drive<br>equipment                      | 15       |       | 15    | 12     |       | 2                   | 1                       |                          |                    |                         |                          | 3     |
| Senior   | 1,702    |       | 1,702 | 561    |       | 746                 | 352                     | 43                       |                    |                         |                          | 1,141 |
| Electroplater  | 43       |       | 43    | 19     |       | 20                  | 4                       |                          |                    |                         |                          | 24    |
| Elevator conductor                                       | 14       | 15    | 29    | 11     | 10    |                     |                         | 3                        |                    |                         | 5                        | 8     |
| Elevator mechanician                                     | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Senior   | 30       |       | 30    | 12     |       | 14                  | 3                       | 1                        |                    |                         |                          | 18    |
| Elevator operator  | 323      | 28    | 351   | 172    | 6     | 122                 | 19                      | 10                       | 21                 |                         | 1                        | 173   |
| Senior   | 1,131    | 23    | 1,154 | 565    | 3     | 514                 | 46                      | 6                        | 19                 |                         | 1                        | 586   |
| Embroidery-machine opera-<br>tor                         | 1        |       | 1     |        |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Endocrinologist  | 32       | 4     | 36    | 20     | 3     | 11                  | 1                       |                          | 1                  |                         |                          | 13    |
| Engineer   | 1,749    | 1     | 1,750 | 635    |       | 624                 | 444                     | 46                       | 1                  |                         |                          | 1,115 |
| Agricultural, associate                                  |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Agricultural, junior                                     | 225      |       | 225   | 206    |       | 17                  | 2                       |                          |                    |                         |                          | 19    |
| Architectural  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Assistant  | 5,800    | 1     | 5,801 | 2,492  |       | 3,057               | 225                     | 26                       | 1                  |                         |                          | 3,309 |
| Associate  | 3,427    |       | 3,427 | 1,227  |       | 1,587               | 550                     | 63                       |                    |                         |                          | 2,200 |
| Deck   | 31       |       | 31    | 25     |       | 2                   | 4                       |                          |                    |                         |                          | 6     |
| Junior   | 85       | 1     | 86    | 63     | 1     | 21                  |                         | 1                        |                    |                         |                          | 22    |
| Launch   | 8        |       | 8     |        |       | 8                   |                         |                          |                    |                         |                          | 8     |
| Marine, superintending,<br>senior                        | 86       |       | 86    | 78     |       | 6                   | 2                       |                          |                    |                         |                          | 8     |
| Petroleum, assistant                                     | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Public health, associate                                 | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Radio, senior  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Refrigerating  | 44       |       | 44    | 17     |       | 12                  | 15                      |                          |                    |                         |                          | 27    |
| Senior   | 731      |       | 731   | 368    |       | 200                 | 151                     | 12                       |                    |                         |                          | 363   |
| Steam  | 10       |       | 10    | 4      |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Telephone, associate                                     | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Engineer-economist, highway,<br>assistant                | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          | m     |
| Engineer-pilot   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Engineering aid:   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Aeronautical   | 30       |       | 30    | 12     |       | 18                  |                         |                          |                    |                         |                          | 18    |
| Aeronautical, assistant                                  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Civil  | 99       |       | 99    | 63     |       | 34                  | 2                       |                          |                    |                         |                          | 36    |
| Civil, assistant   | 45       |       | 45    | 28     |       | 17                  |                         |                          |                    |                         |                          | 17    |
| Civil, junior  | 431      |       | 431   | 203    |       | 221                 | 5                       | 2                        |                    |                         |                          | 228   |
| Civil, principal   | 144      |       | 144   | 87     |       | 50                  | 7                       |                          |                    |                         |                          | 57    |
| Civil, senior  | 285      |       | 285   | 137    |       | 143                 | 4                       | 1                        |                    |                         |                          | 148   |
| Civil, under   | 525      | 1     | 526   | 399    | 1     | 120                 | 6                       |                          |                    |                         |                          | 126   |
| Junior   | 40       |       | 40    | 31     |       | 9                   |                         |                          |                    |                         |                          | 9     |
| Under  | 71       | 2     | 73    | 49     | 2     | 22                  |                         |                          |                    |                         |                          | 22    |
| Engineering materials and<br>construction inspector      | 7        |       | 7     | 6      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Mechanical   | 42       |       | 42    | 39     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Engineering materials inspec-<br>tor:                    |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Construction   | 50       |       | 50    | 26     |       | 20                  | 4                       |                          |                    |                         |                          | 24    |
| Construction, assistant                                  | 77       |       | 77    | 50     |       | 24                  | 2                       | 1                        |                    |                         |                          | 27    |
| Senior   | 6        |       | 6     | 4      |       | 1                   |                         | 1                        |                    |                         |                          | 2     |
| Engineerman  | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Derrickboat  | 7        |       | 7     | 4      |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Diesel dredge  | 97       |       | 97    | 95     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Diesel, marine   | 40       |       | 40    | 34     |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| Diesel, marine, first assist-<br>ant                     | 6        |       | 6     | 3      |       | 1                   | 2                       |                          |                    |                         |                          | 0     |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                        | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Engineman—Continued.                        |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Diesel, marine, third assistant             | 32       |       | 32    | 19     |       | 9                   | 4                       |                          |                    |                         |                          | 13    |
| Diesel, third assistant                     | 15       |       | 15    | 10     |       | 3                   | 2                       |                          |                    |                         |                          | 5     |
| Diesel-electric, marine, first assistant    | 10       |       | 10    | 7      |       | 1                   | 2                       |                          |                    |                         |                          | 3     |
| Dredge                                      | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Dredge, nonpropelling                       | 17       |       | 17    | 15     |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Gas-electric                                | 58       |       | 58    | 57     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Gas-electric, assistant                     | 33       |       | 33    | 28     |       | 4                   |                         | 1                        |                    |                         |                          | 5     |
| Gas-electric (converted gas)                | 35       |       | 35    | 34     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Gas-electric (converted gas), assistant     | 26       |       | 26    | 23     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Gasoline (air compressor)                   | 4        |       | 4     |        |       |                     | 1                       | 1                        |                    |                         |                          | 4     |
| Gasoline, marine                            | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Gasoline, stationary                        | 53       |       | 53    | 19     |       | 29                  | 4                       | 1                        |                    |                         |                          | 34    |
| Gasoline and refrigeration                  | 29       |       | 29    | 20     |       | 5                   | 4                       |                          |                    |                         |                          | 9     |
| Hoisting and portable                       | 41       |       | 41    | 12     |       | 21                  | 3                       | 5                        |                    |                         |                          | 29    |
| Internal combustion-electric, assistant     | 20       |       | 20    | 19     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Junior                                      | 77       |       | 77    | 13     |       | 35                  | 29                      |                          |                    |                         |                          | 64    |
| Motor vessels, third assistant              | 21       |       | 21    | 19     |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Refrigeration, assistant                    | 87       |       | 87    | 62     |       | 19                  | 5                       | 1                        |                    |                         |                          | 25    |
| Steam                                       | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Steam, assistant                            | 22       |       | 22    | 11     |       | 8                   | 3                       |                          |                    |                         |                          | 11    |
| Steam-electric                              | 110      |       | 110   | 85     |       | 15                  | 10                      |                          |                    |                         |                          | 25    |
| Steam-electric, assistant                   | 144      |       | 144   | 59     |       | 59                  | 20                      | 6                        |                    |                         |                          | 85    |
| Steam-electric, junior                      | 74       |       | 74    | 35     |       | 29                  | 7                       | 3                        |                    |                         |                          | 39    |
| Steam, first assistant                      | 28       |       | 28    | 16     |       | 11                  | 1                       |                          |                    |                         |                          | 12    |
| Steam, marine                               | 12       |       | 12    | 5      |       | 5                   | 2                       |                          |                    |                         |                          | 7     |
| Steam, second assistant                     | 9        |       | 9     | 6      |       |                     | 1                       |                          |                    |                         |                          | 3     |
| Steam, third assistant                      | 20       |       | 20    | 14     |       | 3                   | 3                       |                          |                    |                         |                          | 6     |
| Striker                                     | 44       |       | 44    | 18     |       | 15                  | 10                      | 1                        |                    |                         |                          | 26    |
| Striker electric dredge                     | 37       |       | 37    | 7      |       | 28                  | 2                       |                          |                    |                         |                          | 30    |
| Engineman-janitor                           | 165      |       | 165   | 135    |       | 16                  | 12                      | 2                        |                    |                         |                          | 30    |
| Engraver:                                   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Script and letter                           | 65       |       | 65    | 58     |       | 3                   | 4                       |                          |                    |                         |                          | 7     |
| Steel plate                                 | 12       |       | 12    | 11     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Steel plate, senior                         | 16       |       | 16    | 16     |       |                     |                         |                          |                    |                         |                          |       |
| Entomologist:                               |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Associate                                   | 12       |       | 12    | 10     |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Junior                                      | 222      | 20    | 242   | 186    | 20    | 34                  | 1                       | 1                        |                    |                         |                          | 36    |
| Estate tax examiner                         | 2,286    | 24    | 2,310 | 1,851  | 20    | 345                 | 87                      | 3                        | 4                  |                         |                          | 439   |
| Exhibits designer:                          |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Associate                                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Experiment station administrator, principal | 39       |       | 39    | 23     |       | 12                  | 4                       |                          |                    |                         |                          | 16    |
| Explosives operator                         | 85       | 95    | 180   | 67     | 54    | 15                  | 3                       |                          | 41                 |                         |                          | 59    |
| Farm agent                                  | 4        |       | 4     | 3      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Farm hand                                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Farm laborer                                | 121      |       | 121   | 26     |       | 90                  | 4                       | 1                        |                    |                         |                          | 95    |
| Farm-loan registrar                         | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |
| Farm manager                                | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                   | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Fiber (animal) technologist, junior         | 29       | 7     | 36    | 23     | 5     | 5                   | 1                       |                          | 2                  |                         |                          | 8     |
| Field examiner                              | 6        |       | 6     | 4      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Field representative                        | 1,603    | 34    | 1,637 | 1,242  | 31    | 186                 | 148                     | 27                       | 2                  |                         | 1                        | 364   |
| File clerk:                                 |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior                                      | 181      | 338   | 519   | 121    | 198   |                     |                         |                          | 60                 |                         | 140                      | 200   |
| Under                                       | 83       | 169   | 252   | 14     | 35    |                     |                         |                          | 69                 |                         | 134                      | 203   |

<sup>1</sup>Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                      | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Filter-plant operator                     | 3        |       | 3     | 1      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Filtration plant operator                 | 15       |       | 15    | 9      |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| Finance (public) specialist               | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Financial examiner, assistant             | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Fire cooperation specialist               | 291      | 4     | 295   | 285    | 4     | 3                   | 3                       |                          |                    |                         |                          | 6     |
| Fire equipment dispatcher                 | 5        |       | 5     | 2      |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Fire prevention officer                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Fire fighter                              | 78       |       | 78    | 52     |       | 16                  | 9                       | 1                        |                    |                         |                          | 26    |
| Motor equipment                           | 66       |       | 66    | 45     |       | 12                  | 9                       |                          |                    |                         |                          | 21    |
| Motor equipment, senior                   | 23       |       | 23    | 5      |       | 10                  | 8                       |                          |                    |                         |                          | 18    |
| Fireman                                   | 6        |       | 6     | 3      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Coal burning, marine                      | 102      |       | 102   | 62     |       | 17                  | 21                      | 2                        |                    |                         |                          | 40    |
| High-pressure, senior                     | 345      |       | 345   | 139    |       | 138                 | 67                      | 1                        |                    |                         |                          | 206   |
| High-pressure (coal), senior              | 11       |       | 11    | 7      |       | 2                   | 2                       |                          |                    |                         |                          | 4     |
| High-pressure (gas), senior               | 39       |       | 39    | 33     |       | 3                   | 2                       | 1                        |                    |                         |                          | 6     |
| High-pressure (mechanical stoker), senior | 28       |       | 28    | 15     |       | 9                   | 4                       |                          |                    |                         |                          | 13    |
| High-pressure (stoker), senior            | 46       |       | 46    | 10     |       | 27                  | 9                       |                          |                    |                         |                          | 36    |
| Locomotive                                | 28       |       | 28    | 14     |       | 8                   | 6                       |                          |                    |                         |                          | 14    |
| Low-pressure, senior                      | 51       |       | 51    | 20     |       | 17                  | 12                      | 2                        |                    |                         |                          | 31    |
| Marine                                    | 452      |       | 452   | 209    |       | 160                 | 81                      | 2                        |                    |                         |                          | 243   |
| Oil burner                                | 12       |       | 12    | 7      |       | 3                   | 1                       | 1                        |                    |                         |                          | 5     |
| Oil and coal burning, marine              | 35       |       | 35    | 11     |       | 16                  | 8                       |                          |                    |                         |                          | 24    |
| Oil burning, marine                       | 292      |       | 292   | 120    |       | 82                  | 86                      | 4                        |                    |                         |                          | 172   |
| Stationary                                | 3        |       | 3     | 2      |       |                     |                         |                          |                    |                         |                          | 1     |
| Steam                                     | 668      |       | 668   | 217    |       | 250                 | 168                     | 33                       |                    |                         |                          | 451   |
| Fireman-helper                            | 41       |       | 41    | 34     |       | 4                   | 3                       |                          |                    |                         |                          | 7     |
| Fireman-laborer                           | 4,914    | 1     | 4,915 | 2,224  | 1     | 2,010               | 619                     | 61                       |                    |                         |                          | 2,690 |
| Fish-culturist, apprentice                | 4        |       | 4     | 1      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Flangeturner                              | 15       |       | 15    | 10     |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Foreman, mechanical time fuze, assistant  | 13       |       | 13    | 11     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Forest and field clerk                    | 2,038    | 217   | 2,255 | 1,637  | 187   | 317                 | 66                      | 18                       | 27                 |                         | 3                        | 431   |
| Senior                                    | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Forester, junior                          | 1,157    | 1     | 1,158 | 590    | 1     | 559                 | 8                       |                          |                    |                         |                          | 567   |
| Forestry conservationist                  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                 | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Forestry improvement foreman              | 26       |       | 26    | 15     |       | 8                   | 3                       |                          |                    |                         |                          | 11    |
| Forger                                    |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Drop                                      | 15       |       | 15    | 3      |       | 9                   | 3                       |                          |                    |                         |                          | 12    |
| Heavy                                     | 3        |       | 3     |        |       | 2                   | 1                       |                          |                    |                         |                          | 3     |
| Heavy, helper                             | 9        |       | 9     | 7      |       | 1                   |                         |                          |                    |                         |                          | 2     |
| Light                                     | 10       |       | 10    | 4      |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Foundry and pattern shop foreman          | 9        |       | 9     | 6      |       | 2                   | 1                       |                          |                    |                         |                          | 3     |
| Foundry chipper                           | 22       |       | 22    | 10     |       | 6                   | 6                       |                          |                    |                         |                          | 12    |
| Foundry foreman                           | 13       |       | 13    | 12     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Framebender                               | 13       |       | 13    | 10     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Freight rate clerk                        | 4        | 1     | 5     | 3      | 1     |                     |                         | 1                        |                    |                         |                          | 1     |
| Furnaceman                                |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Foundry                                   | 5        |       | 5     | 4      |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Other forge                               | 2        |       | 2     |        |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Gage reader                               | 16       |       | 16    | 14     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Gagemaker                                 | 8        |       | 8     | 4      |       | 3                   |                         |                          |                    |                         |                          | 4     |
| Galvanizer                                | 7        |       | 7     | 5      |       | 2                   |                         | 1                        |                    |                         |                          | 2     |
| Game management agent                     | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |
| Deputy                                    | 4        |       | 4     | 3      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Garageman-driver                          | 35       |       | 35    | 16     |       | 15                  | 4                       |                          |                    |                         |                          | 19    |
| Substitute                                | 1,950    |       | 1,950 | 968    |       | 511                 | 180                     | 291                      |                    |                         |                          | 982   |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                      | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |        |
|---|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|--------|
|   | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total  |
|   |          |       |        |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |        |
| Gardener                                  | 71       |       | 71     | 46     |       | 15                  | 6                       | 4                        |                    |                         |                          | 25     |
| Assistant                                 | 729      |       | 729    | 640    |       | 72                  | 15                      | 2                        |                    |                         |                          | 89     |
| Head                                      | 24       |       | 24     | 11     |       | 5                   | 6                       | 2                        |                    |                         |                          | 13     |
| Helper                                    | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Junior                                    | 23       |       | 23     | 17     |       | 5                   | 1                       |                          |                    |                         |                          | 6      |
| Gas cutter and burner                     | 10       |       | 10     | 7      |       | 1                   | 1                       | 1                        |                    |                         |                          | 3      |
| Gate tender                               | 8        |       | 8      | 4      |       | 2                   | 2                       |                          |                    |                         |                          | 4      |
| Geologist, junior                         | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |        |
| Geophysicist:                             |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Assistant                                 | 47       |       | 47     | 40     |       | 7                   |                         |                          |                    |                         |                          | 7      |
| Associate                                 | 35       |       | 35     | 26     |       | 6                   | 3                       |                          |                    |                         |                          | 9      |
| Glazier                                   | 1        |       | 1      |        |       | 1                   |                         |                          |                    |                         |                          | 1      |
| Grader equipment operator                 | 403      |       | 403    | 235    |       | 150                 | 17                      | 1                        |                    |                         |                          | 168    |
| Diesel                                    | 15       |       | 15     | 12     |       | 3                   |                         |                          |                    |                         |                          | 3      |
| Grader operator:                          |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Blade, terrace                            | 87       |       | 87     | 33     |       | 47                  | 2                       |                          |                    |                         |                          | 49     |
| Diesel, patrol                            | 5        |       | 5      | 2      |       | 3                   |                         |                          |                    |                         |                          | 3      |
| Elevator                                  | 12       |       | 12     | 3      |       | 5                   | 4                       |                          |                    |                         |                          | 9      |
| Gasoline or Diesel, motor                 |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| patrol                                    | 101      |       | 101    | 36     |       | 59                  | 6                       |                          |                    |                         |                          | 65     |
| Power blade                               | 26       |       | 26     | 7      |       | 14                  | 4                       | 1                        |                    |                         |                          | 19     |
| Power blade (Diesel)                      | 19       |       | 19     | 12     |       | 7                   |                         |                          |                    |                         |                          | 7      |
| Traction                                  | 31       |       | 31     | 11     |       | 6                   | 14                      |                          |                    |                         |                          | 20     |
| Grain inspection supervisor,<br>junior    | 1, 114   | 1     | 1, 115 | 879    | 1     | 170                 | 62                      | 3                        |                    |                         |                          | 235    |
| Graphotype operator                       | 1        | 2     | 3      |        | 1     |                     |                         | 1                        |                    |                         | 1                        | 2      |
| Grass nursery foreman                     | 7        |       | 7      | 5      |       | 2                   |                         |                          |                    |                         |                          | 2      |
| Grinder                                   | 45       |       | 45     | 38     |       | 5                   | 2                       |                          |                    |                         |                          | 7      |
| Grinder-machine operator                  | 22       |       | 22     | 9      |       | 8                   | 4                       | 1                        |                    |                         |                          | 13     |
| Guard                                     | 973      |       | 973    | 412    |       | 134                 | 243                     | 184                      |                    |                         |                          | 561    |
| Customs                                   | 14       |       | 14     | 8      |       |                     |                         | 6                        |                    |                         |                          | 6      |
| Departmental                              | 421      |       | 421    | 223    |       |                     |                         | 198                      |                    |                         |                          | 198    |
| Penal and correctional in-<br>stitutions  | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |        |
| U. S. Mint                                | 73       |       | 73     | 57     |       |                     |                         | 16                       |                    |                         |                          | 16     |
| Guard-attendant, medical                  | 8        |       | 8      | 4      |       |                     |                         | 4                        |                    |                         |                          | 4      |
| Gumite foreman                            | 17       |       | 17     | 5      |       | 9                   | 3                       | 4                        |                    |                         |                          | 12     |
| Hammer-runner:                            |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Heavy                                     | 4        |       | 4      | 1      |       | 3                   |                         |                          |                    |                         |                          | 3      |
| Other                                     | 6        |       | 6      | 2      |       | 1                   | 3                       |                          |                    |                         |                          | 4      |
| Handyman                                  | 66       |       | 66     | 20     |       | 35                  | 11                      |                          |                    |                         |                          | 46     |
| Harness cutter                            | 7        |       | 7      | 5      |       | 2                   |                         |                          |                    |                         |                          | 2      |
| Harnessmaker                              | 73       |       | 73     | 42     |       | 26                  | 4                       | 1                        |                    |                         |                          | 31     |
| Health (maternal and child)<br>assistant  |          | 1     | 1      |        | 1     |                     |                         |                          |                    |                         |                          |        |
| Health (maternal and child)<br>associate  | 34       | 15    | 49     | 33     | 13    | 1                   |                         |                          | 2                  |                         |                          | 3      |
| Health (maternal and child)<br>specialist | 58       | 35    | 93     | 44     | 18    | 13                  | 1                       |                          | 17                 |                         |                          | 31     |
| Principal                                 | 59       | 16    | 75     | 40     | 8     | 14                  | 5                       |                          | 8                  |                         |                          | 27     |
| Senior                                    | 45       | 15    | 60     | 33     | 7     | 8                   | 4                       |                          | 8                  |                         |                          | 20     |
| Heat-treater, aviation                    | 18       |       | 18     | 18     |       |                     |                         |                          |                    |                         |                          |        |
| Helium plant operator                     | 11       |       | 11     | 4      |       | 6                   | 1                       |                          |                    |                         |                          | 7      |
| Assistant                                 | 27       |       | 27     | 16     |       | 10                  | 1                       |                          | 1                  |                         |                          | 11     |
| Helper:                                   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Automotive construction<br>machinery      | 11       |       | 11     | 7      |       | 3                   | 1                       |                          |                    |                         |                          | 4      |
| General                                   | 2, 181   |       | 2, 181 | 606    |       | 1, 128              | 377                     | 70                       |                    |                         |                          | 1, 575 |
| Highway building equipment<br>operator    | 40       |       | 40     | 17     |       | 22                  | 1                       |                          |                    |                         |                          | 23     |
| Hod carrier                               | 52       |       | 52     | 29     |       | 21                  | 2                       |                          |                    |                         |                          | 23     |
| Hoist operator                            | 6        |       | 6      | 3      |       | 2                   | 1                       |                          |                    |                         |                          | 3      |
| Holder-on                                 | 193      |       | 193    | 123    |       | 54                  | 15                      | 1                        |                    |                         |                          | 70     |
| Home-economics information<br>assistant   | 1        | 164   | 165    | 1      | 159   |                     |                         |                          | 5                  |                         |                          | 5      |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                 | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |        |
|--|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|--------|
|  | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total  |
|  |          |       |        |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |        |
| Home-economics specialist, junior.....               |          | 4     | 4      |        | 1     |                     |                         |                          |                    |                         | 3                        | 3      |
| Horticulturist: Assistant.....                       | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Junior.....  | 129      | 5     | 134    | 115    | 5     | 14                  |                         |                          |                    |                         |                          | 14     |
| Hours-of-service inspector.....                      | 9        |       | 9      | 9      |       |                     |                         |                          |                    |                         |                          |        |
| Hull materials inspector, senior.....                | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Ice cream maker.....                                 | 4        |       | 4      | 4      |       |                     |                         |                          |                    |                         |                          |        |
| Illustrator, commercial.....                         | 4        |       | 4      | 1      |       |                     |                         | 3                        |                    |                         |                          | 3      |
| Assistant.....                                       | 3        |       | 3      | 2      |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Immigration patrol inspector.....                    | 111      | 1     | 112    | 100    | 1     |                     |                         | 11                       |                    |                         |                          | 11     |
| Incinerator operator.....                            | 31       |       | 31     | 7      |       | 16                  | 7                       | 1                        |                    |                         |                          | 24     |
| Indian arts and crafts production adviser.....       | 63       | 15    | 78     | 58     | 13    | 5                   |                         |                          | 2                  |                         |                          | 7      |
| Indian arts and crafts specialist.....               | 123      | 86    | 209    | 114    | 79    | 7                   | 2                       |                          | 6                  |                         | 1                        | 16     |
| Indian community and boarding schools principal..... | 1,926    | 229   | 2,155  | 843    | 199   | 712                 | 344                     | 27                       | 27                 | 1                       | 2                        | 1,113  |
| Informational service representative.....            | 6,407    | 1,685 | 8,092  | 6,281  | 1,658 | 67                  | 51                      | 8                        | 24                 | 1                       | 2                        | 153    |
| Assistant.....                                       | 243      | 103   | 346    | 2      |       | 225                 | 11                      | 5                        | 103                |                         |                          | 344    |
| Associate.....                                       | 205      | 70    | 275    |        |       | 147                 | 53                      | 5                        | 68                 | 1                       | 1                        | 275    |
| Senior.....  | 71       | 10    | 81     |        |       | 45                  | 24                      | 2                        | 10                 |                         |                          | 81     |
| Instructor (civilian) in French.....                 | 118      | 32    | 150    | 83     | 25    | 28                  | 5                       | 2                        | 7                  |                         |                          | 42     |
| Instructor (civilian) in Spanish.....                | 157      | 50    | 207    | 126    | 42    | 26                  | 5                       |                          | 8                  |                         |                          | 39     |
| Instructor-foreman:                                  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Painter.....   | 41       |       | 41     | 35     |       | 5                   | 1                       |                          |                    |                         |                          | 6      |
| Painting and decorating.....                         | 34       |       | 34     | 30     |       | 3                   | 1                       |                          |                    |                         |                          | 4      |
| Instructor-machinist.....                            | 6        |       | 6      | 4      |       | 1                   | 1                       |                          |                    |                         |                          | 2      |
| Instrument maker.....                                | 70       |       | 70     | 54     |       | 12                  | 3                       | 1                        |                    |                         |                          | 16     |
| Aviation, helper.....                                | 18       |       | 18     | 7      |       |                     | 5                       | 6                        |                    |                         |                          | 11     |
| Electrical.....                                      | 19       |       | 19     | 11     |       | 4                   | 4                       |                          |                    |                         |                          | 8      |
| Helper.....  | 85       |       | 85     | 67     |       | 12                  | 5                       | 1                        |                    |                         |                          | 18     |
| Navigational, helper.....                            | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |        |
| Investigator:  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Alcohol Tax Unit.....                                | 16       |       | 16     | 15     |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Alcohol Tax Unit, special.....                       | 22       |       | 22     | 17     |       |                     |                         | 5                        |                    |                         |                          | 5      |
| Credit union, assistant.....                         | 5        |       | 5      | 5      |       |                     |                         |                          |                    |                         |                          |        |
| Investigator-in-charge, Alcohol Tax Unit.....        | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |        |
| Irrigator.....                                       | 31       |       | 31     | 10     |       | 20                  | 1                       |                          |                    |                         |                          | 21     |
| Janitor.....   | 205      | 1     | 206    | 111    |       | 78                  | 14                      | 2                        | 1                  |                         |                          | 95     |
| Joiner.....  | 193      |       | 193    | 38     |       | 59                  | 79                      | 17                       |                    |                         |                          | 155    |
| Keeper, assistant.....                               | 106      |       | 106    | 68     |       | 17                  | 20                      | 1                        |                    |                         |                          | 38     |
| Keeper and assistant keeper.....                     | 367      |       | 367    | 168    |       | 99                  | 97                      | 3                        |                    |                         |                          | 199    |
| Labor statistics, assistant commissioner of.....     | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Laboratory apprentice, minor.....                    | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |        |
| Laboratory attendant.....                            | 27       | 1     | 28     | 12     | 1     | 12                  | 2                       | 1                        |                    |                         |                          | 15     |
| Laboratory helper, under.....                        | 17       | 6     | 23     | 6      | 4     | 9                   | 1                       | 1                        | 2                  |                         |                          | 13     |
| Laboratory mechanic:                                 |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Assistant.....                                       | 24       |       | 24     | 24     |       |                     |                         |                          |                    |                         |                          |        |
| Dental.....  | 929      | 8     | 937    | 519    | 6     | 296                 | 85                      | 29                       | 2                  |                         |                          | 412    |
| Dental, assistant.....                               | 456      | 5     | 461    | 268    | 5     | 163                 | 24                      | 1                        |                    |                         |                          | 188    |
| Under.....   | 21       |       | 21     | 3      |       | 16                  | 2                       |                          |                    |                         |                          | 18     |
| Laborer:   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |        |
| Classified.....                                      | 12,439   | 767   | 13,206 | 1,145  | 36    | 9,076               | 1,705                   | 513                      | 629                |                         | 102                      | 12,025 |
| Foreman.....   | 2,324    |       | 2,324  | 1,296  |       | 726                 | 249                     | 53                       |                    |                         |                          | 1,028  |
| Foreman, assistant.....                              | 2        |       | 2      | 1      |       |                     |                         | 1                        |                    |                         |                          | 1      |
| Foreman, general.....                                | 81       |       | 81     | 36     |       | 29                  | 11                      | 5                        |                    |                         |                          | 45     |
| Foreman, junior.....                                 | 453      |       | 453    | 184    |       | 208                 | 48                      | 13                       |                    |                         |                          | 269    |
| Foreman (squad).....                                 | 493      |       | 493    | 254    |       | 204                 | 34                      | 1                        |                    |                         |                          | 239    |
| Irrigation, foreman.....                             | 27       |       | 27     | 15     |       | 11                  | 1                       |                          |                    |                         |                          | 12     |
| Paving, foreman.....                                 | 31       |       | 31     | 19     |       | 10                  | 2                       |                          |                    |                         |                          | 12     |

<sup>1</sup> Oral and character investigations not completed in some cases.



Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

†[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                  | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Laborer—Continued.                                    |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Postal Service, substitute.                           | 8,947    |       | 8,947 | 2,151  |       | 6,035               | 615                     | 146                      |                    |                         |                          | 6,796 |
| Quarry, foreman.                                      | 27       |       | 27    | 18     |       | 7                   | 2                       |                          |                    |                         |                          | 9     |
| River improvement, foreman.                           | 28       |       | 28    | 20     |       | 6                   | 2                       |                          |                    |                         |                          | 8     |
| Rivers, harbors, and waterways construction, foreman. | 32       |       | 32    | 21     |       | 8                   | 1                       | 2                        |                    |                         |                          | 11    |
| Laborer-patrolman (wildlife refugees).                | 1,210    |       | 1,210 | 676    |       | 425                 | 99                      | 10                       |                    |                         |                          | 534   |
| Lampist.  | 5        |       | 5     | 3      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Land bank appraiser.                                  | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.  | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Associate.  | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Senior.   | 43       |       | 43    | 38     |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Land bank examiner, assistant.                        | 24       | 1     | 25    | 21     | 1     |                     |                         | 3                        |                    |                         |                          | 3     |
| Lathe-machine (turret) operator.                      | 62       |       | 62    | 25     |       | 29                  | 8                       |                          |                    |                         |                          | 37    |
| Automatic.  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Lather.   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Metal.  | 8        |       | 8     | 4      |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Launchmaster.   | 22       |       | 22    |        |       | 22                  |                         |                          |                    |                         |                          | 22    |
| Launchman.  | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |
| Laundry department (washing) foreman.                 | 98       | 2     | 100   | 48     | 2     | 33                  | 15                      | 2                        |                    |                         |                          | 50    |
| Laundry foreman.                                      | 20       | 1     | 21    | 6      | 1     | 5                   | 7                       | 2                        |                    |                         |                          | 14    |
| Laundry helper, skilled.                              | 72       | 165   | 237   | 10     | 8     | 46                  | 16                      |                          | 128                |                         | 29                       | 219   |
| Laundry mechanic.                                     | 83       |       | 83    | 61     |       | 16                  | 5                       | 1                        |                    |                         |                          | 22    |
| Laundry operative.                                    | 3        | 8     | 11    |        | 2     | 3                   |                         |                          | 6                  |                         |                          | 9     |
| Laundry superintendent.                               | 34       |       | 34    | 10     |       | 15                  | 7                       | 2                        |                    |                         |                          | 24    |
| Lay inspector, assistant.                             | 39       | 1     | 40    | 21     |       |                     |                         | 18                       |                    |                         |                          | 19    |
| Leadsman.   | 87       |       | 87    | 31     |       | 44                  | 12                      |                          |                    |                         |                          | 56    |
| Leather and canvas worker (orthopedic mechanic).      | 22       | 4     | 26    | 18     | 1     | 3                   | 1                       |                          | 3                  |                         |                          | 7     |
| Leatherworker (benchman).                             | 9        |       | 9     | 3      |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| Legal assistant (labor law), junior.                  | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Legislative reference assistant.                      | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Lens grinder.   | 20       |       | 20    | 17     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Lens (precision), prism and test-plate maker.         | 57       |       | 57    | 55     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Letterer and grainer.                                 | 92       |       | 92    | 77     |       | 11                  | 3                       | 1                        |                    |                         |                          | 15    |
| Levelman, senior.                                     | 2        |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Leverman.   | 11       |       | 11    | 5      |       | 6                   |                         |                          |                    |                         |                          | 6     |
| Librarian.  |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.  |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Junior.   |          | 2     | 2     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Libraries, public, specialist in.                     | 23       | 60    | 83    | 17     | 50    | 5                   | 1                       |                          | 10                 |                         |                          | 16    |
| Libraries, school, specialist in.                     | 23       | 103   | 126   | 23     | 85    |                     |                         |                          | 17                 |                         |                          | 18    |
| Library assistant.                                    | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Junior.   |          | 3     | 3     |        |       |                     |                         |                          |                    |                         |                          | 2     |
| Minor.  |          | 3     | 3     |        | 1     |                     |                         |                          |                    |                         |                          | 2     |
| Life guard.   | 79       |       | 79    | 26     |       | 47                  | 5                       | 1                        |                    |                         |                          | 53    |
| Lighthouse-keeper, assistant.                         | 40       |       | 40    | 29     |       | 5                   | 5                       | 1                        |                    |                         |                          | 11    |
| Lineman.  | 19       |       | 19    | 9      |       | 6                   | 4                       |                          |                    |                         |                          | 10    |
| Helper.   | 12       |       | 12    | 6      | 6     |                     |                         |                          |                    |                         |                          | 6     |
| Telephone.  | 2        |       | 2     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Lineman.  | 47       |       | 47    | 43     |       | 3                   | 1                       |                          |                    |                         |                          | 4     |
| Linesman.   | 182      |       | 182   | 106    |       | 36                  | 35                      | 5                        |                    |                         |                          | 76    |
| Lockman.  | 286      |       | 286   | 85     |       | 175                 | 24                      | 2                        |                    |                         |                          | 201   |
| Electric locks.                                       | 42       |       | 42    | 19     |       | 7                   | 14                      | 2                        |                    |                         |                          | 23    |
| Locomotive inspector.                                 | 2        |       | 2     |        |       |                     |                         |                          |                    |                         |                          |       |
| Loftsmen.   | 114      |       | 114   | 64     |       | 48                  | 2                       |                          |                    |                         |                          | 50    |
| Logging foreman.                                      | 5        |       | 5     | 3      |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Machine adjuster.                                     | 14       |       | 14    | 9      |       | 5                   |                         |                          |                    |                         |                          | 5     |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                               | Examined |       |       | Failed |       | Passed <sup>1</sup> |                    |                     |                |                    |                     |       |
|--|----------|-------|-------|--------|-------|---------------------|--------------------|---------------------|----------------|--------------------|---------------------|-------|
|  | Men      | Women | Total | Men    | Women | Men                 |                    |                     | Women          |                    |                     | Total |
|  |          |       |       |        |       | Non preference      | 5-point preference | 10-point preference | Non preference | 5-point preference | 10-point preference |       |
| Machine operator.....                              | 546      | ---   | 546   | 268    | ---   | 236                 | 41                 | 1                   | ---            | ---                | ---                 | 278   |
| Drill sharpener.....                               | 7        | ---   | 7     | 2      | ---   | 5                   | ---                | ---                 | ---            | ---                | ---                 | 5     |
| Female.....  | ---      | 1,280 | 1,280 | ---    | 1,072 | ---                 | ---                | ---                 | 197            | 1                  | 10                  | 208   |
| Grinder (precision production).....                | 7        | ---   | 7     | 3      | ---   | 3                   | 1                  | ---                 | ---            | ---                | ---                 | 4     |
| Grinder (precision tools).....                     | 7        | ---   | 7     | 1      | ---   | 6                   | ---                | ---                 | ---            | ---                | ---                 | 6     |
| Grinder (roughing).....                            | 10       | ---   | 10    | 3      | ---   | 5                   | 1                  | 1                   | ---            | ---                | ---                 | 7     |
| Hydraulic press.....                               | 13       | ---   | 13    | 10     | ---   | 3                   | ---                | ---                 | ---            | ---                | ---                 | 3     |
| Male.....  | 2,112    | ---   | 2,112 | 1,469  | ---   | 546                 | 88                 | 9                   | ---            | ---                | ---                 | 643   |
| Miller.....  | 106      | ---   | 106   | 18     | ---   | 60                  | 22                 | 6                   | ---            | ---                | ---                 | 88    |
| Profiler.....                                      | 22       | ---   | 22    | 3      | ---   | 16                  | 3                  | ---                 | ---            | ---                | ---                 | 19    |
| Sewing (cloth).....                                | 4        | ---   | 4     | 1      | ---   | 2                   | 1                  | ---                 | ---            | ---                | ---                 | 3     |
| Sewing (leather).....                              | 6        | ---   | 6     | ---    | ---   | 5                   | ---                | 1                   | ---            | ---                | ---                 | 6     |
| Sheet metal.....                                   | 26       | ---   | 26    | 12     | ---   | 11                  | 3                  | ---                 | ---            | ---                | ---                 | 14    |
| Wood.....  | 83       | ---   | 83    | 50     | ---   | 26                  | 6                  | ---                 | ---            | ---                | ---                 | 33    |
| Machinist.....                                     | 3,251    | 1     | 3,252 | 1,344  | 1     | 1,455               | 402                | 50                  | ---            | ---                | ---                 | 1,907 |
| Helper.....  | 566      | ---   | 566   | 320    | ---   | 162                 | 52                 | 32                  | ---            | ---                | ---                 | 246   |
| Outside.....                                       | 2        | ---   | 2     | 1      | ---   | ---                 | ---                | 1                   | ---            | ---                | ---                 | 1     |
| Machinist-welder.....                              | 67       | ---   | 67    | 26     | ---   | 28                  | 12                 | 1                   | ---            | ---                | ---                 | 41    |
| Mail-bag repairman.....                            | 1        | ---   | 1     | ---    | ---   | ---                 | ---                | 1                   | ---            | ---                | ---                 | 1     |
| Maintenance and construction foreman, general..... | 16       | ---   | 16    | 10     | ---   | 2                   | 4                  | ---                 | ---            | ---                | ---                 | 6     |
| Maintenance foreman, bridge.....                   | 6        | ---   | 6     | 1      | ---   | 5                   | ---                | ---                 | ---            | ---                | ---                 | 5     |
| Maintenance man (roads and utilities).....         | 20       | ---   | 20    | 14     | ---   | 5                   | ---                | 1                   | ---            | ---                | ---                 | 6     |
| Marble polisher.....                               | 165      | ---   | 165   | 65     | ---   | 87                  | 13                 | ---                 | ---            | ---                | ---                 | 100   |
| Marketing specialist.....                          | 123      | 24    | 147   | 107    | 24    | 10                  | 5                  | 1                   | ---            | ---                | ---                 | 16    |
| Fruits and vegetables, assistant.....              | 1,647    | 5     | 1,652 | 1,541  | 4     | 72                  | 24                 | 10                  | 1              | ---                | ---                 | 107   |
| Meat grader, assistant.....                        | 1,670    | ---   | 1,670 | 1,498  | ---   | 135                 | 35                 | 2                   | ---            | ---                | ---                 | 172   |
| Junior.....  | 2        | ---   | 2     | 1      | ---   | ---                 | ---                | 1                   | ---            | ---                | ---                 | 1     |
| Principal.....                                     | 117      | 2     | 119   | 99     | 2     | 12                  | 6                  | ---                 | ---            | ---                | ---                 | 18    |
| Mason.....   | 10       | ---   | 10    | 3      | ---   | 5                   | 2                  | ---                 | ---            | ---                | ---                 | 7     |
| Brick and stone.....                               | 28       | ---   | 28    | 25     | ---   | 2                   | 1                  | ---                 | ---            | ---                | ---                 | 3     |
| Master.....  | 12       | ---   | 12    | 3      | ---   | 8                   | 1                  | ---                 | ---            | ---                | ---                 | 9     |
| Master-at-arms.....                                | 47       | ---   | 47    | 34     | ---   | 2                   | 11                 | ---                 | ---            | ---                | ---                 | 13    |
| Mate.....  | 5        | ---   | 5     | 2      | ---   | 2                   | ---                | 1                   | ---            | ---                | ---                 | 3     |
| Dredge.....  | 2        | ---   | 2     | 2      | ---   | ---                 | ---                | ---                 | ---            | ---                | ---                 | ---   |
| Dredge (nonpropelling).....                        | 41       | ---   | 41    | 26     | ---   | 13                  | 2                  | ---                 | ---            | ---                | ---                 | 15    |
| Dredge (seagoing hopper).....                      | 14       | ---   | 14    | 6      | ---   | 8                   | ---                | ---                 | ---            | ---                | ---                 | 8     |
| Dredge (suction pipeline).....                     | 35       | ---   | 35    | 11     | ---   | 23                  | 1                  | ---                 | ---            | ---                | ---                 | 24    |
| First.....   | 48       | ---   | 48    | 5      | ---   | 40                  | 3                  | ---                 | ---            | ---                | ---                 | 43    |
| Third.....   | 5        | ---   | 5     | 3      | ---   | 2                   | ---                | ---                 | ---            | ---                | ---                 | 2     |
| Material keeper.....                               | 1        | ---   | 1     | 1      | ---   | ---                 | ---                | ---                 | ---            | ---                | ---                 | ---   |
| Mathematician, actuarial (pensions).....           | 51       | 13    | 64    | 38     | 10    | 13                  | ---                | ---                 | 3              | ---                | ---                 | 16    |
| Associate.....                                     | 141      | 25    | 166   | 120    | 19    | 21                  | ---                | ---                 | 6              | ---                | ---                 | 27    |
| Principal.....                                     | 27       | 2     | 29    | 27     | 2     | ---                 | ---                | ---                 | ---            | ---                | ---                 | ---   |
| Senior.....  | 16       | ---   | 16    | 8      | ---   | 5                   | 3                  | ---                 | ---            | ---                | ---                 | 8     |
| Matron.....  | ---      | 161   | 161   | ---    | 133   | ---                 | ---                | ---                 | 23             | ---                | 5                   | 28    |
| Mattress and revetment foreman.....                | 8        | ---   | 8     | 3      | ---   | 4                   | 1                  | ---                 | ---            | ---                | ---                 | 5     |
| Meat cutter.....                                   | 120      | ---   | 120   | 38     | ---   | 61                  | 19                 | 2                   | ---            | ---                | ---                 | 82    |
| Mechanic.....                                      | ---      | ---   | ---   | ---    | ---   | ---                 | ---                | ---                 | ---            | ---                | ---                 | ---   |
| Automobile.....                                    | 1        | ---   | 1     | 1      | ---   | ---                 | ---                | ---                 | ---            | ---                | ---                 | ---   |
| Automobile, foreman.....                           | 3        | ---   | 3     | ---    | ---   | ---                 | ---                | 3                   | ---            | ---                | ---                 | 3     |
| Automobile, general.....                           | 340      | ---   | 340   | 129    | ---   | 144                 | 61                 | 6                   | ---            | ---                | ---                 | 211   |
| Automobile, general, substitute.....               | 764      | ---   | 764   | 294    | ---   | 401                 | 63                 | 6                   | ---            | ---                | ---                 | 470   |
| Automobile, helper.....                            | 60       | ---   | 60    | 18     | ---   | 36                  | 5                  | 1                   | ---            | ---                | ---                 | 42    |
| Automobile, senior.....                            | 57       | ---   | 57    | 24     | ---   | 23                  | 10                 | ---                 | ---            | ---                | ---                 | 33    |
| Automobile, special, substitute.....               | 49       | ---   | 49    | 17     | ---   | 21                  | 10                 | 1                   | ---            | ---                | ---                 | 32    |
| Automotive.....                                    | 393      | ---   | 393   | 205    | ---   | 150                 | 34                 | 4                   | ---            | ---                | ---                 | 188   |
| Automotive, Diesel.....                            | 166      | ---   | 166   | 117    | ---   | 44                  | 5                  | ---                 | ---            | ---                | ---                 | 49    |

Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination  | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |        |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Mechanic—Continued.   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Automotive, Diesel, fore-<br>man                                | 191      |       | 191    | 147    |       | 30                  | 13                      | 1                        |                    |                         |                          | 44    |
| Automotive, foreman   | 32       |       | 32     | 24     |       | 6                   | 2                       |                          |                    |                         |                          | 8     |
| Automotive, helper  | 900      |       | 900    | 323    |       | 503                 | 72                      | 2                        |                    |                         |                          | 577   |
| Bombsight   | 4        |       | 4      | 1      |       |                     | 3                       |                          |                    |                         |                          | 3     |
| Bombsight, senior   | 11       |       | 11     | 7      |       |                     | 4                       |                          |                    |                         |                          | 3     |
| Diesel engines  | 11       |       | 11     | 8      |       | 2                   | 1                       |                          |                    |                         |                          | 4     |
| Diesel engines, helper  | 36       |       | 36     | 30     |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| General, automobile and<br>electrical                           | 60       |       | 60     | 56     |       | 4                   |                         |                          |                    |                         |                          | 4     |
| General, automotive and<br>electrical, junior                   | 17       |       | 17     | 12     |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| General (carpenter-paint-<br>er), junior                        | 21       |       | 21     | 11     |       | 10                  |                         |                          |                    |                         |                          | 10    |
| General, helper   | 297      |       | 297    | 104    |       | 148                 | 42                      | 3                        |                    |                         |                          | 193   |
| General, helper (handy-<br>man)                                 | 204      |       | 204    | 121    |       | 61                  | 21                      | 1                        |                    |                         |                          | 83    |
| General, junior   | 719      |       | 719    | 466    |       | 198                 | 50                      | 5                        |                    |                         |                          | 253   |
| General (mason), junior   | 8        |       | 8      | 2      |       | 3                   | 3                       |                          |                    |                         |                          | 6     |
| General (pattern and<br>cabinet maker)                          | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |       |
| General, plumbing and<br>steamfitting                           | 23       |       | 23     | 11     |       | 9                   | 2                       | 1                        |                    |                         |                          | 12    |
| General, senior   | 15       |       | 15     | 9      |       | 3                   | 3                       |                          |                    |                         |                          | 6     |
| Helper (lampist)  | 2        |       | 2      |        |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Maintenance (radio com-<br>munication equipment)                | 80       |       | 80     | 65     |       | 6                   | 9                       |                          |                    |                         |                          | 15    |
| Marine  | 5        |       | 5      | 2      |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Natural gas equipment   | 35       |       | 35     | 18     |       | 13                  | 4                       |                          |                    |                         |                          | 17    |
| Parachute   | 5        |       | 5      | 1      |       | 1                   | 3                       |                          |                    |                         |                          | 4     |
| Radio   | 106      |       | 106    | 88     |       | 16                  | 2                       |                          |                    |                         |                          | 18    |
| Radio, aircraft   | 18       |       | 18     | 11     |       | 1                   | 6                       |                          |                    |                         |                          | 7     |
| Mechanic and welder, auto-<br>motive                            | 376      |       | 376    | 208    |       | 120                 | 46                      | 2                        |                    |                         |                          | 168   |
| Mechanic-helper, general (ma-<br>rine construction)             | 12       |       | 12     | 8      |       | 1                   | 3                       |                          |                    |                         |                          | 4     |
| Mechanical shops, foreman                                       | 7        |       | 7      | 1      |       | 6                   |                         |                          |                    |                         |                          | 6     |
| Medical officer   | 8        |       | 8      | 2      |       |                     |                         | 6                        |                    |                         |                          | 6     |
| Associate   | 683      | 19    | 702    | 15     | 2     | 646                 | 22                      |                          | 17                 |                         |                          | 685   |
| Junior  | 105      | 9     | 114    | 6      | 4     | 98                  | 1                       |                          | 5                  |                         |                          | 104   |
| Senior  | 1        |       | 1      |        |       |                     | 1                       | 1                        |                    |                         |                          | 1     |
| Medical social work for chil-<br>dren, consultant in, principal | 8        | 32    | 40     | 8      | 30    |                     |                         |                          | 2                  |                         |                          | 2     |
| Medical social worker   | 45       | 156   | 201    | 45     | 134   |                     |                         |                          | 22                 |                         |                          | 22    |
| Assistant   | 91       | 386   | 477    | 91     | 202   |                     |                         |                          | 184                |                         |                          | 184   |
| Associate   | 19       | 92    | 111    | 19     | 67    |                     |                         |                          | 25                 |                         |                          | 25    |
| Medical technician  | 3        | 1     | 4      | 2      | 1     |                     |                         | 1                        |                    |                         |                          | 1     |
| Senior  | 2        | 2     | 4      |        |       |                     |                         | 2                        |                    |                         | 2                        | 4     |
| Melter  | 112      |       | 112    | 54     |       | 47                  | 11                      |                          |                    |                         |                          | 58    |
| Electric  | 1        |       | 1      |        |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Messenger:  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant   | 7,772    | 1,079 | 8,851  | 1,179  | 199   | 6,492               | 85                      | 16                       | 874                |                         | 6                        | 7,473 |
| Junior  | 12,748   | 2,522 | 15,270 | 8,291  | 1,480 | 4,369               | 59                      | 29                       | 1,031              |                         | 11                       | 5,499 |
| Messenger and skilled laborer                                   | 4        |       | 4      | 1      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Metallurgist  | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Metalsmith:   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Aviation  | 27       |       | 27     | 5      |       | 6                   | 10                      | 6                        |                    |                         |                          | 22    |
| Helper  | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Meteorologist:  |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant   | 53       |       | 53     | 40     |       | 13                  |                         |                          |                    |                         |                          | 13    |
| Associate   | 32       | 1     | 33     | 29     | 1     | 3                   |                         |                          |                    |                         |                          | 3     |
| Meteorology observer:   |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior  | 23       |       | 23     | 21     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Minor   | 726      | 33    | 759    | 170    | 6     | 531                 | 19                      | 6                        | 26                 |                         | 1                        | 583   |
| Millman   | 87       |       | 87     | 64     |       | 18                  | 5                       |                          |                    |                         |                          | 23    |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                              | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Millwright.....                                   | 78       |       | 78    | 60     |       | 9                   | 7                       | 2                        |                    |                         |                          | 18    |
| Mimeograph operator.....                          | 5        | 3     | 8     | 3      | 1     |                     |                         | 2                        |                    |                         | 2                        | 4     |
| Miner-drill operator.....                         | 69       |       | 69    | 66     |       | 2                   | 1                       |                          |                    |                         |                          | 3     |
| Helper.....                                       | 59       |       | 59    | 28     |       | 28                  | 3                       |                          |                    |                         |                          | 31    |
| Molder.....                                       | 199      |       | 199   | 50     |       | 101                 | 43                      | 5                        |                    |                         |                          | 149   |
| Brass.....  | 17       |       | 17    | 14     |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Helper.....                                       | 129      |       | 129   | 73     |       | 47                  | 6                       | 3                        |                    |                         |                          | 56    |
| Nonferrous metals.....                            | 50       |       | 50    | 40     |       | 9                   | 1                       |                          |                    |                         |                          | 10    |
| Motion-picture director:                          |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior.....                                       | 2        |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Senior.....                                       | 73       | 2     | 75    | 32     | 1     | 33                  | 6                       | 2                        | 1                  |                         |                          | 42    |
| Motion-picture specialist.....                    | 60       | 10    | 70    | 38     |       | 21                  | 1                       |                          | 1                  | 7                       | 2                        | 32    |
| Junior.....                                       | 387      | 25    | 412   | 265    | 18    | 93                  | 21                      | 8                        | 6                  |                         | 1                        | 129   |
| Motorboat operator.....                           | 207      |       | 207   | 106    |       | 81                  | 19                      | 1                        |                    |                         |                          | 101   |
| Gasoline.....                                     | 24       |       | 24    | 7      |       | 13                  | 4                       |                          |                    |                         |                          | 17    |
| Pushboat.....                                     | 59       |       | 59    | 45     |       | 11                  | 3                       |                          |                    |                         |                          | 14    |
| Motor transport operator.....                     | 525      |       | 525   | 372    |       | 132                 | 20                      | 1                        |                    |                         |                          | 153   |
| Motor-vehicle dispatcher.....                     | 98       |       | 98    | 47     |       | 26                  | 22                      | 3                        |                    |                         |                          | 51    |
| Multigraph operator, junior.....                  | 1        | 1     | 2     | 1      |       |                     |                         |                          |                    |                         | 1                        | 1     |
| Nurse:  |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Graduate.....                                     | 145      | 1,733 | 1,878 | 23     | 253   | 101                 | 21                      |                          | 1,366              | 43                      | 71                       | 1,602 |
| Graduate, general staff duty.....                 | 7        | 276   | 283   | 4      | 71    | 2                   | 1                       |                          | 201                |                         | 4                        | 208   |
| Graduate, junior.....                             | 47       | 2,544 | 2,591 | 17     | 444   | 26                  | 4                       |                          | 2,098              | 2                       |                          | 2,130 |
| Public health.....                                | 1        | 29    | 30    | 1      | 17    |                     |                         |                          | 12                 |                         |                          | 12    |
| Nurse-technician.....                             |          | 2     | 2     |        | 1     |                     |                         |                          | 1                  |                         |                          | 1     |
| Nursing assistant, public health.....             |          | 2     | 2     |        | 1     |                     |                         |                          |                    |                         | 1                        | 1     |
| Nursing consultant, public health, assistant..... |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Occupational therapy pupil aide.....              |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Oilier.....                                       | 1,532    |       | 1,532 | 1,250  |       | 219                 | 61                      | 2                        |                    |                         |                          | 282   |
| Diesel engines.....                               | 151      |       | 151   | 66     |       | 50                  | 34                      | 1                        |                    |                         |                          | 85    |
| Diesel, marine.....                               | 85       |       | 85    | 54     |       | 18                  | 13                      |                          |                    |                         |                          | 31    |
| Internal combustion engines.....                  | 176      |       | 176   | 112    |       | 48                  | 14                      | 2                        |                    |                         |                          | 64    |
| Marine.....                                       | 559      |       | 559   | 296    |       | 180                 | 82                      | 1                        |                    |                         |                          | 263   |
| Steam, marine.....                                | 145      |       | 145   | 56     |       | 52                  | 37                      |                          |                    |                         |                          | 89    |
| Olericulturist, junior.....                       | 43       |       | 43    | 28     |       | 15                  |                         |                          |                    |                         |                          | 15    |
| Operator's helper, male.....                      | 299      |       | 299   | 157    |       | 77                  | 57                      | 8                        |                    |                         |                          | 142   |
| Ordnanceman.....                                  | 202      |       | 202   | 145    |       | 7                   | 44                      | 6                        |                    |                         |                          | 57    |
| Packer.....                                       | 595      | 1     | 596   | 410    | 1     | 144                 | 41                      |                          |                    |                         |                          | 185   |
| Pack train.....                                   | 182      |       | 182   | 107    |       | 57                  | 17                      | 1                        |                    |                         |                          | 75    |
| Packer and crater.....                            | 173      |       | 173   | 94     |       | 46                  | 31                      | 2                        |                    |                         |                          | 79    |
| Packmaster.....                                   | 28       |       | 28    | 24     |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Painter.....                                      | 1,781    |       | 1,781 | 770    |       | 718                 | 246                     | 47                       |                    |                         |                          | 1,011 |
| Aircraft.....                                     | 10       |       | 10    | 3      |       | 2                   | 5                       |                          |                    |                         |                          | 7     |
| Coach.....  | 10       |       | 10    | 6      |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Foreman.....                                      | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Helper.....                                       | 383      |       | 383   | 126    |       | 210                 | 43                      | 4                        |                    |                         |                          | 257   |
| Senior.....                                       | 2,223    |       | 2,223 | 585    | 2     | 1,166               | 431                     | 41                       |                    |                         |                          | 1,638 |
| Painter-glazier, spray.....                       | 17       |       | 17    | 2      |       | 11                  | 4                       |                          |                    |                         |                          | 15    |
| Park historian.....                               | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Assistant.....                                    | 2        | 1     | 3     |        | 1     |                     |                         | 2                        |                    |                         |                          | 2     |
| Associate.....                                    | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Park ranger.....                                  | 2,691    | 6     | 2,697 | 1,969  | 6     | 641                 | 77                      | 4                        |                    |                         |                          | 722   |
| Passenger rate clerk.....                         | 1        | 1     | 2     | 1      | 1     |                     |                         |                          |                    |                         |                          |       |
| Patent examiner, junior.....                      | 6        | 1     | 7     | 4      | 1     | 1                   |                         | 1                        |                    |                         |                          | 2     |
| Pathologist:                                      |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior.....                                       | 140      | 42    | 182   | 111    | 42    | 27                  | 2                       |                          |                    |                         |                          | 29    |
| Medical.....                                      | 33       | 2     | 35    | 14     |       | 19                  |                         |                          | 2                  |                         |                          | 21    |
| Medical, associate.....                           | 13       | 3     | 16    | 5      |       | 8                   |                         |                          | 3                  |                         |                          | 11    |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                       | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|--|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|  | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|  |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Patternmaker.....                          | 91       |       | 91    | 6      |       | 73                  | 8                       | 4                        |                    |                         |                          | 85    |
| Wood.....                                  | 7        |       | 7     | 1      |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| Personnel assistant.....                   | 5        | 2     | 7     | 4      | 1     |                     |                         | 1                        |                    |                         |                          | 2     |
| Principal.....                             | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Personnel officer.....                     | 7        | 2     | 9     | 7      | 2     |                     |                         |                          |                    |                         |                          |       |
| Pest exterminator.....                     | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Pharmaceutic aid, assistant.....           | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Pharmacist, junior.....                    | 30       | 2     | 32    | 28     | 2     | 2                   |                         |                          |                    |                         |                          | 2     |
| Photographer.....                          | 3        |       | 3     | 1      |       |                     |                         |                          | 2                  |                         |                          | 2     |
| Assistant.....                             | 1        |       | 1     |        |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Head.....                                  | 1        |       | 1     |        |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Principal.....                             | 1        |       | 1     |        |       |                     |                         |                          | 1                  |                         |                          | 1     |
| Senior.....                                | 7        |       | 7     |        |       |                     |                         | 7                        |                    |                         |                          | 7     |
| Photostat operator, junior.....            |          | 1     | 1     |        |       |                     |                         |                          |                    |                         | 1                        | 1     |
| Physicist, associate.....                  | 61       |       | 61    | 59     |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Physiologist:                              |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Plant, assistant.....                      | 11       | 1     | 12    | 10     | 1     | 1                   |                         |                          |                    |                         |                          | 1     |
| Plant, principal.....                      | 75       |       | 75    | 54     |       | 11                  | 9                       | 1                        |                    |                         |                          | 21    |
| Poultry.....                               | 16       | 1     | 17    | 11     |       | 4                   | 1                       |                          |                    | 1                       |                          | 6     |
| Poultry, assistant.....                    | 41       | 4     | 45    | 36     | 2     | 5                   |                         |                          |                    | 2                       |                          | 7     |
| Poultry, associate.....                    | 37       | 3     | 40    | 17     | 1     | 20                  |                         |                          |                    | 2                       |                          | 22    |
| Poultry, senior.....                       | 30       |       | 30    | 24     |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Physiotherapy aide.....                    | 5        | 1     | 6     | 3      | 1     |                     |                         | 2                        |                    |                         |                          | 2     |
| Pupil.....                                 |          | 1     | 1     |        |       |                     |                         |                          |                    |                         | 1                        | 1     |
| Pile-driver foreman.....                   | 6        |       | 6     | 1      |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Pile-driver operator.....                  | 15       |       | 15    | 6      |       | 9                   |                         |                          |                    |                         |                          | 9     |
| Pilot.....                                 | 24       |       | 24    | 5      |       | 15                  | 4                       |                          |                    |                         |                          | 19    |
| Pilot (seagoing) and tug-<br>master.....   | 23       |       | 23    | 11     |       | 6                   | 5                       | 1                        |                    |                         |                          | 12    |
| Pipe coverer and insulator.....            | 294      |       | 294   | 170    |       | 95                  | 27                      | 2                        |                    |                         |                          | 124   |
| Pipefitter.....                            | 365      |       | 365   | 112    |       | 183                 | 56                      | 14                       |                    |                         |                          | 253   |
| Helper.....                                | 348      |       | 348   | 173    |       | 145                 | 19                      | 11                       |                    |                         |                          | 175   |
| High pressure piping,<br>helper.....       | 14       |       | 14    | 6      |       | 8                   |                         |                          |                    |                         |                          | 8     |
| Plant pathological inspector:              |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....                             | 131      | 2     | 133   | 101    | 1     | 26                  | 4                       |                          | 1                  |                         |                          | 31    |
| Associate.....                             | 142      | 1     | 143   | 90     |       | 38                  | 12                      | 2                        |                    | 1                       |                          | 53    |
| Plant propagator, junior.....              | 138      | 8     | 146   | 111    | 7     | 24                  | 3                       |                          | 1                  |                         |                          | 28    |
| Plant quarantine inspector,<br>junior..... | 138      | 3     | 141   | 111    | 3     | 24                  | 3                       |                          |                    |                         |                          | 27    |
| Plasterer.....                             | 61       |       | 61    | 16     |       | 30                  | 13                      | 2                        |                    |                         |                          | 45    |
| Foreman.....                               | 9        |       | 9     | 2      |       | 5                   | 2                       |                          |                    |                         |                          | 7     |
| Senior.....                                | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Plumber.....                               | 461      |       | 461   | 96     |       | 267                 | 86                      | 12                       |                    |                         |                          | 365   |
| Helper.....                                | 220      |       | 220   | 103    |       | 74                  | 33                      | 10                       |                    |                         |                          | 117   |
| Senior.....                                | 2        |       | 2     |        |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Plumber and steamfitter's<br>helper.....   | 10       |       | 10    | 1      |       | 7                   | 2                       |                          |                    |                         |                          | 9     |
| Plumber-filter operator.....               | 14       |       | 14    | 13     |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Plumber-steamfitter, foreman.....          | 17       |       | 17    | 3      |       | 12                  | 2                       |                          |                    |                         |                          | 14    |
| Policeman.....                             | 3,343    |       | 3,343 | 1,593  |       | 1,503               | 244                     | 3                        |                    |                         |                          | 1,750 |
| Policewoman.....                           |          | 3     | 3     |        | 2     |                     |                         |                          |                    |                         |                          | 1     |
| Pomologist, junior.....                    | 63       | 2     | 65    | 54     | 1     | 8                   | 1                       |                          | 1                  |                         |                          | 10    |
| Postmaster, fourth-class.....              | 1,874    | 1,829 | 3,703 | 626    | 536   | 1,048               | 168                     | 32                       | 1,264              |                         | 29                       | 2,541 |
| Poultry aid:                               |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....                             | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Junior.....                                | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Powderman.....                             | 10       |       | 10    | 1      |       | 7                   | 2                       |                          |                    |                         |                          | 9     |
| Power-plant operator.....                  | 7        |       | 7     | 3      |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Junior.....                                | 6        |       | 6     | 4      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Power-shovel operator.....                 | 48       |       | 48    | 18     |       | 24                  | 6                       |                          |                    |                         |                          | 30    |
| Diesel.....                                | 82       |       | 82    | 43     |       | 34                  | 5                       |                          |                    |                         |                          | 39    |
| Gasoline.....                              | 82       |       | 82    | 9      |       | 64                  | 9                       |                          |                    |                         |                          | 73    |

<sup>1</sup> Oral and character investigations not completed in some cases.



Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                  | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Press assistant.....                                  | 6        | 2     | 8     | 4      | 2     |                     |                         | 2                        |                    |                         |                          | 2     |
| Presser.....  | 16       |       | 16    | 5      |       | 9                   | 2                       |                          |                    |                         |                          | 11    |
| Pressman.....   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Cylinder.....   | 6        |       | 6     | 4      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Lithographic.....                                     | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Primer worker.....                                    |          | 24    | 24    |        | 4     |                     |                         |                          |                    |                         | 20                       | 20    |
| Printer:  |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Hand compositor.....                                  | 4        |       | 4     |        |       |                     |                         | 4                        |                    |                         |                          | 4     |
| Job.....  | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Linotype operator.....                                | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Plate.....  | 214      |       | 214   | 39     |       | 149                 | 24                      | 2                        |                    |                         |                          | 175   |
| Slug-machine operator.....                            | 4        |       | 4     |        |       |                     |                         | 4                        |                    |                         |                          | 4     |
| Printer-proofreader.....                              | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Probation supervisor.....                             | 74       | 1     | 75    | 69     | 1     | 5                   |                         |                          |                    |                         |                          | 5     |
| Assistant.....  | 378      | 15    | 393   | 303    | 15    | 53                  | 19                      | 3                        |                    |                         |                          | 75    |
| Production assistant.....                             | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Estimator.....  | 8        |       | 8     | 6      |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Property and supply clerk:                            |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....  | 12       |       | 12    | 6      |       | 6                   |                         |                          |                    |                         |                          | 6     |
| Radio, senior.....                                    | 15       |       | 15    | 10     |       |                     | 5                       |                          |                    |                         |                          | 5     |
| Psychologist, public relations.....                   | 295      | 46    | 341   | 285    | 41    | 8                   | 2                       |                          | 5                  |                         |                          | 15    |
| Pump operator.....                                    | 10       |       | 10    | 4      |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Gasoline or Diesel.....                               | 65       |       | 65    | 34     |       | 25                  | 5                       | 1                        |                    |                         |                          | 31    |
| Pumping plant (sewage) op-<br>erator.....             | 10       |       | 10    | 8      |       | 1                   | 1                       |                          |                    |                         |                          | 2     |
| Pumping-station operator.....                         | 26       |       | 26    | 18     |       | 4                   | 3                       | 1                        |                    |                         |                          | 8     |
| Electrical.....                                       | 27       |       | 27    | 16     |       | 10                  | 1                       |                          |                    |                         |                          | 11    |
| Puncher and shearer.....                              | 21       |       | 21    | 15     |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Quarry supervisor.....                                | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Quartermaster.....                                    | 126      |       | 126   | 51     |       | 40                  | 33                      | 2                        |                    |                         |                          | 75    |
| Steersman.....  | 14       |       | 14    | 2      |       | 9                   | 3                       |                          |                    |                         |                          | 12    |
| Radio inspector.....                                  | 4        |       | 4     | 2      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Railway postal clerk, substi-<br>tute.....            | 78       |       | 78    | 58     |       |                     |                         | 20                       |                    |                         |                          | 20    |
| Railway signaling and train<br>control inspector..... | 992      | 10    | 1,002 | 946    | 1     | 22                  | 23                      | 1                        | 9                  |                         |                          | 55    |
| Range examiner:                                       |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....  | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Junior.....   | 519      |       | 519   | 271    |       | 238                 | 9                       | 1                        |                    |                         |                          | 248   |
| Range rider.....                                      | 576      |       | 576   | 124    |       | 389                 | 55                      | 8                        |                    |                         |                          | 452   |
| Rate agent.....                                       | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Refuge administrator, district.....                   | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Refuge manager:                                       |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....  | 296      |       | 296   | 212    |       | 75                  | 8                       | 1                        |                    |                         |                          | 84    |
| Associate.....  | 139      |       | 139   | 111    |       | 22                  | 6                       |                          |                    |                         |                          | 28    |
| Junior.....   | 1,082    | 2     | 1,084 | 1,002  | 2     | 72                  | 8                       |                          |                    |                         |                          | 80    |
| Repairman (buildings and<br>grounds).....             | 11       |       | 11    | 7      |       | 3                   | 1                       |                          |                    |                         |                          | 4     |
| Reservoir superintendent.....                         | 11       |       | 11    | 10     |       |                     | 1                       |                          |                    |                         |                          | 1     |
| Rigger.....   | 407      |       | 407   | 178    |       | 113                 | 111                     | 5                        |                    |                         |                          | 229   |
| Helper.....   | 397      |       | 397   | 130    |       | 136                 | 125                     | 6                        |                    |                         |                          | 267   |
| Riveter.....  | 120      |       | 120   | 73     |       | 37                  | 9                       | 1                        |                    |                         |                          | 47    |
| Rivet-heater.....                                     | 98       |       | 98    | 53     |       | 41                  | 4                       |                          |                    |                         |                          | 45    |
| Road foreman:   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Highways.....   | 214      |       | 214   | 116    |       | 73                  | 24                      | 1                        |                    |                         |                          | 98    |
| Mountain highways.....                                | 60       |       | 60    | 31     |       | 26                  | 3                       |                          |                    |                         |                          | 29    |
| Rock crusher foreman.....                             | 15       |       | 15    | 3      |       | 11                  | 1                       |                          |                    |                         |                          | 12    |
| Rock crusher operator.....                            | 2        |       | 2     |        |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Diesel.....   | 11       |       | 11    | 9      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Rodman.....   | 87       |       | 87    | 16     |       | 69                  | 2                       |                          |                    |                         |                          | 71    |
| Rodman and chainman.....                              | 2,794    |       | 2,794 | 793    |       | 1,904               | 87                      | 10                       |                    |                         |                          | 2,001 |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                          | Examined |       |        | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|---|----------|-------|--------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|   | Men      | Women | Total  | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|   |          |       |        |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Rodman (senior) and chain-<br>man (head)..... | 1        | 1     | 1      |        |       | 1                   |                         |                          |                    |                         |                          | 1     |
| Roofer foreman.....                           | 1        | 1     | 1      |        |       |                     |                         |                          |                    |                         |                          | 1     |
| Rural carrier.....                            | 12,988   | 484   | 13,472 | 5,939  | 225   | 5,726               | 1,184                   | 139                      | 246                |                         | 13                       | 7,308 |
| Safety instructor.....                        | 231      |       | 231    | 188    |       | 25                  | 18                      |                          |                    |                         |                          | 43    |
| Assistant.....                                | 79       |       | 79     | 69     |       | 7                   | 3                       |                          |                    |                         |                          | 10    |
| Junior.....                                   | 1        |       | 1      | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Safety promotion adviser,<br>principal.....   | 280      | 3     | 283    | 263    | 3     | 13                  | 4                       |                          |                    |                         |                          | 17    |
| Safety-appliances inspector.....              | 2        |       | 2      | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Sailmaker.....                                | 101      |       | 101    | 56     |       | 31                  | 14                      |                          |                    |                         |                          | 45    |
| Sandblast operator.....                       | 6        |       | 6      | 4      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Sandblaster.....                              | 10       |       | 10     | 6      |       | 4                   |                         |                          |                    |                         |                          | 4     |
| Saw filer.....                                | 67       |       | 67     | 29     |       | 26                  | 11                      | 1                        |                    |                         |                          | 38    |
| Sawmill operative.....                        | 9        |       | 9      | 1      |       | 7                   | 1                       |                          |                    |                         |                          | 8     |
| Sawyer.....                                   | 7        |       | 7      | 1      |       | 4                   | 2                       |                          |                    |                         |                          | 6     |
| Scales-and-weighing inspector.....            | 5        |       | 5      | 4      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Scientific aide:                              |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior.....                                   | 1,010    | 177   | 1,187  | 810    | 110   | 189                 | 7                       | 4                        | 66                 |                         | 1                        | 267   |
| Senior.....                                   | 99       | 8     | 107    | 71     | 7     | 23                  | 5                       |                          | 1                  |                         |                          | 29    |
| Set-up man (automatic screw).....             | 4        |       | 4      | 1      |       | 3                   |                         |                          |                    |                         |                          | 3     |
| Screw-machine operator:                       |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Automatic.....                                | 27       |       | 27     | 13     |       | 11                  | 3                       |                          |                    |                         |                          | 14    |
| Hand.....                                     | 42       |       | 42     | 13     |       | 22                  | 6                       | 1                        |                    |                         |                          | 29    |
| Sculptor, diorama.....                        | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Seamstress.....                               |          | 92    | 92     |        | 19    |                     |                         |                          | 61                 |                         | 12                       | 73    |
| Hand.....                                     |          | 210   | 210    |        | 145   |                     |                         |                          | 63                 |                         | 2                        | 65    |
| Secret Service operative.....                 | 11       |       | 11     | 8      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Sewage disposal plant operator.....           | 16       |       | 16     | 12     |       |                     | 3                       | 1                        |                    |                         |                          | 4     |
| Sewer.....                                    |          | 5     | 5      |        |       |                     |                         |                          |                    |                         | 5                        | 5     |
| Aircraft fabrics.....                         |          | 4     | 4      |        | 1     |                     |                         |                          |                    |                         |                          | 3     |
| Double needle.....                            |          | 4     | 4      |        | 1     |                     |                         |                          |                    |                         |                          | 3     |
| Hand and machine.....                         |          | 4     | 4      |        | 1     |                     |                         |                          |                    |                         |                          | 3     |
| Single needle.....                            |          | 14    | 14     |        | 4     |                     |                         |                          |                    |                         | 10                       | 10    |
| Sewing-machine (power) op-<br>erator.....     | 12       | 2,573 | 2,585  | 10     | 1,369 | 1                   | 1                       |                          | 1,172              | 2                       | 30                       | 1,206 |
| Sheet-metal worker.....                       | 454      |       | 454    | 180    |       | 233                 | 36                      | 5                        |                    |                         |                          | 274   |
| Aircraft.....                                 | 124      |       | 124    | 97     |       | 25                  | 2                       |                          |                    |                         |                          | 27    |
| Aircraft, helper.....                         | 16       |       | 16     | 7      |       | 4                   | 4                       | 1                        |                    |                         |                          | 9     |
| Aircraft, junior.....                         | 2        |       | 2      |        |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Helper.....                                   | 1,361    |       | 1,361  | 832    |       | 482                 | 43                      | 4                        |                    |                         |                          | 529   |
| Marine.....                                   | 19       |       | 19     | 11     |       | 7                   | 1                       |                          |                    |                         |                          | 8     |
| Tinner.....                                   | 8        |       | 8      | 2      |       | 5                   | 1                       |                          |                    |                         |                          | 6     |
| Shipfitter.....                               | 417      |       | 417    | 263    |       | 128                 | 25                      | 1                        |                    |                         |                          | 154   |
| Helper.....                                   | 358      |       | 358    | 221    |       | 115                 | 16                      | 6                        |                    |                         |                          | 137   |
| Shipwright.....                               | 25       |       | 25     | 16     |       | 8                   | 1                       |                          |                    |                         |                          | 9     |
| Shop checker.....                             | 354      |       | 354    | 318    |       | 29                  | 6                       | 1                        |                    |                         |                          | 36    |
| Shovel operator, gasoline.....                | 15       |       | 15     | 7      |       | 6                   | 2                       |                          |                    |                         |                          | 8     |
| Slide-punch operator.....                     | 66       | 51    | 117    | 49     | 20    | 17                  |                         |                          | 31                 |                         |                          | 48    |
| Snagboat foreman.....                         | 2        |       | 2      |        |       |                     |                         |                          |                    |                         |                          | 1     |
| Social science analyst.....                   | 871      | 289   | 1,160  | 677    | 248   | 162                 | 32                      |                          | 41                 |                         |                          | 235   |
| Assistant.....                                | 1,138    | 413   | 1,551  | 803    | 346   | 321                 | 13                      | 1                        | 67                 |                         |                          | 402   |
| Associate.....                                | 1,400    | 411   | 1,811  | 930    | 320   | 411                 | 55                      | 4                        | 90                 |                         |                          | 561   |
| Junior.....                                   | 8,489    | 3,245 | 11,734 | 5,051  | 2,152 | 3,367               | 63                      | 8                        | 1,087              | 2                       | 4                        | 4,531 |
| Principal.....                                | 556      | 114   | 670    | 496    | 109   | 39                  | 18                      | 3                        | 5                  |                         |                          | 65    |
| Senior.....                                   | 436      | 116   | 552    | 320    | 100   | 91                  | 23                      | 2                        | 16                 |                         |                          | 132   |
| Social worker, junior.....                    |          | 5     | 5      |        | 4     |                     |                         |                          |                    |                         | 1                        | 1     |
| Soil conservationist:                         |          |       |        |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant.....                                | 4        |       | 4      | 2      |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Associate.....                                | 4        |       | 4      |        |       |                     |                         | 4                        |                    |                         |                          | 4     |
| Senior.....                                   | 1        |       | 1      |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Soil technologist, junior.....                | 322      | 6     | 328    | 199    | 5     | 121                 | 1                       | 1                        | 1                  |                         |                          | 124   |
| Statistical clerk, assistant.....             | 62       | 52    | 114    | 49     | 44    |                     |                         | 13                       |                    |                         | 8                        | 21    |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                     | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |
|--|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|
|  | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |
|  |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |
| Statistician:                            |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Associate                                | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |
| Principal                                |          | 1     | 1     |        | 1     |                     |                         |                          |                    |                         |                          |       |
| Steamfitter                              | 104      |       | 104   | 31     |       | 51                  | 19                      | 3                        |                    |                         |                          | 73    |
| Senior                                   | 1        |       | 1     |        |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Steamfitter and pipefitter's helper      | 45       |       | 45    | 25     |       | 13                  | 7                       |                          |                    |                         |                          | 20    |
| Steel (reinforcing) placer               | 9        |       | 9     | 5      |       | 3                   | 1                       |                          |                    |                         |                          | 4     |
| Steel (structural) worker, helper        | 63       |       | 63    | 45     |       | 15                  | 3                       |                          |                    |                         |                          | 18    |
| Steersman                                | 30       |       | 30    | 20     |       | 7                   | 3                       |                          |                    |                         |                          | 10    |
| Stenographer:                            |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Junior                                   | 1,947    | 3,049 | 4,996 | 1,497  | 1,513 | 422                 | 26                      | 2                        | 1,445              | 6                       | 85                       | 1,986 |
| Senior                                   | 1,070    | 2,107 | 3,177 | 954    | 1,598 | 108                 | 6                       | 2                        | 471                | 3                       | 35                       | 625   |
| Stenographic reporter, senior            | 191      | 393   | 584   | 184    | 389   | 7                   |                         |                          | 3                  |                         | 1                        | 11    |
| Steward                                  | 37       |       | 37    | 16     |       | 13                  | 6                       | 2                        |                    |                         |                          | 21    |
| Junior                                   | 231      | 1     | 232   | 197    | 1     | 18                  | 15                      | 1                        |                    |                         |                          | 34    |
| Second                                   | 35       |       | 35    | 25     |       | 6                   | 4                       |                          |                    |                         |                          | 10    |
| Senior                                   | 409      | 1     | 410   | 364    |       | 18                  | 26                      | 1                        | 1                  |                         |                          | 46    |
| Third                                    | 31       |       | 31    | 27     |       | 2                   | 2                       |                          |                    |                         |                          | 4     |
| Stewardess                               |          | 40    | 40    |        | 28    |                     |                         |                          | 12                 |                         |                          | 12    |
| Stock clerk                              | 41       |       | 41    | 39     |       |                     |                         | 2                        |                    |                         |                          | 2     |
| Senior                                   | 24       | 1     | 25    | 22     | 1     |                     |                         | 2                        |                    |                         |                          | 2     |
| Stockfinisher                            | 41       |       | 41    | 36     |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Stonemason                               | 6        |       | 6     | 1      |       | 4                   | 1                       |                          |                    |                         |                          | 5     |
| Foreman                                  | 7        |       | 7     | 5      |       | 2                   |                         |                          |                    |                         |                          | 2     |
| Senior                                   | 8        |       | 8     | 5      |       | 2                   | 1                       |                          |                    |                         |                          | 3     |
| Storekeeper                              | 63       |       | 63    | 50     |       | 5                   | 4                       | 4                        |                    |                         |                          | 13    |
| Junior                                   | 192      |       | 192   | 119    |       | 44                  | 29                      |                          |                    |                         |                          | 73    |
| Penitentiary                             | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |
| Senior                                   | 14       |       | 14    | 6      |       | 3                   | 5                       |                          |                    |                         |                          | 8     |
| Signal section                           | 2        |       | 2     | 2      |       |                     |                         |                          |                    |                         |                          |       |
| Storekeeper-gauger                       | 306      | 1     | 307   | 232    | 1     |                     |                         | 74                       |                    |                         |                          | 74    |
| Student aid                              | 3        |       | 3     | 3      |       |                     |                         |                          |                    |                         |                          |       |
| Subinspector                             | 4        |       | 4     | 1      |       |                     |                         | 3                        |                    |                         |                          | 3     |
| Supervisor:                              |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| District, Alcohol Tax Unit               | 5        |       | 5     | 4      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Enforcement, Alcohol Tax Unit, assistant | 6        |       | 6     | 5      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Supplies and equipment inspector         | 155      |       | 155   | 134    |       | 17                  | 4                       |                          |                    |                         |                          | 21    |
| Surgeon's assistant, dental              | 66       | 174   | 240   | 36     | 40    | 19                  | 11                      |                          | 131                |                         | 3                        | 164   |
| Survey-party chief                       | 67       |       | 67    | 24     |       | 35                  | 7                       | 1                        |                    |                         |                          | 43    |
| Surveyman                                | 1,470    |       | 1,470 | 598    |       | 784                 | 74                      | 14                       |                    |                         |                          | 872   |
| Surveyor                                 | 19       |       | 19    | 9      |       | 9                   | 1                       |                          |                    |                         |                          | 10    |
| Marine                                   | 388      |       | 388   | 358    |       | 15                  | 13                      | 2                        |                    |                         |                          | 30    |
| Public land                              | 2        |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |
| Soil, junior                             | 297      | 1     | 298   | 225    | 1     | 71                  | 1                       |                          |                    |                         |                          | 72    |
| Swine herdsman                           | 81       |       | 81    | 74     |       | 7                   |                         |                          |                    |                         |                          | 7     |
| Switchboard attendant, power-house       | 10       |       | 10    | 6      |       | 2                   | 2                       |                          |                    |                         |                          | 4     |
| Tabulating-machine operator, junior      | 1,507    | 729   | 2,236 | 932    | 522   | 544                 | 28                      | 3                        | 207                |                         |                          | 782   |
| Tailor                                   | 16       | 3     | 19    | 7      | 2     | 1                   | 4                       | 4                        | 1                  |                         |                          | 10    |
| Teacher:                                 |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Band and orchestra                       | 50       |       | 50    | 28     |       | 15                  | 7                       |                          |                    |                         |                          | 22    |
| Community school                         | 16       | 28    | 44    | 5      | 12    | 10                  |                         | 1                        | 11                 |                         |                          | 27    |
| Senior high school                       | 1        | 1     | 2     | 1      |       |                     |                         |                          |                    |                         |                          | 1     |
| Technical analyst:                       |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |
| Assistant                                | 937      | 205   | 1,142 | 842    | 176   | 82                  | 12                      | 1                        | 27                 |                         | 2                        | 124   |
| Associate                                | 964      | 173   | 1,137 | 929    | 165   | 26                  | 9                       |                          | 8                  |                         |                          | 43    |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                    | Examined |       |       | Failed |       | Passed <sup>1</sup> |                         |                          |                    |                         |                          |       |  |
|---|----------|-------|-------|--------|-------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|-------|--|
|   | Men      | Women | Total | Men    | Women | Men                 |                         |                          | Women              |                         |                          | Total |  |
|   |          |       |       |        |       | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |       |  |
| Telegraph operator                                      | 5        | 1     | 6     | 4      | 1     |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Telephone (automatic) repair-<br>man                    | 12       |       | 12    | 9      |       | 3                   |                         |                          |                    |                         |                          | 3     |  |
| Telephone foreman                                       | 12       |       | 12    | 4      |       | 5                   | 2                       | 1                        |                    |                         |                          | 8     |  |
| Telephone operator                                      | 63       | 880   | 943   | 47     | 420   | 7                   | 6                       | 3                        | 445                |                         | 15                       | 476   |  |
| Junior  | 5        | 41    | 46    | 3      | 17    |                     |                         | 2                        |                    |                         | 24                       | 26    |  |
| Temperer  | 16       |       | 16    | 8      |       | 5                   | 3                       |                          |                    |                         |                          | 8     |  |
| Textbook writer and curricu-<br>lum research worker     | 204      | 137   | 341   | 172    | 116   | 23                  | 8                       | 1                        | 21                 |                         |                          | 53    |  |
| Textile mill superintendent,<br>associate               | 65       |       | 65    | 59     |       | 4                   | 1                       | 1                        |                    |                         |                          | 6     |  |
| Textiles inspector                                      | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Tile and plate setter                                   | 15       |       | 15    | 2      |       | 10                  | 2                       | 1                        |                    |                         |                          | 13    |  |
| Tinner  | 8        |       | 8     | 2      |       | 4                   | 2                       |                          |                    |                         |                          | 6     |  |
| Tobacco inspector, assistant                            | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Tobacco-grading specialist,<br>assistant                | 2        |       | 2     | 1      |       |                     | 1                       |                          |                    |                         |                          | 1     |  |
| Tool and gage designer                                  | 61       |       | 61    | 48     |       | 12                  | 1                       |                          |                    |                         |                          | 13    |  |
| Principal   | 46       |       | 46    | 33     |       | 9                   | 4                       |                          |                    |                         |                          | 13    |  |
| Senior  | 80       |       | 80    | 33     |       | 40                  | 4                       | 3                        |                    |                         |                          | 47    |  |
| Tooldresser   | 16       |       | 16    | 5      |       | 9                   | 2                       |                          |                    |                         |                          | 11    |  |
| Rock-drill tools  | 10       |       | 10    | 5      |       | 4                   | 1                       |                          |                    |                         |                          | 5     |  |
| Toolhardener  | 3        |       | 3     | 2      |       | 1                   |                         |                          |                    |                         |                          | 1     |  |
| Toolmaker   | 170      |       | 170   | 56     |       | 98                  | 13                      | 3                        |                    |                         |                          | 114   |  |
| Track foreman   | 14       |       | 14    | 9      |       | 4                   | 1                       |                          |                    |                         |                          | 5     |  |
| Railroad  | 11       |       | 11    | 2      |       | 7                   | 2                       |                          |                    |                         |                          | 9     |  |
| Trackman  | 232      |       | 232   | 150    |       | 74                  | 7                       | 1                        |                    |                         |                          | 82    |  |
| Traction grader operator                                | 304      |       | 304   | 137    |       | 150                 | 15                      | 2                        |                    |                         |                          | 167   |  |
| Tractor operator:                                       |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Crawler type  | 965      |       | 965   | 322    |       | 605                 | 37                      | 1                        |                    |                         |                          | 643   |  |
| Crawler type, Diesel                                    | 142      |       | 142   | 72     |       | 60                  | 10                      |                          |                    |                         |                          | 70    |  |
| Diesel  | 1,410    |       | 1,410 | 1,015  |       | 374                 | 20                      | 1                        |                    |                         |                          | 395   |  |
| Trailbuilder  | 374      |       | 374   | 84     |       | 272                 | 17                      | 1                        |                    |                         |                          | 290   |  |
| Trailbuilder operator                                   | 21       |       | 21    | 6      |       | 14                  | 1                       |                          |                    |                         |                          | 15    |  |
| Train dispatcher  | 6        |       | 6     | 2      |       | 4                   |                         |                          |                    |                         |                          | 4     |  |
| Translator  |          | 2     | 2     |        | 1     |                     |                         |                          |                    |                         | 1                        | 1     |  |
| Principal   |          | 2     | 2     |        | 1     |                     |                         |                          |                    |                         | 1                        | 1     |  |
| Transportation tariff ex-<br>aminer                     | 5        |       | 5     | 2      |       |                     |                         | 3                        |                    |                         |                          | 3     |  |
| Tree surgeon  | 95       |       | 95    | 53     |       | 38                  | 4                       |                          |                    |                         |                          | 42    |  |
| Truck driver:   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Automobile  | 276      |       | 276   | 121    |       | 118                 | 31                      | 6                        |                    |                         |                          | 155   |  |
| Heavy duty  | 2,387    |       | 2,387 | 1,401  |       | 850                 | 129                     | 7                        |                    |                         |                          | 986   |  |
| Light duty  | 1,446    |       | 1,446 | 795    |       | 560                 | 88                      | 3                        |                    |                         |                          | 651   |  |
| Motor   | 1,503    |       | 1,503 | 1,207  |       | 262                 | 32                      | 2                        |                    |                         |                          | 296   |  |
| Mountain  | 2        |       | 2     | 1      |       |                     |                         | 1                        |                    |                         |                          | 1     |  |
| Mountain highway con-<br>struction and mainte-<br>nance | 1        |       | 1     | 1      |       |                     |                         |                          |                    |                         |                          |       |  |
| Tugboat (motor) operator                                | 21       |       | 21    | 8      |       | 12                  | 1                       |                          |                    |                         |                          | 13    |  |
| Typewriter repairman                                    | 9        |       | 9     | 3      |       | 3                   | 3                       |                          |                    |                         |                          | 6     |  |
| Typist:   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Junior  | 5,574    | 2,978 | 8,552 | 4,109  | 1,283 | 1,375               | 76                      | 14                       | 1,544              | 3                       | 148                      | 3,160 |  |
| Senior  | 3,945    | 1,772 | 5,717 | 3,471  | 1,320 | 424                 | 42                      | 8                        | 375                | 1                       | 76                       | 926   |  |
| Undertaker-embalmer                                     | 36       |       | 36    | 3      |       | 19                  | 11                      | 3                        |                    |                         |                          | 33    |  |
| Upholsterer   | 10       |       | 10    | 2      |       | 7                   | 1                       |                          |                    |                         |                          | 8     |  |
| Utility officer   | 11       |       | 11    | 8      |       | 2                   | 1                       |                          |                    |                         |                          | 3     |  |
| Utilityman  | 133      |       | 133   | 57     |       | 61                  | 15                      |                          |                    |                         |                          | 76    |  |
| Verifier, opener, and packer                            | 3,121    | 3     | 3,124 | 2,316  | 2     | 682                 | 105                     | 18                       | 1                  |                         |                          | 806   |  |
| Veterinarian:   |          |       |       |        |       |                     |                         |                          |                    |                         |                          |       |  |
| Junior  | 255      |       | 255   | 105    |       | 131                 | 17                      | 2                        |                    |                         |                          | 150   |  |
| Senior (animal disease re-<br>search)                   | 47       |       | 47    | 40     |       | 4                   | 2                       | 1                        |                    |                         |                          | 7     |  |

<sup>1</sup> Oral and character investigations not completed in some cases.

Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination                                      | Examined |        |         | Failed  |        | Passed <sup>1</sup> |                         |                          |                    |                         |                          |         |
|---|----------|--------|---------|---------|--------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|---------|
|   | Men      | Women  | Total   | Men     | Women  | Men                 |                         |                          | Women              |                         |                          | Total   |
|   |          |        |         |         |        | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |         |
| Village carrier, substitute.....                          | 491      | 32     | 523     | 244     | 9      | 229                 | 16                      | 2                        | 22                 |                         | 1                        | 270     |
| Warden.....   | 244      | 3      | 247     | 224     | 3      | 7                   | 11                      | 2                        |                    |                         |                          | 20      |
| Associate.....  | 149      |        | 149     | 115     |        | 16                  | 16                      | 2                        |                    |                         |                          | 34      |
| Warder, female, junior.....                               |          | 19     | 19      |         | 13     |                     |                         |                          | 4                  |                         | 2                        | 6       |
| Warehouse examiner:                                       |          |        |         |         |        |                     |                         |                          |                    |                         |                          |         |
| Assistant.....  | 1        |        | 1       | 1       |        |                     |                         |                          |                    |                         |                          |         |
| Associate.....  | 1        |        | 1       | 1       |        |                     |                         |                          |                    |                         |                          |         |
| Warehouseman.....   | 125      |        | 125     | 99      |        | 15                  | 11                      |                          |                    |                         |                          | 26      |
| Watchmaker.....   | 96       |        | 96      | 39      |        | 35                  | 13                      | 9                        |                    |                         |                          | 57      |
| Watchman, marine.....                                     | 836      |        | 836     | 514     |        | 117                 | 189                     | 16                       |                    |                         |                          | 322     |
| Water supply foreman.....                                 | 21       |        | 21      | 11      |        | 10                  |                         |                          |                    |                         |                          | 10      |
| Wartender.....  | 67       |        | 67      | 34      |        | 21                  | 10                      | 2                        |                    |                         |                          | 33      |
| Weaving instructor.....                                   | 32       | 56     | 88      | 32      | 53     |                     |                         |                          | 3                  |                         |                          | 3       |
| Welder:   |          |        |         |         |        |                     |                         |                          |                    |                         |                          |         |
| Aircraft.....   | 1        |        | 1       | 1       |        |                     |                         |                          |                    |                         |                          |         |
| Electric.....   | 876      |        | 876     | 329     |        | 483                 | 57                      | 7                        |                    |                         |                          | 547     |
| Electric, helper.....                                     | 41       |        | 41      | 23      |        | 14                  | 4                       |                          |                    |                         |                          | 18      |
| Electric, specially skilled.....                          | 243      |        | 243     | 63      |        | 156                 | 24                      |                          |                    |                         |                          | 180     |
| Gas.....  | 40       |        | 40      | 15      |        | 17                  | 7                       | 1                        |                    |                         |                          | 25      |
| Gas-electric.....   | 95       |        | 95      | 33      |        | 41                  | 18                      | 3                        |                    |                         |                          | 62      |
| Helper.....   | 48       |        | 48      | 19      |        | 15                  | 14                      |                          |                    |                         |                          | 29      |
| Well-drilling rig foreman.....                            | 14       |        | 14      | 9       |        | 2                   | 3                       |                          |                    |                         |                          | 5       |
| Wharfbuilder.....   | 2        |        | 2       |         |        |                     |                         | 2                        |                    |                         |                          | 2       |
| Wheelman.....   | 57       |        | 57      | 28      |        | 18                  | 11                      |                          |                    |                         |                          | 29      |
| Wheelwright.....  | 10       |        | 10      | 1       |        | 5                   | 4                       |                          |                    |                         |                          | 9       |
| Winchman.....   | 60       |        | 60      | 42      |        | 16                  | 2                       |                          |                    |                         |                          | 18      |
| Window cleaner.....                                       | 321      |        | 321     | 194     |        | 120                 | 7                       |                          |                    |                         |                          | 127     |
| Wireworker:   |          |        |         |         |        |                     |                         |                          |                    |                         |                          |         |
| Aircraft, helper.....                                     | 23       |        | 23      | 21      |        | 1                   | 1                       |                          |                    |                         |                          | 2       |
| Aviation.....   | 1        |        | 1       |         |        |                     | 1                       |                          |                    |                         |                          | 1       |
| Woodworker, helper.....                                   | 335      |        | 335     | 125     |        | 170                 | 34                      | 6                        |                    |                         |                          | 210     |
| Wool technologist, associate.....                         | 56       |        | 56      | 56      |        |                     |                         |                          |                    |                         |                          |         |
| Writer:   |          |        |         |         |        |                     |                         |                          |                    |                         |                          |         |
| Agricultural economic, special.....                       | 101      | 11     | 112     | 95      | 11     | 4                   | 2                       |                          |                    |                         |                          | 6       |
| Agricultural research, principal.....                     | 1        |        | 1       | 1       |        |                     |                         |                          |                    |                         |                          |         |
| Special, associate.....                                   | 1        |        | 1       | 1       |        |                     |                         |                          |                    |                         |                          |         |
| Zoologist, junior.....                                    | 2        | 1      | 3       | 2       | 1      |                     |                         |                          |                    |                         |                          |         |
| Total, by occupational groups:                            |          |        |         |         |        |                     |                         |                          |                    |                         |                          |         |
| Professional and scientific.....                          |          |        | 52,898  |         |        |                     |                         |                          |                    |                         |                          |         |
| Subprofessional and sub-scientific.....                   |          |        | 29,426  |         |        |                     |                         |                          |                    |                         |                          |         |
| Clerical, administrative, and general business.....       |          |        | 124,002 |         |        |                     |                         |                          |                    |                         |                          |         |
| Custodial, labor, and mechanical.....                     |          |        | 157,544 |         |        |                     |                         |                          |                    |                         |                          |         |
| Total for entrance, classified service <sup>2</sup> ..... | 316,167  | 47,703 | 363,870 | 160,231 | 26,015 | 130,319             | 21,256                  | 4,361                    | 20,293             | 87                      | 1,308                    | 177,624 |
| Promotion, transfer, and reinstatement.....               | 19,844   | 3,716  | 23,560  | 3,048   | 1,605  | 16,743              | 53                      |                          | 2,110              |                         |                          | 18,907  |
| Reemployment.....   | 752      | 222    | 974     | 68      | 13     | 684                 |                         |                          | 209                |                         |                          | 893     |
| Total for classified service.....                         | 336,763  | 51,641 | 388,404 | 163,347 | 27,633 | 147,746             | 21,309                  | 4,361                    | 22,612             | 87                      | 1,309                    | 197,424 |

<sup>1</sup> Oral and character investigations not completed in some cases.<sup>2</sup> The total number of applications filed for examinations listed in this table was 408,012. For various reasons a number of persons who filed application were not examined.<sup>3</sup> Of these eligibles, 34 were granted disability preference, 241 wife preference, and 1,034 widow preference..



Table 1.—Number of Persons Examined, the Number Who Passed, with Preference Status, and the Number Who Failed, by Kind of Examination and Sex, for the Fiscal Year Ended June 30, 1938—Continued

[Comprises examinations for which registers were established during the fiscal year and examinations reopened to veterans]

| Title of examination  | Examined |         |         | Failed  |         | Passed <sup>1</sup> |                         |                          |                    |                         |                          |         |
|---|----------|---------|---------|---------|---------|---------------------|-------------------------|--------------------------|--------------------|-------------------------|--------------------------|---------|
|   | Men      | Women   | Total   | Men     | Women   | Men                 |                         |                          | Women              |                         |                          | Total   |
|   |          |         |         |         |         | Nonprefer-<br>ence  | 5-point pref-<br>erence | 10-point pref-<br>erence | Nonprefer-<br>ence | 5-point pref-<br>erence | 10-point pref-<br>erence |         |
| Unclassified:   |          |         |         |         |         |                     |                         |                          |                    |                         |                          |         |
| Schedules A and B   | 2, 019   | 212     | 2, 231  | 88      | 12      | 1, 928              | 3                       |                          | 200                |                         |                          | 2, 131  |
| Postmaster, first, second,<br>and third classes                 | 3, 315   | 1, 287  | 4, 602  | 1, 113  | 375     | 1, 722              | 480                     |                          | 879                | 33                      |                          | 3, 114  |
| Laborer <sup>4</sup>  | 5, 045   | 1, 720  | 6, 765  | 1, 260  | 429     | 3, 413              | 357                     | 15                       | 1, 023             | 199                     | 69                       | 5, 076  |
| Private, fire department,<br>District of Columbia<br>government | 1        |         | 1       | 1       |         |                     |                         |                          |                    |                         |                          |         |
| Total for entrance, un-<br>classified service                   | 10, 380  | 3, 219  | 13, 599 | 2, 462  | 816     | 7, 063              | 840                     | 15                       | 2, 102             | 232                     | 69                       | 10, 321 |
| Police promotion, District<br>of Columbia govern-<br>ment       | 419      | 1       | 420     | 29      |         | 390                 |                         |                          | 1                  |                         |                          | 391     |
| Total unclassified <sup>5</sup>                                 | 10, 799  | 3, 220  | 14, 019 | 2, 491  | 816     | 7, 453              | 840                     | 15                       | 2, 103             | 232                     | 69                       | 10, 712 |
| Total, classified and un-<br>classified                         | 347,562  | 54, 861 | 402,423 | 165,838 | 28, 449 | 155,199             | 22, 149                 | 4, 376                   | 24, 715            | 319                     | 1, 378                   | 208,136 |
| Courtesy examinations: <sup>5</sup>                             |          |         |         |         |         |                     |                         |                          |                    |                         |                          |         |
| Foreign Service, Depart-<br>ment of State <sup>6</sup>          | 442      | 14      | 456     |         |         |                     |                         |                          |                    |                         |                          |         |
| Designation to Military<br>and Naval Academies <sup>7</sup>     | 3, 896   |         | 3, 896  |         |         |                     |                         |                          |                    |                         |                          |         |
| Entrance to Naval Acad-<br>emy <sup>6</sup>                     | 1, 388   |         | 1, 388  |         |         |                     |                         |                          |                    |                         |                          |         |
| Entrance to Coast Guard<br>Academy <sup>6</sup>                 | 765      |         | 765     |         |         |                     |                         |                          |                    |                         |                          |         |
| Total, courtesy examina-<br>tions                               | 6, 491   | 14      | 6, 505  |         |         |                     |                         |                          |                    |                         |                          |         |
| Grand total   | 354,053  | 54, 875 | 408,928 |         |         |                     |                         |                          |                    |                         |                          |         |

<sup>1</sup> Oral and character investigations not completed in some cases.

<sup>4</sup> Veterans are not allowed 5 points additional in unclassified laborer examinations, but in such examinations veteran eligibles are given precedence in certification.

<sup>5</sup> In previous annual reports showing statistics corresponding to those now shown under the heading "Courtesy examinations," those statistics were included under the heading "Unclassified."

<sup>6</sup> Conducted only.

<sup>7</sup> Conducted and rated.

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FIFTY-FIFTH REPORT OF THE U. S. CIVIL SERVICE COMMISSION

| Title of examination                                    | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|---|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|   |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Accountant:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Cost (3)-----   | 2     |              |       |       | 2     |       | 2     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | \$3, 200-\$3, 800   |
| Principal (3)-----                                      | 3     |              |       |       | 3     |       | 3     | 1             |       | 1     | 2                  |       | 2     |                     |                    |      |       |       | 3, 900  |
| Accountant and auditor (3)-----                         | 1     | 1            |       | 1     |       |       |       |               |       |       |                    |       |       | 1                   |                    |      |       | 1     | 3, 200  |
| Assistant (3)-----                                      | 3     | 1            | 1     | 2     | 2     |       | 2     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 1, 620-1, 800   |
| Accounting and auditing assistant (3)-----              | 231   | 2            | 2     | 2     | 228   | 1     | 229   | 204           | 1     | 205   | 18                 |       | 18    | 8                   |                    |      |       | 8     | 1, 440-1, 800   |
| Accounting consultant, special (1)-----                 | 1     | 1            |       | 1     |       |       |       | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 3, 800  |
| Accounting-machine (alphabetic) operator (3)-----       | 15    | 13           | 2     | 15    |       |       |       | 12            | 2     | 14    | 1                  |       | 1     |                     |                    |      |       |       | 1, 440  |
| Supervisor (3)-----                                     | 2     |              |       | 2     |       |       |       | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1, 440-1, 800   |
| Addressograph operator (3)-----                         | 3     | 2            |       | 2     |       | 1     | 1     | 2             | 1     | 3     |                    |       |       |                     |                    |      |       |       | 1, 260-1, 440   |
| Adjudicator (3)-----                                    | 250   | 250          |       | 250   |       |       |       | 146           |       | 146   | 85                 |       | 85    | 19                  |                    |      |       | 19    | 1, 800-2, 900   |
| Administrative assistant, senior (3)-----               | 77    | 4            | 4     | 6     | 66    | 7     | 73    | 27            | 6     | 33    | 34                 |       | 34    | 9                   |                    |      | 1     | 10    | 2, 000-4, 600   |
| Administrative officer (3)-----                         | 6     | 1            |       | 1     | 5     |       | 5     | 4             |       | 4     | 1                  |       | 1     | 1                   |                    |      |       |       | 2, 900-3, 800   |
| Principal (3)-----                                      | 2     | 1            |       | 1     | 1     |       | 1     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | 5, 600  |
| Senior (3)-----   | 3     |              |       |       | 3     |       | 3     | 2             |       | 2     | 1                  |       | 1     |                     |                    |      |       |       | 2, 900-4, 600   |
| Adviser in labor law administration, assistant (1)----- | 2     | 1            | 1     | 2     |       |       |       | 1             | 1     | 2     |                    |       |       |                     |                    |      |       |       | 2, 600  |
| Agricultural aid (2)-----                               | 13    |              |       |       | 13    |       | 13    | 11            |       | 11    | 2                  |       | 2     |                     |                    |      |       |       | 1, 260-1, 800   |
| Assistant (2)-----                                      | 8     |              |       |       | 8     |       | 8     | 8             |       | 8     |                    |       |       |                     |                    |      |       |       | 1, 440-1, 620   |
| Junior (2)-----   | 4     |              |       |       | 4     |       | 4     | 4             |       | 4     |                    |       |       |                     |                    |      |       |       | 1, 440  |
| Senior (2)-----   | 3     |              |       |       | 3     |       | 3     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 1, 440-2, 000   |
| Under (2)-----  | 17    |              |       |       | 17    |       | 17    | 16            |       | 16    | 1                  |       | 1     |                     |                    |      |       |       | 1, 020-1, 260   |
| Agronomist:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Junior (1)-----   | 34    |              |       |       | 34    |       | 34    | 29            |       | 29    | 5                  |       | 5     |                     |                    |      |       |       | 2, 000  |
| Forage crops, assistant (1)-----                        | 6     |              |       |       | 6     |       | 6     | 5             |       | 5     | 1                  |       | 1     |                     |                    |      |       |       | 2, 600  |
| Aircraft electrician:                                   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Helper (4)-----   | 9     |              |       |       | 9     |       | 9     | 3             |       | 3     | 6                  |       | 6     |                     |                    |      |       |       | 1, 200  |
| Junior (4)-----   | 3     |              |       |       | 3     |       | 3     | 1             |       | 1     | 2                  |       | 2     |                     |                    |      |       |       | 1, 500-1, 680   |
| Aircraft engine mechanic (4)-----                       | 3     |              |       |       | 3     |       | 3     | 2             |       | 2     | 1                  |       | 1     |                     |                    |      |       |       | 1, 440-1, 620   |
| Helper (4)-----   | 24    |              |       |       | 24    |       | 24    | 11            |       | 11    | 13                 |       | 13    |                     |                    |      |       |       | 1, 200  |
| Junior (4)-----   | 5     |              |       |       | 5     |       | 5     |               |       |       | 5                  |       | 5     |                     |                    |      |       |       | 1, 500-1, 680   |
| Aircraft fabric seamstress (4)-----                     | 4     |              |       |       |       | 4     | 4     |               |       |       |                    |       |       |                     |                    |      | 4     | 4     | 840   |
| Aircraft fabric worker (4)-----                         | 3     |              |       |       | 2     | 1     | 3     |               | 1     | 1     | 2                  |       | 2     |                     |                    |      |       |       | 1, 253-1, 378   |
| Helper (4)-----   | 1     |              |       |       | 1     | 1     | 1     |               | 1     | 1     | 1                  |       | 1     |                     |                    |      |       |       | 1, 320  |

|  |     |     |    |     |     |    |     |  |     |    |     |  |    |  |    |  |   |   |             |
|--|-----|-----|----|-----|-----|----|-----|--|-----|----|-----|--|----|--|----|--|---|---|-------------|
| Aircraft inspector (3)                           | 2   |     |    |     | 2   |    | 2   |  | 2   |    |     |  |    |  |    |  |   |   | 2,000       |
| Aircraft instrument mechanic (4)                 | 18  |     |    |     | 18  |    | 18  |  | 18  |    |     |  |    |  |    |  |   |   | 1,860       |
| Helper (4)                                       | 5   |     |    |     | 5   |    | 5   |  | 2   |    | 3   |  | 3  |  |    |  |   |   | 1,200-1,320 |
| Junior (4)                                       | 6   |     |    |     | 6   |    | 6   |  | 3   |    | 3   |  | 3  |  |    |  |   |   | 1,620-1,860 |
| Aircraft mechanic (4)                            | 15  |     |    |     | 15  |    | 15  |  | 3   |    | 3   |  | 12 |  | 12 |  |   |   | 1,620-1,860 |
| Apprentice (4)                                   | 5   |     |    |     | 5   |    | 5   |  | 5   |    | 5   |  |    |  |    |  |   |   | 600         |
| General (4)                                      | 21  |     |    |     | 21  |    | 21  |  | 2   |    | 2   |  | 18 |  | 18 |  | 1 |   | 1,800-2,205 |
| General, helper (4)                              | 18  |     |    |     | 18  |    | 18  |  | 3   |    | 3   |  | 15 |  | 15 |  |   |   | 1,153-1,320 |
| Helper (4)                                       | 37  |     |    |     | 37  |    | 37  |  | 32  |    | 32  |  | 5  |  | 5  |  |   |   | 1,200-1,320 |
| Junior (4)                                       | 25  |     |    |     | 25  |    | 25  |  | 6   |    | 6   |  | 18 |  | 18 |  | 1 |   | 1,620-1,680 |
| Motor (4)  | 22  |     |    |     | 22  |    | 22  |  |     |    | 22  |  | 22 |  | 22 |  |   |   | 1,954-2,230 |
| Motor, helper (4)                                | 2   |     |    |     | 2   |    | 2   |  |     |    | 2   |  | 2  |  | 2  |  |   |   | 1,020-1,200 |
| Aircraft painter (4)                             | 1   |     |    |     | 1   |    | 1   |  |     |    | 1   |  | 1  |  | 1  |  |   |   | 2,300       |
| Aircraft procurement inspector (3)               | 4   |     |    |     | 4   |    | 4   |  | 2   |    | 2   |  | 2  |  | 2  |  |   |   | 2,000-2,300 |
| Assistant (3)                                    | 7   |     |    |     | 7   |    | 7   |  | 6   |    | 6   |  | 1  |  | 1  |  |   |   | 2,000       |
| Junior (3)                                       | 3   |     |    |     | 3   |    | 3   |  |     |    |     |  | 3  |  | 3  |  |   |   | 1,440       |
| Airways mechanic (4)                             | 1   |     |    |     | 1   |    | 1   |  |     |    | 1   |  | 1  |  | 1  |  |   |   | 2,000       |
| Animal husbandman:                               |     |     |    |     |     |    |     |  |     |    |     |  |    |  |    |  |   |   |             |
| Assistant (1)                                    | 1   |     |    |     | 1   |    | 1   |  | 1   |    | 1   |  |    |  |    |  |   |   | 2,600       |
| Junior (1)                                       | 2   |     |    |     | 2   |    | 2   |  | 2   |    | 2   |  |    |  |    |  |   |   | 2,000       |
| Animal (predatory) control leader, assistant (3) | 2   |     |    |     | 2   |    | 2   |  | 1   |    | 1   |  | 1  |  | 1  |  |   |   | 2,000       |
| Apprentice (4)                                   | 168 |     |    |     | 168 |    | 168 |  | 165 |    | 165 |  | 3  |  | 3  |  |   |   | 600         |
| Government Printing Office (4)                   | 135 | 126 |    | 126 | 9   |    | 9   |  | 134 |    | 134 |  | 1  |  | 1  |  |   |   | 900-1,080   |
| Mechanical trades (4)                            | 273 |     |    |     | 273 |    | 273 |  | 261 |    | 261 |  | 12 |  | 12 |  |   |   | 600-1,080   |
| Architect:                                       |     |     |    |     |     |    |     |  |     |    |     |  |    |  |    |  |   |   |             |
| Assistant (1)                                    | 1   |     |    |     | 1   |    | 1   |  |     |    |     |  |    |  |    |  | 1 |   | 2,600       |
| Associate (1)                                    | 1   |     |    |     | 1   |    | 1   |  | 1   |    | 1   |  |    |  |    |  |   |   | 2,600       |
| Naval, assistant (1)                             | 6   |     |    |     | 6   |    | 6   |  | 6   |    | 6   |  |    |  |    |  |   |   | 2,600       |
| Naval, associate (1)                             | 7   | 3   |    | 3   | 4   |    | 4   |  | 5   |    | 5   |  | 2  |  | 2  |  |   |   | 3,200       |
| Naval, junior (1)                                | 1   |     |    | 1   |     |    |     |  | 1   |    | 1   |  |    |  |    |  |   |   | 2,000       |
| Principal (1)                                    | 1   | 1   |    | 1   |     |    |     |  | 1   |    | 1   |  |    |  |    |  |   |   | 4,600       |
| Artist, diorama (1)                              | 1   |     |    |     |     |    |     |  | 1   |    | 1   |  |    |  |    |  |   |   | 2,000       |
| Asphalt car motorman (4)                         | 2   | 1   |    | 1   |     |    |     |  | 1   |    | 1   |  |    |  | 1  |  |   |   | 1,377       |
| Assembler (4)                                    | 1   |     |    |     | 1   |    | 1   |  | 1   |    | 1   |  |    |  |    |  |   |   | 1,378       |
| Assistant to technician:                         |     |     |    |     |     |    |     |  |     |    |     |  |    |  |    |  |   |   |             |
| Junior (2)                                       | 125 |     |    |     | 125 |    | 125 |  | 123 |    | 123 |  | 2  |  | 2  |  |   |   | 1,020-1,620 |
| Forestry (2)                                     | 31  |     |    |     | 31  |    | 31  |  | 29  |    | 29  |  | 2  |  | 2  |  |   |   | 1,200-1,620 |
| Association examiner (3)                         | 2   |     |    |     | 1   | 1  | 2   |  | 1   |    | 2   |  |    |  |    |  |   |   | 2,000-2,600 |
| Astronomer, junior (1)                           | 2   | 1   |    | 1   |     |    | 1   |  | 1   |    | 1   |  | 1  |  | 1  |  |   |   | 1,800       |
| Attendant, St. Elizabeths Hospital (2)           | 105 |     |    |     | 75  | 30 | 105 |  | 57  | 30 | 87  |  | 18 |  | 18 |  |   |   | 1,030-1,260 |
| Bacteriologist:                                  |     |     |    |     |     |    |     |  |     |    |     |  |    |  |    |  |   |   |             |
| Assistant (1)                                    | 4   | 2   |    | 2   | 2   |    | 2   |  | 4   |    | 4   |  |    |  |    |  |   |   | 2,600       |
| Food products, junior (1)                        | 4   |     | 1  | 1   | 3   |    | 3   |  | 3   | 1  | 4   |  |    |  |    |  |   |   | 1,620-2,000 |
| Baggage-man-embalmer (4)                         | 1   |     |    |     | 1   |    | 1   |  | 1   |    | 1   |  |    |  |    |  |   |   | 2,040       |
| Baker (4)  | 1   |     |    |     | 1   |    | 1   |  | 1   |    | 1   |  |    |  |    |  |   |   | 1,200       |
| Battery charging man (4)                         | 1   |     |    |     | 1   |    | 1   |  |     |    |     |  | 1  |  | 1  |  |   |   | 1,440       |
| Benchman (4)                                     | 7   |     |    |     | 7   |    | 7   |  | 5   |    | 5   |  | 1  |  | 1  |  | 1 |   | 1,502       |
| Billing-bookkeeping machine operator, junior (3) | 7   | 1   |    | 1   | 3   | 3  | 6   |  | 4   | 3  | 7   |  |    |  |    |  |   |   | 1,440-1,620 |
| Bindery operative (4)                            | 23  | 1   | 21 | 22  |     | 1  | 1   |  | 1   | 21 | 22  |  |    |  |    |  | 1 | 1 | 1,080-1,373 |
| Biochemist (1)                                   | 1   |     |    |     | 1   |    | 1   |  |     |    |     |  | 1  |  | 1  |  |   |   | 3,800       |
| Biological aid, senior (2)                       | 3   |     |    |     | 3   |    | 3   |  | 1   |    | 1   |  | 1  |  | 1  |  | 1 |   | 2,000       |

Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subscientific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                              | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|---|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|   |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Biologist:  |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Aquatic, associate (1).....                       | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | \$2,600-\$3,200   |
| Aquatic, junior (1).....                          | 7     |              |       |       | 7     |       | 7     | 6             |       | 6     | 1                  |       | 1     |                     |                    |      |       |       | 1,620-2,000   |
| Food habits research, junior (1).....             | 3     | 1            |       | 1     | 2     |       | 2     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Injurious mammals, junior (1).....                | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Wildlife management (1).....                      | 3     |              |       |       | 3     |       | 3     | 2             |       | 2     |                    |       |       | 1                   |                    |      |       | 1     | 3,800   |
| Wildlife management, junior (1).....              | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Wildlife research (1).....                        | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Wildlife research, junior (1).....                | 2     | 2            |       | 2     |       |       |       | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Blacksmith (4).....                               | 18    |              |       |       | 18    |       | 18    | 10            |       | 10    | 7                  |       | 7     | 1                   |                    |      |       | 1     | 1,200-1,680   |
| Helper (4).....                                   | 28    |              |       |       | 28    |       | 28    | 24            |       | 24    | 4                  |       | 4     |                     |                    |      |       |       | 1,200-1,527   |
| Heavy fires, helper (4).....                      | 5     |              |       |       | 5     |       | 5     | 1             |       | 1     | 4                  |       | 4     |                     |                    |      |       |       | 1,312-1,878   |
| Other fires (4).....                              | 2     |              |       |       | 2     |       | 2     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | 1,320-2,003   |
| Other fires, helper (4).....                      | 17    |              |       |       | 17    |       | 17    | 14            |       | 14    | 3                  |       | 3     |                     |                    |      |       |       | 1,532-1,878   |
| Blacksmith-welder (4).....                        | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 1,620   |
| Blueprint operator:                               |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Junior (3).....                                   | 5     |              |       |       | 5     |       | 5     | 5             |       | 5     |                    |       |       |                     |                    |      |       |       | 1,200-1,620   |
| Under (3).....                                    | 17    | 6            |       | 6     | 11    |       | 11    | 17            |       | 17    |                    |       |       |                     |                    |      |       |       | 1,260   |
| Blueprint and photostat operator, junior (3)..... | 2     |              | 1     | 1     | 1     |       | 1     | 1             | 1     | 2     |                    |       |       |                     |                    |      |       |       | 1,260-1,440   |
| Blueprinter, helper (4).....                      | 5     |              |       |       | 5     |       | 5     | 5             |       | 5     |                    |       |       |                     |                    |      |       |       | 600   |
| Boatbuilder (4).....                              | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 2,298   |
| Boatswain (4).....                                | 6     |              |       |       | 6     |       | 6     | 4             |       | 4     |                    |       | 2     |                     |                    |      |       |       | 1,272-1,500   |
| Boilermaker (4).....                              | 12    |              |       |       | 12    |       | 12    | 5             |       | 5     | 6                  |       | 6     | 1                   |                    |      |       | 1     | 1,470-2,180   |
| Helper (4).....                                   | 34    |              |       |       | 34    |       | 34    | 22            |       | 22    | 11                 |       | 11    | 1                   |                    |      |       |       | 1,178-1,403   |
| Bookkeeping-machine (flat-bed) operator (3).....  | 33    | 8            | 7     | 15    | 12    | 6     | 18    | 17            | 10    | 27    | 3                  |       | 3     |                     |                    |      | 3     | 3     | 1,260-1,620   |
| Boys' supervisor (1).....                         | 1     | 1            |       | 1     |       |       |       | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 1,320   |
| Brakeman (4).....                                 | 6     |              |       |       | 6     |       | 6     | 4             |       | 4     | 2                  |       | 2     |                     |                    |      |       |       | 1,398-1,878   |
| Bricklayer (4).....                               | 8     | 1            |       | 1     | 7     |       | 7     | 5             |       | 5     | 2                  |       | 2     | 1                   |                    |      |       | 1     | 1,500-3,031   |
| Bridgetender (4).....                             | 8     |              |       |       | 8     |       | 8     | 6             |       | 6     | 2                  |       | 2     |                     |                    |      |       |       | 1,080-1,320   |
| Buffer and polisher (4).....                      | 14    |              |       |       | 14    |       | 14    | 11            |       | 11    | 3                  |       | 3     |                     |                    |      |       |       | 1,829   |
| Bulldozer operator (4).....                       | 22    |              |       |       | 22    |       | 22    | 22            |       | 22    |                    |       |       |                     |                    |      |       |       | 1,080-1,752   |
| Cabinet (steel) maker, instructor (4).....        | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 1,850   |
| Calculating-machine operator, junior (3).....     | 800   | 423          | 360   | 783   | 9     | 8     | 17    | 407           | 358   | 765   | 24                 |       | 24    | 1                   |                    | 2    | 8     | 11    | 1,260-1,440   |

|   |       |    |     |     |       |    |       |       |     |       |     |    |     |     |   |    |             |             |             |
|---|-------|----|-----|-----|-------|----|-------|-------|-----|-------|-----|----|-----|-----|---|----|-------------|-------------|-------------|
| Calker and chipper (4)                        | 21    |    |     |     | 21    |    | 21    | 18    | 18  | 3     | 3   |    |     |     |   |    | 1,650-2,105 |             |             |
| Iron (4)                                      | 6     |    |     |     | 6     |    | 6     | 6     | 6   |       |     |    |     |     |   |    | 1,905       |             |             |
| Calker, wood (4)                              | 8     |    |     |     | 8     |    | 8     | 6     | 6   | 1     | 1   | 1  |     |     |   | 1  | 1,858-2,230 |             |             |
| Card-punch operator, under (3)                | 163   | 38 | 116 | 154 |       | 9  | 9     | 37    | 118 | 155   | 1   | 1  |     |     | 3 | 4  | 1,200-1,440 |             |             |
| Carpenter (4)                                 | 60    | 1  |     | 1   | 59    |    | 59    | 36    | 36  | 18    | 18  | 6  |     |     |   | 6  | 1,080-2,000 |             |             |
| Helper (4)                                    | 26    |    |     |     | 26    |    | 26    | 13    | 13  | 12    | 12  | 1  |     |     |   | 1  | 1,080-1,320 |             |             |
| Ship (4)                                      | 3     |    |     |     | 3     |    | 3     | 2     | 2   | 1     | 1   |    |     |     |   |    | 1,200-1,680 |             |             |
| Chainmaker (4)                                | 1     |    |     |     | 1     |    | 1     | 1     | 1   |       |     |    |     |     |   |    | 2,153       |             |             |
| Chair factory department foreman (4)          | 3     |    |     |     | 3     |    | 3     | 2     | 2   | 1     | 1   |    |     |     |   |    | 2,000       |             |             |
| Chair factory superintendent (3)              | 1     |    |     |     | 1     |    | 1     | 1     | 1   |       |     |    |     |     |   |    | 3,800       |             |             |
| Chaufeur (4)                                  | 80    | 8  |     | 8   | 72    |    | 72    | 40    | 40  | 30    | 30  | 10 |     |     |   | 10 | 1,080-1,680 |             |             |
| Checker (4)                                   | 4     |    |     |     | 4     |    | 4     | 3     | 3   |       |     | 1  |     |     |   |    | 1,260-1,440 |             |             |
| Chemist (1)                                   | 3     | 1  |     | 1   | 2     |    | 2     | 3     | 3   |       |     |    |     |     |   |    | 2,000-3,800 |             |             |
| Assistant (1)                                 | 3     |    |     |     | 3     |    | 3     | 3     | 3   |       |     |    |     |     |   |    | 2,300-2,600 |             |             |
| Associate (1)                                 | 2     | 1  |     | 1   | 1     |    | 1     | 2     | 2   |       |     |    |     |     |   |    | 2,600-3,200 |             |             |
| Junior (1)                                    | 51    | 2  | 1   | 3   | 47    | 1  | 48    | 47    | 2   | 49    | 2   | 2  |     |     |   |    | 2,000       |             |             |
| Senior (1)                                    | 2     | 2  |     | 2   |       |    |       | 1     |     | 1     | 1   | 1  |     |     |   |    | 3,800       |             |             |
| Chief:  |       |    |     |     |       |    |       |       |     |       |     |    |     |     |   |    |             |             |             |
| Library service division (1)                  | 1     | 1  |     | 1   |       |    |       | 1     |     | 1     |     |    |     |     |   |    | 1,560       |             |             |
| Mechanical section (3)                        | 1     |    |     |     | 1     |    | 1     |       |     | 1     |     | 1  |     |     |   |    | 2,900       |             |             |
| Mechanical section, assistant (3)             | 8     | 1  |     | 1   | 7     |    | 7     | 6     |     | 6     | 2   | 2  |     |     |   |    | 2,600-2,900 |             |             |
| Child guidance case worker:                   |       |    |     |     |       |    |       |       |     |       |     |    |     |     |   |    |             |             |             |
| Assistant (1)                                 | 3     | 1  | 1   | 2   | 1     |    | 1     | 2     | 1   | 3     |     |    |     |     |   |    | 2,600-3,200 |             |             |
| Associate (1)                                 | 1     |    |     |     | 1     |    | 1     |       |     | 1     |     | 1  |     |     |   |    | 3,200       |             |             |
| Chopper (4)                                   | 2     |    |     |     | 2     |    | 2     | 1     |     | 1     |     |    | 1   |     |   |    | 1,367       |             |             |
| Civil-service examiner, junior (3)            | 54    | 11 | 3   | 14  | 39    |    | 40    | 48    | 3   | 51    | 2   | 2  | 1   |     |   | 1  | 1,260-2,000 |             |             |
| Cleaner (4)                                   | 36    |    |     |     |       | 36 | 36    |       | 31  | 31    |     |    |     |     |   | 5  | 876-1,320   |             |             |
| Cleaner and finisher (4)                      | 5     |    |     |     |       | 5  | 5     |       | 4   | 4     |     |    |     |     |   | 1  | 876         |             |             |
| Clerical learner (3)                          | 10    |    |     |     | 9     | 1  | 10    | 9     | 1   | 10    |     |    |     |     |   |    | 750-975     |             |             |
| Clerk, general (3)                            | 38    |    |     |     | 36    | 2  | 38    | 26    | 2   | 28    |     | 10 |     | 10  |   |    | 300-1,572   |             |             |
| Clerk-carrier, substitute (3)                 | 5,919 |    |     |     | 5,824 | 95 | 5,919 | 5,081 | 84  | 5,165 | 486 | 1  | 487 | 257 |   | 3  | 7           | 267         | 1,224-1,591 |
| Clothing factories inspector, supervising (3) | 4     |    |     |     | 4     |    | 4     | 1     |     | 1     | 3   | 3  |     |     |   |    |             | 2,000-2,600 |             |
| Commodity exchange investigator:              |       |    |     |     |       |    |       |       |     |       |     |    |     |     |   |    |             |             |             |
| Associate (3)                                 | 2     |    |     |     | 2     |    | 2     | 1     |     | 1     | 1   | 1  |     |     |   |    |             | 3,200       |             |
| Senior (3)                                    | 4     | 1  |     | 1   | 3     |    | 3     | 2     |     | 2     | 2   | 2  |     |     |   |    |             | 4,600       |             |
| Communications operator:                      |       |    |     |     |       |    |       |       |     |       |     |    |     |     |   |    |             |             |             |
| Air navigation, assistant (3)                 | 309   | 1  |     | 1   | 308   |    | 308   | 82    |     | 82    | 227 |    | 227 |     |   |    |             | 1,080-2,000 |             |
| Air navigation, under (3)                     | 244   |    |     |     | 244   |    | 244   | 141   |     | 141   | 103 |    | 103 |     |   |    |             | 1,200-1,620 |             |
| High speed radio equipment, assistant (3)     | 11    |    |     |     | 11    |    | 11    | 11    |     | 11    |     |    |     |     |   |    |             | 1,800       |             |
| High speed radio equipment, junior (3)        | 16    |    |     |     | 16    |    | 16    |       |     | 16    |     | 16 |     |     |   |    |             | 1,620       |             |
| Community worker, head (1)                    | 1     |    |     |     | 1     |    | 1     | 1     |     | 1     |     |    |     |     |   |    |             | 2,300       |             |
| Computer, senior (3)                          | 3     |    |     |     | 1     | 2  | 3     | 1     | 2   | 3     |     |    |     |     |   |    |             | 1,440-1,620 |             |
| Concrete finisher (4)                         | 5     |    |     |     | 5     |    | 5     | 3     |     | 3     | 2   |    | 2   |     |   |    |             | 1,954-2,504 |             |
| Concrete mixer operator (4)                   | 5     |    |     |     | 5     |    | 5     | 4     |     | 4     | 1   |    | 1   |     |   |    |             | 1,500-1,860 |             |
| Concrete worker (4)                           | 2     |    |     |     | 2     |    | 2     | 1     |     | 1     | 1   |    | 1   |     |   |    |             | 1,269       |             |
| Construction foreman (4)                      | 2     |    |     |     | 2     |    | 2     | 1     |     | 1     | 1   |    | 1   |     |   |    |             | 1,680-2,738 |             |
| Bridge and tower (4)                          | 2     |    |     |     | 2     |    | 2     | 1     |     | 1     | 1   |    | 1   |     |   |    |             | 1,800-2,600 |             |
| Earthwork (4)                                 | 9     |    |     |     | 9     |    | 9     | 8     |     | 8     | 1   |    | 1   |     |   |    |             | 2,600       |             |
| Highway (4)                                   | 1     |    |     |     | 1     |    | 1     | 1     |     | 1     |     |    |     |     |   |    |             | 2,629       |             |
| Mountain road and trail (4)                   | 15    |    |     |     | 15    |    | 15    | 10    |     | 10    | 5   |    | 5   |     |   |    |             | 1,200-2,900 |             |



Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subscientific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                               | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|--|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|  |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Construction inspector (3).....                    | 10    |              |       |       | 10    |       | 10    | 3             |       | 3     | 6                  |       | 6     | 1                   |                    |      |       | 1     | \$1,620-\$2,000   |
| Assistant (3).....                                 | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,440-2,000   |
| Rivers, harbors, and waterways (3)                 | 10    |              |       |       | 10    |       | 10    | 7             |       | 7     | 3                  |       | 3     |                     |                    |      |       |       | 1,620-2,300   |
| Rivers, harbors, and waterways, assistant (3)..... | 18    |              |       |       | 18    |       | 18    | 17            |       | 17    | 1                  |       | 1     |                     |                    |      |       |       | 1,140-1,620   |
| Construction supervisor (4).....                   | 8     |              |       |       | 8     |       | 8     | 4             |       | 4     | 3                  |       | 3     | 1                   |                    |      |       | 1     | 1,080-2,580   |
| Coppersmith (4).....                               | 27    |              |       |       | 27    |       | 27    | 22            |       | 22    | 5                  |       | 5     |                     |                    |      |       |       | 2,502-2,836   |
| Helper (4).....                                    | 41    |              |       |       | 41    |       | 41    | 33            |       | 33    | 8                  |       | 8     |                     |                    |      |       |       | 1,555-1,920   |
| Core-drilling machine operator (4).....            | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 1,800   |
| Cotton technologist, junior (2).....               | 1     |              | 1     | 1     |       |       |       | 1             | 1     | 1     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Counter (4).....                                   | 2     |              | 2     | 2     |       |       |       | 2             | 2     | 2     |                    |       |       |                     |                    |      |       |       | 1,260   |
| Crane operator (4).....                            | 11    |              |       |       | 11    |       | 11    | 8             |       | 8     | 3                  |       | 3     |                     |                    |      |       |       | 1,320-2,434   |
| Craneman (4).....                                  | 4     |              |       |       | 4     |       | 4     | 4             |       | 4     |                    |       |       |                     |                    |      |       |       | 1,200-2,137   |
| Curator (archeology), associate (1).....           | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 3,200   |
| Custodial officer, junior (4).....                 | 195   | 20           |       | 20    | 175   |       | 175   | 76            |       | 76    | 116                |       | 116   | 3                   |                    |      |       | 3     | 1,200-1,860   |
| Custodian, assistant (4).....                      | 1     |              |       |       | 1     |       | 1     |               |       |       | 1                  |       | 1     |                     |                    |      |       |       | 2,100   |
| Custodian-engineman, assistant (4).....            | 4     |              |       |       | 4     |       | 4     | 3             |       | 3     | 1                  |       | 1     |                     |                    |      |       |       | 1,560-2,500   |
| Customs inspector (3).....                         | 20    |              |       |       | 20    |       | 20    | 12            |       | 12    | 7                  |       | 7     | 1                   |                    |      |       | 1     | 1,440-2,100   |
| Customs patrol inspector (4).....                  | 6     |              |       |       | 6     |       | 6     | 3             |       | 3     | 3                  |       | 3     |                     |                    |      |       |       | 1,200-2,100   |
| Cutter (4).....                                    | 1     |              |       |       | 1     |       | 1     |               |       |       | 1                  |       | 1     |                     |                    |      |       |       | 2,236   |
| Dairyman (4).....                                  | 2     |              |       |       | 2     |       | 2     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | 1,860   |
| Deckhand (4).....                                  | 3     |              |       |       | 3     |       | 3     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       | 1     | 1,320-1,680   |
| Dentist, associate (1).....                        | 2     |              |       |       | 2     |       | 2     |               |       |       |                    |       |       | 2                   |                    |      |       | 2     | 2,600   |
| Diesinker (4).....                                 | 3     |              |       |       | 3     |       | 3     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 2,595-2,961   |
| Dietitian:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Head (2).....                                      | 1     |              |       |       |       | 1     | 1     |               |       |       |                    |       |       |                     |                    |      |       |       | 2,000   |
| Staff (2).....                                     | 15    |              |       |       |       | 15    | 15    |               | 15    | 15    |                    |       |       |                     |                    |      |       |       | 1,800   |
| Dippertender (4).....                              | 3     |              |       |       | 3     |       | 3     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 1,800   |
| Draftsman:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Apprentice (2).....                                | 7     |              |       |       | 7     |       | 7     | 7             |       | 7     |                    |       |       |                     |                    |      |       |       | 1,260   |
| Engineering (2).....                               | 107   | 1            |       | 1     | 106   |       | 106   | 98            |       | 98    | 8                  |       | 8     | 1                   |                    |      |       | 1     | 1,440-1,800   |
| Engineering, assistant (2).....                    | 78    | 4            |       | 4     | 74    |       | 74    | 74            |       | 74    | 3                  |       | 3     | 1                   |                    |      |       | 1     | 600-1,620   |
| Engineering, chief (2).....                        | 21    | 1            |       | 1     | 20    |       | 20    | 20            |       | 20    | 1                  |       | 1     |                     |                    |      |       |       | 2,600   |
| Engineering, junior (2).....                       | 177   | 10           |       | 10    | 166   | 1     | 167   | 167           | 1     | 168   | 6                  |       | 6     | 3                   |                    |      |       | 3     | 1,260-1,440   |

|   |     |     |     |     |     |   |     |     |     |     |    |    |    |    |    |   |   |   |             |
|---|-----|-----|-----|-----|-----|---|-----|-----|-----|-----|----|----|----|----|----|---|---|---|-------------|
| Engineering, mechanical, apprentice (2)                             | 2   |     |     |     | 2   |   | 2   |     | 2   |     |    |    |    |    |    |   |   |   | 1,260       |
| Engineering, principal (2)  | 29  |     |     |     | 29  |   | 29  |     | 21  |     | 8  |    | 8  |    |    |   |   |   | 2,000-2,600 |
| Engineering, senior (2)   | 62  | 2   |     | 2   | 60  |   | 60  |     | 51  |     | 9  |    | 9  |    | 2  |   |   | 2 | 1,800-3,200 |
| Engineering, under (2)  | 4   |     |     |     | 4   |   | 4   |     | 4   |     |    |    |    |    |    |   |   |   | 1,020       |
| Lithographic, assistant (2)   | 1   | 1   |     | 1   |     |   |     |     | 1   |     |    |    |    |    |    |   |   |   | 1,620       |
| Topographic (2)   | 20  | 4   |     | 4   | 16  |   | 16  |     | 17  |     | 2  |    | 2  |    | 1  |   |   | 1 | 1,800-2,300 |
| Topographic, apprentice (2)   | 3   |     |     |     | 3   |   | 3   |     | 3   |     |    |    |    |    |    |   |   |   | 1,260       |
| Topographic, assistant (2)  | 4   | 1   |     | 1   | 3   |   | 3   |     | 3   |     | 1  |    | 1  |    |    |   |   |   | 1,620-1,800 |
| Topographic, principal (2)  | 2   |     |     |     | 2   |   | 2   |     | 1   |     | 1  |    | 1  |    |    |   |   |   | 2,300       |
| Topographic, senior (2)   | 6   |     |     |     | 6   |   | 6   |     | 5   |     | 5  |    | 1  |    | 1  |   |   |   | 1,800-2,000 |
| Dragline operator (4)   | 1   |     |     |     | 1   |   |     |     |     |     | 1  |    | 1  |    | 1  |   |   |   | 1,800       |
| Diesel (4)  | 13  |     |     |     | 13  |   | 13  |     | 9   |     | 9  |    | 4  |    | 4  |   |   |   | 1,200-2,400 |
| Gasoline (4)  | 1   |     |     |     | 1   |   | 1   |     | 1   |     | 1  |    |    |    |    |   |   |   | 2,400       |
| Dragtender (4)  | 36  |     |     |     | 36  |   | 36  |     | 33  |     | 33 |    | 3  |    | 3  |   |   |   | 1,320-1,500 |
| Dredge foreman (4)  | 8   |     |     |     | 8   |   | 8   |     | 7   |     | 7  |    | 1  |    | 1  |   |   |   | 1,440-2,004 |
| Dredgerunner (4)  | 2   |     |     |     | 2   |   | 2   |     | 2   |     | 2  |    |    |    |    |   |   |   | 2,000       |
| Dredging inspector (2)  | 8   |     |     |     | 8   |   | 8   |     | 8   |     | 8  |    |    |    |    |   |   |   | 1,440-1,800 |
| Drill (power) operator (4)  | 2   |     |     |     | 2   |   | 2   |     | 2   |     | 2  |    |    |    |    |   |   |   | 1,775       |
| Driller (4)   | 75  |     |     |     | 75  |   | 75  |     | 55  |     | 55 |    | 18 |    | 18 |   | 2 | 2 | 1,591-2,226 |
| Drilling-rig helper (4)   | 10  |     |     |     | 10  |   | 10  |     | 7   |     | 7  |    | 3  |    | 3  |   |   |   | 1,753       |
| Drillrunner (4)   | 8   |     |     |     | 8   |   | 8   |     | 7   |     | 7  |    | 1  |    | 1  |   |   |   | 1,320-1,440 |
| Duplicating key-punch (alphabetic) machine operator, supervisor (3) | 2   |     |     |     | 2   |   | 2   |     | 2   |     | 2  |    |    |    |    |   |   |   | 1,800       |
| Duplicating-punch (alphabetic) machine operator (3)                 | 140 | 8   | 128 | 136 | 1   | 3 | 4   | 9   | 129 | 138 |    | 1  | 1  |    |    |   | 1 | 1 | 1,260-1,440 |
| Economist (1)   | 4   |     |     | 1   | 3   |   | 3   | 3   |     | 3   |    | 1  | 1  |    |    |   |   |   | 3,200-3,800 |
| Agricultural, associate (1)   | 1   |     |     | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 3,200       |
| Agricultural, junior (1)  | 7   | 5   |     | 5   | 2   |   | 2   | 5   |     | 5   |    | 1  |    | 1  | 1  |   |   | 1 | 2,000       |
| Agricultural, senior (1)  | 1   |     |     | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 4,600       |
| Assistant (1)   | 9   | 7   |     | 7   | 2   |   | 2   | 8   |     | 8   |    | 1  |    | 1  |    |   |   |   | 1,800-2,600 |
| Associate (1)   | 7   | 6   |     | 6   | 1   |   | 1   | 7   |     | 7   |    |    |    |    |    |   |   |   | 3,200       |
| Industrial, chief (1)   | 1   |     |     | 1   |     |   |     |     |     |     |    | 1  |    | 1  |    |   |   |   | 3,800       |
| Mineral, assistant (1)  | 1   | 1   |     | 1   |     |   |     | 1   |     | 1   |    | 1  |    | 1  |    |   |   |   | 2,600       |
| Principal (1)   | 3   | 3   |     | 3   |     |   |     | 1   |     | 1   |    | 2  |    | 2  |    |   |   |   | 5,600       |
| Public health administration (1)                                    | 1   |     | 1   |     |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 3,800       |
| Senior (1)  | 2   |     |     | 1   | 1   |   | 1   | 1   |     | 1   |    | 1  |    | 1  |    |   |   |   | 4,600       |
| Social, assistant (1)   | 1   | 1   |     | 1   |     |   |     | 1   |     | 1   |    | 1  |    | 1  |    |   |   |   | 2,600       |
| Social, junior (1)  | 1   |     | 1   | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 2,000       |
| Editorial clerk (3)   | 3   | 1   | 1   | 2   | 1   |   | 1   | 2   |     | 1   |    | 1  |    |    |    |   |   |   | 1,620-1,800 |
| Assistant (3)   | 1   |     | 1   | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 1,800       |
| Educational analyst (1)   | 1   | 1   |     | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 2,600       |
| Senior (1)  | 1   | 1   |     | 1   |     |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 4,600       |
| Electrical installation inspector (3)                               | 5   |     |     |     | 5   |   | 5   | 5   |     | 5   |    |    |    |    |    |   |   |   | 1,500-2,300 |
| Electrician (4)   | 148 |     |     |     | 148 |   | 148 | 146 |     | 146 |    | 2  |    | 2  |    |   |   |   | 1,320-2,000 |
| Cable splicer (4)   | 3   |     |     |     | 3   |   | 3   |     |     |     |    | 3  |    | 3  |    |   |   |   | 1,860-2,054 |
| Helper (4)  | 98  | 1   |     | 1   | 97  |   | 97  | 66  |     | 66  |    | 25 |    | 25 |    | 7 |   | 7 | 1,380-1,664 |
| Senior (4)  | 11  | 1   |     | 1   | 10  |   | 10  | 5   |     | 5   |    | 4  |    | 4  |    | 2 |   | 2 | 1,680-2,400 |
| Electroplater (4)   | 8   |     |     |     | 8   |   | 8   | 7   |     | 7   |    | 1  |    |    |    |   |   |   | 1,904-2,330 |
| Elevator conductor (4)  | 157 | 112 | 26  | 138 | 15  | 4 | 19  | 112 | 27  | 139 | 14 |    | 14 |    | 1  |   | 1 | 2 | 960-1,320   |
| Elevator mechanic (4)   | 1   |     |     |     | 1   |   |     | 1   |     | 1   |    |    |    |    |    |   |   |   | 3,000       |
| Helper (4)  | 3   |     |     |     | 3   |   | 3   | 1   |     | 1   |    | 2  |    | 2  |    |   |   |   | 1,680-1,860 |
| Principal (4)   | 4   |     |     |     | 4   |   | 4   | 2   |     | 2   |    | 2  |    | 2  |    |   |   |   | 1,860-2,100 |



|  |    |   |   |    |    |    |    |  |  |  |  |  |  |    |    |   |  |  |             |
|--|----|---|---|----|----|----|----|--|--|--|--|--|--|----|----|---|--|--|-------------|
| Mining, junior (1)   | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 2,000       |
| Naval architecture, junior (1)                                   | 11 | 6 | 6 | 5  | 5  | 10 | 10 |  |  |  |  |  |  | 1  |    |   |  |  | 2,000       |
| Public health, assistant (1)                                     | 4  |   |   | 4  | 4  | 2  | 2  |  |  |  |  |  |  | 1  | 1  |   |  |  | 1,800-2,600 |
| Radio, assistant (1)   | 21 | 1 | 1 | 20 | 20 | 20 | 20 |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,600       |
| Steam, marine, first assistant (4)                               | 2  |   |   | 2  | 2  | 2  | 2  |  |  |  |  |  |  |    |    |   |  |  | 2,040-2,100 |
| Structural, senior (1)   | 1  |   |   | 1  | 1  |    |    |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,600       |
| Structural steel and concrete, junior (1)                        | 2  | 2 | 2 |    |    | 1  | 1  |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,000       |
| Student (2)  | 2  |   |   | 2  | 2  | 2  | 2  |  |  |  |  |  |  |    |    |   |  |  | 1,260-1,440 |
| Engineering aide:  |    |   |   |    |    |    |    |  |  |  |  |  |  |    |    |   |  |  |             |
| Civil (2)  | 6  |   |   | 6  | 6  | 6  | 6  |  |  |  |  |  |  |    |    |   |  |  | 1,800       |
| Civil, assistant (2)   | 6  |   |   | 6  | 6  | 6  | 6  |  |  |  |  |  |  |    |    |   |  |  | 1,620       |
| Civil, junior (2)  | 75 |   |   | 75 | 75 | 71 | 71 |  |  |  |  |  |  | 4  | 4  |   |  |  | 1,260-1,440 |
| Civil, under (2)   | 14 |   |   | 14 | 14 | 12 | 12 |  |  |  |  |  |  | 2  | 2  |   |  |  | 1,260       |
| Junior (2)   | 10 |   |   | 10 | 10 | 10 | 10 |  |  |  |  |  |  |    |    |   |  |  | 1,440       |
| Under (2)  | 6  |   |   | 6  | 6  | 6  | 6  |  |  |  |  |  |  |    |    |   |  |  | 1,260       |
| Engineering materials and construction inspector, mechanical (3) | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,800       |
| Engineering materials inspector (3)                              | 8  |   |   | 8  | 8  | 5  | 5  |  |  |  |  |  |  | 3  | 3  |   |  |  | 1,620       |
| Aeronautical (3)   | 2  |   |   | 2  | 2  | 1  | 1  |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,000       |
| Construction (3)   | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,620       |
| Construction, assistant (3)                                      | 2  |   |   | 2  | 2  | 2  | 2  |  |  |  |  |  |  |    |    |   |  |  | 1,620       |
| Electrical (3)   | 9  |   |   | 9  | 9  | 6  | 6  |  |  |  |  |  |  | 3  | 3  |   |  |  | 2,000-2,600 |
| Mechanical (3)   | 17 |   |   | 17 | 17 | 14 | 14 |  |  |  |  |  |  | 3  | 3  |   |  |  | 2,000-2,600 |
| Engineerman (4)  | 2  |   |   | 2  | 2  |    |    |  |  |  |  |  |  | 2  | 2  |   |  |  | 1,620-1,979 |
| Assistant (4)  | 1  | 1 | 1 |    |    |    |    |  |  |  |  |  |  |    |    | 1 |  |  | 1,860       |
| Diesel (dragline) (4)  | 1  |   |   | 1  | 1  |    |    |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,267       |
| Diesel, first assistant (4)                                      | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,980       |
| Diesel, marine (4)   | 4  |   |   | 4  | 4  | 3  | 3  |  |  |  |  |  |  | 1  | 1  |   |  |  | 1,854-2,300 |
| Diesel, marine, assistant (4)                                    | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 2,400       |
| Diesel, marine, first assistant (4)                              | 3  |   |   | 3  | 3  |    |    |  |  |  |  |  |  | 3  | 3  |   |  |  | 1,920       |
| Diesel, marine, third assistant (4)                              | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,800       |
| Diesel, third assistant (4)                                      | 3  |   |   | 3  | 3  | 3  | 3  |  |  |  |  |  |  |    |    |   |  |  | 1,800-2,000 |
| Dredge, nonpropelling (4)  | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 2,200       |
| Drillboat (4)  | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,860       |
| Gasoline (air compressor) (4)                                    | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,320       |
| Gasoline, stationary (4)   | 3  |   |   | 3  | 3  | 1  | 1  |  |  |  |  |  |  | 2  | 2  |   |  |  | 1,320-1,500 |
| Hoisting and portable (4)  | 19 |   |   | 19 | 19 | 10 | 10 |  |  |  |  |  |  | 5  | 5  | 4 |  |  | 1,904-2,330 |
| Internal combustion-electric, junior (4)                         | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,200       |
| Locomotive (4)   | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    | 1 |  |  | 1,905       |
| Locomotive, steam (4)  | 1  |   |   | 1  | 1  |    |    |  |  |  |  |  |  | 1  | 1  |   |  |  | 2,192       |
| Marine (4)   | 2  |   |   | 2  | 2  |    |    |  |  |  |  |  |  | 2  | 2  |   |  |  | 1,853       |
| Motorboat (4)  | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  | 1  | 1  |   |  |  | 1,260       |
| Steam (4)  | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  | 1  | 1  |   |  |  | 1,547       |
| Steam, assistant (4)   | 2  |   |   | 2  | 2  | 1  | 1  |  |  |  |  |  |  | 1  | 1  |   |  |  | 1,854       |
| Steam-electric (4)   | 5  |   |   | 5  | 5  | 3  | 3  |  |  |  |  |  |  | 2  | 2  |   |  |  | 1,860-2,700 |
| Steam-electric, assistant (4)                                    | 9  |   |   | 9  | 9  | 3  | 3  |  |  |  |  |  |  | 5  | 5  |   |  |  | 1,500-2,100 |
| Steam-electric, junior (4)                                       | 30 |   |   | 30 | 30 | 16 | 16 |  |  |  |  |  |  | 11 | 11 | 3 |  |  | 1,200-1,680 |
| Steam-electric, senior (4)                                       | 2  |   |   | 2  | 2  | 2  | 2  |  |  |  |  |  |  |    |    |   |  |  | 1,380-1,860 |
| Steam, first assistant (4)                                       | 3  |   |   | 3  | 3  | 1  | 1  |  |  |  |  |  |  | 1  | 1  | 1 |  |  | 1,800-2,500 |
| Steam (gas-fired boiler), assistant (4)                          | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,500       |
| Steam, marine (4)  | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,620       |
| Steam, marine, second assistant (4)                              | 1  |   |   | 1  | 1  | 1  | 1  |  |  |  |  |  |  |    |    |   |  |  | 1,680       |





|   |     |    |   |    |     |   |     |  |     |   |     |  |     |  |     |  |    |             |
|---|-----|----|---|----|-----|---|-----|--|-----|---|-----|--|-----|--|-----|--|----|-------------|
| Fire equipment dispatcher (4)                 | 1   |    |   |    | 1   |   | 1   |  | 1   |   |     |  |     |  |     |  |    | 1,800       |
| Fire prevention officer (4)                   | 1   |    |   |    | 1   |   | 1   |  | 1   |   |     |  |     |  |     |  |    | 2,000       |
| Firefighter (4)                               | 4   |    |   |    | 4   |   | 4   |  | 1   |   | 3   |  | 3   |  |     |  |    | 1,320-1,500 |
| Fireman (4)                                   | 14  |    |   |    | 14  |   | 14  |  | 7   |   | 4   |  | 4   |  | 3   |  | 3  | 1,200-1,754 |
| Coal (4)                                      | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 1,608       |
| Coal burning, marine (4)                      | 11  |    |   |    | 11  |   | 11  |  | 8   |   | 3   |  | 3   |  |     |  |    | 1,320-1,620 |
| High-pressure, senior (4)                     | 21  |    |   |    | 21  |   | 21  |  | 10  |   | 10  |  | 11  |  | 11  |  |    | 1,080-1,500 |
| High-pressure (coal), senior (4)              | 9   |    |   |    | 9   |   | 9   |  | 3   |   | 3   |  | 6   |  | 6   |  |    | 1,200-1,320 |
| High-pressure (mechanical stoker), senior (4) | 10  |    |   |    | 10  |   | 10  |  | 6   |   | 6   |  | 4   |  | 4   |  |    | 1,200-1,320 |
| High-pressure, stationary (4)                 | 28  | 27 |   | 27 | 1   |   | 1   |  | 18  |   | 18  |  | 9   |  | 9   |  | 1  | 1,200-1,500 |
| High-pressure (stoker), senior (4)            | 5   |    |   |    | 5   |   | 5   |  | 4   |   | 4   |  | 1   |  | 1   |  |    | 1,320-1,500 |
| Low-pressure, senior (4)                      | 12  |    |   |    | 12  |   | 12  |  | 7   |   | 7   |  | 4   |  | 4   |  | 1  | 1,200-1,380 |
| Low-pressure (coal), senior (4)               | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 1,380       |
| Low-pressure, stationary (4)                  | 1   | 1  |   | 1  |     |   |     |  | 1   |   | 1   |  |     |  |     |  |    | 1,500       |
| Marine (4)                                    | 77  |    |   |    | 77  |   | 77  |  | 45  |   | 45  |  | 31  |  | 31  |  | 1  | 1,320-1,500 |
| Oil burner (4)                                | 26  |    |   |    | 26  |   | 26  |  | 16  |   | 16  |  | 9   |  | 9   |  | 1  | 1,200-1,320 |
| Oil burner, marine (4)                        | 80  |    |   |    | 80  |   | 80  |  | 52  |   | 52  |  | 28  |  | 28  |  |    | 1,080-2,280 |
| Senior (4)                                    | 34  | 1  |   | 1  | 33  |   | 33  |  | 20  |   | 20  |  | 14  |  | 14  |  |    | 1,200-1,500 |
| Stationary (4)                                | 8   |    |   |    | 2   |   | 2   |  | 3   |   | 3   |  | 5   |  | 5   |  |    | 1,200-1,320 |
| Steam (4)                                     | 91  | 6  |   | 6  | 91  |   | 91  |  | 61  |   | 61  |  | 27  |  | 27  |  | 3  | 1,080-1,500 |
| Steam, marine (4)                             | 6   |    |   |    | 6   |   | 6   |  | 3   |   | 3   |  | 3   |  | 3   |  |    | 1,320       |
| Fireman-laborer (4)                           | 330 |    |   |    | 330 |   | 330 |  | 189 |   | 189 |  | 122 |  | 122 |  | 19 | 1,020-1,380 |
| Coal (4)                                      | 12  |    |   |    | 12  |   | 12  |  | 4   |   | 4   |  | 7   |  | 7   |  | 1  | 1,260-1,320 |
| Fish-culturist, apprentice (2)                | 17  |    |   |    | 17  |   | 17  |  | 9   |   | 9   |  | 7   |  | 7   |  | 1  | 1,020       |
| Flangeturner, helper (4)                      | 2   |    |   |    | 2   |   | 2   |  | 2   |   | 2   |  |     |  |     |  |    | 1,352       |
| Fly frame fixer foreman (4)                   | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 1,680       |
| Forest and field clerk (3)                    | 25  |    |   |    | 24  | 1 | 25  |  | 18  | 1 | 19  |  | 6   |  | 6   |  |    | 1,440-1,800 |
| Forester, junior (1)                          | 18  |    |   |    | 18  |   | 18  |  | 18  |   | 18  |  |     |  |     |  |    | 2,000       |
| Forestry conservationist (1)                  | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 3,800       |
| Assistant (1)                                 | 6   |    |   |    | 5   | 1 | 6   |  | 5   | 1 | 6   |  |     |  |     |  |    | 2,000-2,600 |
| Associate (1)                                 | 5   |    | 1 | 1  | 4   |   | 4   |  | 2   | 1 | 3   |  | 2   |  | 2   |  |    | 2,600-3,200 |
| Forestry improvement foreman (4)              | 5   |    |   |    | 5   |   | 5   |  | 5   |   | 5   |  |     |  |     |  |    | 1,680-1,860 |
| Forger, drop (4)                              | 1   |    |   |    | 1   |   | 1   |  |     |   | 1   |  | 1   |  | 1   |  |    | 2,100       |
| Foundry chipper (4)                           | 8   |    |   |    | 8   |   | 8   |  | 5   |   | 5   |  | 3   |  | 3   |  |    | 1,478       |
| Freight rate clerk (3)                        | 2   | 1  |   | 1  | 1   |   | 1   |  | 1   |   | 1   |  |     |  | 1   |  | 1  | 1,620-2,000 |
| Freight-train conductor (4)                   | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 2,000       |
| Fuel technologist (1)                         | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 3,200       |
| Furnaceman (other forge) (4)                  | 1   |    |   |    | 1   |   | 1   |  |     |   | 1   |  | 1   |  | 1   |  |    | 1,440       |
| Game management agent (4)                     | 2   |    |   |    | 2   |   | 2   |  | 1   |   | 1   |  |     |  | 1   |  | 1  | 1,440       |
| Deputy (4)                                    | 6   |    |   |    | 6   |   | 6   |  | 4   |   | 4   |  | 2   |  | 2   |  |    | 1,440       |
| Garageman-driver (4)                          | 16  |    |   |    | 16  |   | 16  |  | 10  |   | 10  |  | 2   |  | 2   |  | 4  | 1,200-1,500 |
| Substitute (4)                                | 147 | 5  |   | 5  | 142 |   | 142 |  | 85  |   | 85  |  | 51  |  | 51  |  | 11 | 1,615-1,921 |
| Gardener (2)                                  | 3   |    |   |    | 3   |   | 3   |  | 2   |   | 2   |  | 9   |  | 2   |  | 1  | 1,200-1,320 |
| Assistant (2)                                 | 12  | 1  |   | 1  | 11  |   | 11  |  | 9   |   | 9   |  | 1   |  | 1   |  | 1  | 1,200-1,680 |
| Head (2)                                      | 4   |    |   |    | 4   |   | 4   |  | 2   |   | 2   |  | 1   |  | 1   |  |    | 1,200       |
| Junior (2)                                    | 2   |    |   |    | 2   |   | 2   |  | 1   |   | 1   |  | 1   |  | 1   |  |    | 2,105       |
| Gas cutter and burner (4)                     | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  | 1   |  | 1   |  |    | 1,763       |
| Gas plant operator (4)                        | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 2,000       |
| Geneticist (horticulture), junior (1)         | 1   |    |   |    | 1   |   | 1   |  | 1   |   | 1   |  |     |  |     |  |    | 4,600       |
| Geographer, economic (1)                      | 1   | 1  |   | 1  |     |   |     |  | 1   |   | 1   |  |     |  |     |  |    | 2,000       |
| Geologist, junior (1)                         | 9   |    |   |    | 9   |   | 9   |  | 9   |   | 9   |  |     |  |     |  |    | 1,500-1,860 |
| Grader equipment operator (4)                 | 11  |    |   |    | 11  |   | 11  |  | 10  |   | 10  |  |     |  | 1   |  | 1  |             |

Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subscientific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                                     | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|--|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|  |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Grader operator:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Power blade (4).....                                     | 4     |              |       |       | 4     |       | 4     | 2             |       | 2     | 2                  |       | 2     |                     |                    |      |       |       | \$1,440-\$1,680   |
| Terrace blade (4).....                                   | 82    |              |       |       | 82    |       | 82    | 78            |       | 78    | 4                  |       | 4     |                     |                    |      |       |       | 1,200   |
| Traction (4).....  | 42    |              |       |       | 42    |       | 42    | 40            |       | 40    | 2                  |       | 2     |                     |                    |      |       |       | 1,500-1,800   |
| Grain inspection supervisor, junior (1).....             | 3     |              |       |       | 3     |       | 3     | 3             |       | 3     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Graphotype operator (3).....                             | 33    | 18           | 14    | 32    | 1     |       | 1     | 17            | 13    | 30    | 1                  |       | 1     | 1                   |                    | 1    | 2     |       | 1,260   |
| Grazier (3).....   | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,860-2,600   |
| Guard (4).....   | 190   | 1            |       | 1     | 189   |       | 189   | 30            |       | 30    | 58                 |       | 58    | 102                 |                    |      | 102   |       | 1,080-1,680   |
| Customs (4).....   | 5     |              |       |       | 5     |       | 5     | 4             |       | 4     |                    |       |       | 1                   |                    |      |       |       | 1,860   |
| Departmental (4).....                                    | 178   | 156          |       | 156   | 22    |       | 22    | 2             |       | 2     | 2                  |       | 2     | 176                 |                    |      | 176   |       | 1,080-1,320   |
| Penal and correctional institutions (4).....             | 2     |              |       |       | 2     |       | 2     |               |       |       |                    |       |       |                     |                    |      |       |       | 1,860   |
| Guard-attendant, medical (2).....                        | 6     |              |       |       | 6     |       | 6     |               |       |       | 5                  |       | 5     | 1                   |                    |      | 1     |       | 1,320-1,620   |
| Health (maternal and child) assistant (1).....           | 1     |              | 1     | 1     |       |       |       |               |       |       |                    |       |       |                     |                    |      | 1     | 1     | 2,600   |
| Health (maternal and child) specialist:                  |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Principal (1).....                                       | 1     |              | 1     | 1     |       |       |       |               | 1     | 1     |                    |       | 1     |                     |                    |      |       |       | 5,600   |
| Senior (1).....  | 2     |              | 1     | 1     | 1     |       | 1     | 1             | 1     | 2     |                    |       |       |                     |                    |      |       |       | 4,600   |
| Health (public) research assistant (1).....              | 6     |              |       |       |       | 6     | 6     |               | 5     | 5     |                    | 1     | 1     |                     |                    |      |       |       | 1,800-2,000   |
| Heat treating shop foreman (4).....                      | 1     |              |       |       | 1     |       | 1     |               |       |       | 1                  |       | 1     |                     |                    |      |       |       | 2,352   |
| Helium plant operator, assistant (4).....                | 8     |              |       |       | 8     |       | 8     | 6             |       | 6     | 2                  |       | 2     |                     |                    |      |       |       | 1,500-1,680   |
| Helper, general (4).....                                 | 355   |              |       |       | 355   |       | 355   | 254           |       | 254   | 70                 |       | 70    | 31                  |                    |      | 31    |       | 1,080-1,500   |
| Hod carrier (4).....                                     | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,560   |
| Holder-on (4).....                                       | 9     |              |       |       | 9     |       | 9     | 3             |       | 3     | 6                  |       | 6     |                     |                    |      |       |       | 1,710   |
| Home-economics specialist, junior (1).....               | 2     |              |       |       |       | 2     | 2     |               | 2     | 2     |                    |       |       |                     |                    |      |       |       | 1,800   |
| Home extension agent (1).....                            | 1     |              |       |       | 1     |       | 1     |               | 1     | 1     |                    |       |       |                     |                    |      |       |       | 2,600   |
| Horticulturist, senior (1).....                          | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 4,600   |
| Hours-of-service inspector (3).....                      | 2     |              |       |       | 2     |       | 2     |               |       |       |                    |       |       | 2                   |                    |      | 2     |       | 3,800   |
| Illustrator, commercial (2).....                         | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,620-1,800   |
| Assistant (2).....                                       | 1     |              | 1     | 1     |       |       |       |               | 1     | 1     |                    |       |       |                     |                    |      |       |       | 1,620   |
| Immigration patrol inspector (4).....                    | 55    |              |       |       | 55    |       | 55    | 37            |       | 37    | 18                 |       | 18    |                     |                    |      |       |       | 1,200-2,000   |
| Indian community and boarding schools principal (1)..... | 13    |              |       |       | 12    | 1     | 13    | 6             | 1     | 7     | 5                  |       | 5     | 1                   |                    |      | 1     |       | 1,900-3,200   |
| Informational service representative (3).....            | 1     | 1            |       | 1     |       |       |       |               |       |       | 1                  |       | 1     |                     |                    |      |       |       | 3,800   |
| Assistant (3).....                                       | 4     |              |       |       | 4     |       | 4     | 2             |       | 2     | 2                  |       | 2     |                     |                    |      |       |       | 2,600-3,800   |

|  |       |    |    |       |    |       |       |     |       |             |
|--|-------|----|----|-------|----|-------|-------|-----|-------|-------------|
| Instrument maker (2)                           | 21    | 1  | 1  | 20    | 20 | 16    | 16    | 5   | 5     | 1,260-1,680 |
| Apprentice (2)                                 | 2     |    |    | 2     | 2  | 2     | 2     |     |       | 900         |
| Aviation, helper (4)                           | 3     |    |    | 3     | 3  |       | 3     |     |       | 1,555       |
| Electrical (2)                                 | 5     |    |    | 5     | 5  | 5     | 5     |     |       | 1,860-2,000 |
| International-relations research associate (1) | 1     | 1  | 1  |       |    |       |       | 1   | 1     | 3,200       |
| Investigator (3)                               | 3     |    |    | 3     | 3  |       |       | 3   | 3     | 2,100       |
| Alcohol Tax Unit (3)                           | 11    |    |    | 11    | 11 | 8     | 8     | 3   | 3     | 2,100-2,600 |
| Alcohol Tax Unit, special (3)                  | 2     |    |    | 2     | 2  | 1     | 1     | 1   | 1     | 2,100       |
| Credit union, assistant (3)                    | 1     |    |    | 1     | 1  |       |       | 1   | 1     | 2,600       |
| Special (3)                                    | 1     |    |    | 1     | 1  |       |       | 1   | 1     | 2,100       |
| Janitor (4)                                    | 8     |    |    | 8     | 8  | 7     | 7     | 1   | 1     | 1,080-1,200 |
| Joiner (4)                                     | 24    |    |    | 24    | 24 | 19    | 19    | 5   | 5     | 1,440-2,606 |
| Keeper:  |       |    |    |       |    |       |       |     |       |             |
| Assistant (4)                                  | 6     | 4  | 4  | 2     | 2  | 2     | 2     | 4   | 4     | 1,320-1,380 |
| Lighthouse Service, assistant (4)              | 52    |    |    | 52    | 52 | 27    | 27    | 25  | 25    | 1,140-1,560 |
| Keeper and assistant keeper (4)                | 8     |    |    | 8     | 8  | 5     | 5     | 3   | 3     | 1,440-1,560 |
| Laboratory apprentice, minor (2)               | 37    | 17 | 2  | 17    | 1  | 18    | 33    | 3   | 36    | 1,020-1,620 |
| Laboratory attendant (4)                       | 2     |    |    | 2     | 2  | 2     | 2     |     | 2     | 1,020-1,260 |
| Laboratory helper, under (2)                   | 8     |    |    | 6     | 2  | 8     | 5     | 2   | 7     | 1,260       |
| Laborer:                                       |       |    |    |       |    |       |       |     |       |             |
| Classified (4)                                 | 2,442 | 19 | 19 | 2,349 | 74 | 2,423 | 1,356 | 62  | 1,418 | 600-1,500   |
| Foreman (4)                                    | 29    |    |    | 29    |    | 29    | 14    | 13  | 13    | 900-1,680   |
| Foreman, junior (4)                            | 54    |    |    | 54    |    | 54    | 34    | 17  | 17    | 1,200-1,500 |
| Foreman (squad) (4)                            | 7     |    |    | 7     |    | 7     | 6     | 1   | 1     | 1,200       |
| Material yard, foreman (4)                     | 1     |    |    | 1     |    | 1     | 1     |     |       | 1,680       |
| Postal Service, substitute (4)                 | 624   |    |    | 624   |    | 624   | 394   | 184 | 184   | 1,140-1,500 |
| Quarry, foreman (4)                            | 7     |    |    | 7     |    | 7     | 6     | 1   | 1     | 1,500       |
| River improvement, foreman (4)                 | 2     |    |    | 2     |    | 2     | 2     |     |       | 1,860       |
| Skilled (packer) (4)                           | 4     |    |    | 4     |    | 4     | 4     |     |       | 1,200       |
| Laborer-patrolman (wildlife refuges) (4)       | 16    | 1  | 1  | 15    | 15 | 11    | 11    | 5   | 5     | 1,200       |
| Land bank appraiser:                           |       |    |    |       |    |       |       |     |       |             |
| Assistant (1)                                  | 1     |    |    | 1     |    | 1     | 1     |     |       | 3,500       |
| Senior (1)                                     | 1     |    |    | 1     |    | 1     | 1     |     |       | 4,600       |
| Land bank examiner, assistant (3)              | 9     |    |    | 9     |    | 9     | 8     |     | 1     | 2,300-2,900 |
| Land negotiator, turner (1)                    | 1     |    |    | 1     |    | 1     | 1     |     |       | 2,000       |
| Lathe-machine (turner) operator (4)            | 6     |    |    | 6     |    | 6     | 6     |     |       | 1,423-1,550 |
| Laundry foreman (4)                            | 12    |    |    | 12    |    | 12    | 7     | 5   | 5     | 1,320-1,860 |
| Laundry helper, skilled (4)                    | 40    |    |    | 15    | 25 | 40    | 14    | 23  | 37    | 540-1,440   |
| Laundry operative (4)                          | 5     |    |    | 1     | 4  | 5     | 1     | 4   | 5     | 960-1,080   |
| Laundry superintendent (4)                     | 3     |    |    | 3     |    | 3     | 1     |     | 2     | 1,680-1,860 |
| Laundryman (4)                                 | 1     |    |    | 1     |    | 1     | 1     |     |       | 1,200       |
| Lay inspector, assistant (2)                   | 165   |    |    | 165   |    | 165   | 117   | 20  | 20    | 1,620       |
| Leadsmen (4)                                   | 25    |    |    | 25    |    | 25    | 19    | 6   | 6     | 1,260-1,800 |
| Levelman (2)                                   | 1     |    |    | 1     |    | 1     | 1     |     |       | 1,320       |
| Senior (2)                                     | 10    |    |    | 10    |    | 10    | 6     | 3   | 3     | 1,440-1,800 |
| Leverman (4)                                   | 1     |    |    | 1     |    | 1     | 1     |     |       | 2,100       |
| Librarian:                                     |       |    |    |       |    |       |       |     |       |             |
| Assistant (1)                                  | 3     | 2  | 2  |       | 1  | 1     |       | 3   | 3     | 1,440-2,600 |
| Junior (1)                                     | 4     | 4  | 4  |       |    |       |       | 4   | 4     | 1,620-1,800 |
| Libraries, public, specialist in (1)           | 1     | 1  | 1  |       |    |       |       | 1   | 1     | 3,800       |
| Libraries, school, specialist in (1)           | 1     | 1  | 1  |       |    |       |       | 1   | 1     | 3,800       |
| Lineman, power (4)                             | 8     |    |    | 8     |    | 8     | 3     | 3   | 5     | 1,680-2,300 |
| Helper (4)                                     | 5     |    |    | 5     |    | 5     | 4     | 4   | 1     | 1,664       |







Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subsentific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                             | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|--|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|  |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Millman (4)                                      | 2     |              |       |       | 2     |       | 2     |               |       |       | 1                  |       | 1     | 1                   |                    |      |       | 1     | \$1,680-\$2,205   |
| Millwright (4)                                   | 5     |              |       |       | 5     |       | 5     | 4             |       | 4     | 1                  |       | 1     |                     |                    |      |       |       | 1,679-2,086   |
| Helper (4)                                       | 12    |              |       |       | 12    |       | 12    | 10            |       | 10    | 2                  |       | 2     |                     |                    |      |       |       | 1,501-1,781   |
| Mimeograph operator (3)                          | 26    | 14           |       | 14    | 10    | 2     | 12    | 20            | 2     | 22    | 2                  |       | 2     | 2                   |                    |      |       | 2     | 1,200-1,440   |
| Modeler, diorama (2)                             | 2     | 2            |       | 2     |       |       |       | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,620-2,000   |
| Molder (4)                                       | 2     |              |       |       | 2     |       | 2     |               |       |       | 2                  |       | 2     |                     |                    |      |       |       | 1,620   |
| Apprentice (4)                                   | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 752   |
| Helper (4)                                       | 19    |              |       |       | 19    |       | 19    | 12            |       | 12    | 2                  |       | 2     | 5                   |                    |      |       | 5     | 1,178-1,500   |
| Motorboat operator (4)                           | 37    |              |       |       | 37    |       | 37    | 29            |       | 29    | 7                  |       | 7     | 1                   |                    |      |       | 1     | 1,440-2,000   |
| Motor transport operator (4)                     | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,800   |
| Motor tug boat operator (4)                      | 9     |              |       |       | 9     |       | 9     | 8             |       | 8     | 1                  |       | 1     |                     |                    |      |       |       | 1,320-1,800   |
| Motor-vehicle dispatcher (4)                     | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | 2,000   |
| Multilith operator (3)                           | 9     | 7            | 1     | 8     | 1     |       | 1     | 6             | 1     | 7     | 2                  |       | 2     |                     |                    |      |       |       | 1,260-1,440   |
| Junior (3)                                       | 2     | 2            |       |       |       |       |       | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1,440   |
| Nematologist, junior (1)                         | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Nurse:   |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Graduate (2)                                     | 56    |              | 1     | 1     |       | 55    | 55    |               | 52    | 52    |                    |       |       |                     | 1                  | 1    | 2     | 4     | 1,800-2,000   |
| Graduate, general staff duty (2)                 | 54    |              |       |       |       | 54    | 54    |               | 54    | 54    |                    |       |       |                     |                    |      |       |       | 1,620-2,000   |
| Graduate, junior (2)                             | 388   |              | 9     | 9     |       | 379   | 379   |               | 387   | 387   |                    |       |       |                     |                    |      | 1     | 1     | 1,440-1,620   |
| Public health (2)                                | 6     |              |       |       |       | 6     | 6     |               | 6     | 6     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Nursing assistant, public health (2)             | 6     |              |       |       |       | 6     | 6     |               | 6     | 6     |                    |       |       |                     |                    |      |       |       | 1,800-2,000   |
| Nursing consultant, public health, assistant (1) | 3     |              |       |       |       | 3     | 3     |               | 3     | 3     |                    |       |       |                     |                    |      |       |       | 2,600-3,200   |
| Occupational therapy pupil aide (2)              | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2,000   |
| Oilier (4)                                       | 73    |              |       |       | 73    |       | 73    | 62            |       | 62    | 11                 |       | 11    |                     |                    |      |       |       | 1,200-1,380   |
| Diesel engines (4)                               | 10    |              |       |       | 10    |       | 10    | 6             |       | 6     | 4                  |       | 4     |                     |                    |      |       |       | 1,440-1,500   |
| Diesel, marine (4)                               | 6     |              |       |       | 6     |       | 6     | 3             |       | 3     | 3                  |       | 3     |                     |                    |      |       |       | 1,380   |
| Marine (4)                                       | 53    |              |       |       | 53    |       | 53    | 39            |       | 39    | 13                 |       | 13    | 1                   |                    |      |       | 1     | 1,080-1,440   |
| Steam, marine (4)                                | 22    |              |       |       | 22    |       | 22    | 12            |       | 12    | 10                 |       | 10    |                     |                    |      |       |       | 1,380   |
| Operator, female (4)                             | 48    |              |       |       |       | 48    | 48    |               | 34    | 34    |                    |       |       |                     |                    | 1    | 13    | 14    | 1,250-1,374   |
| Ordnanceman (4)                                  | 56    |              |       |       | 56    |       | 56    | 4             |       | 4     | 45                 |       | 45    | 7                   |                    |      |       | 7     | 1,984-2,773   |
| Packer (4)                                       | 35    |              |       |       | 35    |       | 35    | 24            |       | 24    | 7                  |       | 7     | 4                   |                    |      |       | 4     | 1,200-1,500   |
| Pack train (4)                                   | 13    |              |       |       | 13    |       | 13    | 7             |       | 7     | 5                  |       | 5     | 1                   |                    |      |       | 1     | 1,620   |
| Painter (4)                                      | 92    |              |       |       | 92    |       | 92    | 46            |       | 46    | 41                 |       | 41    | 5                   |                    |      |       | 5     | 1,200-1,860   |
| Coach (4)  | 2     |              |       |       | 2     |       | 2     | 1             |       | 1     |                    |       |       | 1                   |                    |      |       | 1     | 1,800-2,245   |
| Helper (4)                                       | 22    |              |       |       | 22    |       | 22    | 16            |       | 16    | 5                  |       | 5     | 1                   |                    |      |       | 1     | 1,320   |

|  |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
|--|--------|----|---|----|-------|-------|-------|--|-------|-------|-------|----|--|----|----|--|----|-------------|
| Parasitologist, junior (1)                   | 2      |    |   |    | 2     |       | 2     |  | 2     |       |       |    |  |    |    |  |    | 1,800-2,000 |
| Park archeologist, junior (2)                | 5      |    |   |    | 4     | 1     | 5     |  | 4     | 1     | 5     |    |  |    |    |  |    | 1,800-2,000 |
| Park historian, assistant (2)                | 4      |    |   |    | 4     |       | 4     |  | 2     |       | 2     | 1  |  | 1  |    |  |    | 2,600       |
| Park naturalist, junior (1)                  | 7      |    |   |    | 7     |       | 7     |  | 7     |       | 7     |    |  |    |    |  |    | 1,860       |
| Park ranger (4)                              | 20     |    |   |    | 20    |       | 20    |  | 15    |       | 15    | 5  |  | 5  |    |  |    | 1,860       |
| Park warden, junior (4)                      | 6      |    |   |    | 6     |       | 6     |  | 4     |       | 4     | 2  |  | 2  |    |  |    | 1,200       |
| Passenger rate clerk (3)                     | 2      |    |   |    | 1     |       | 1     |  | 1     |       | 1     | 1  |  | 1  |    |  |    | 2,000       |
| Patent examiner, junior (1)                  | 44     | 37 | 1 | 38 | 6     |       | 6     |  | 37    | 1     | 38    | 5  |  | 5  | 1  |  | 1  | 1,200-2,000 |
| Pathologist:                                 |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
| Forage crops, associate (1)                  | 1      |    |   |    | 1     |       | 1     |  | 1     |       | 1     |    |  |    |    |  |    | 3,200       |
| Virus diseases (1)                           | 1      | 1  |   | 1  |       |       |       |  | 1     |       | 1     |    |  |    |    |  |    | 3,200       |
| Patternmaker (4)                             | 3      |    |   |    | 3     |       | 3     |  | 3     |       | 3     |    |  |    |    |  |    | 2,228-2,524 |
| Apprentice (4)                               | 30     |    |   |    | 30    |       | 30    |  | 30    |       | 30    |    |  |    |    |  |    | 2,600       |
| Assistant (4)                                | 1      |    |   |    | 1     |       | 1     |  | 1     |       | 1     |    |  |    |    |  |    | 1,080       |
| Personnel assistant (3)                      | 7      | 3  | 1 | 4  | 3     |       | 3     |  | 4     | 1     | 5     | 1  |  | 1  | 1  |  | 1  | 2,000-3,800 |
| Personnel officer (3)                        | 1      | 1  |   | 1  |       |       |       |  | 1     |       | 1     |    |  |    |    |  |    | 4,600       |
| Pharmaceutic aid, assistant (2)              | 4      |    |   |    | 4     |       | 4     |  | 3     |       | 3     | 1  |  | 1  |    |  |    | 1,620       |
| Photographer:                                |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
| Assistant (3)                                | 7      | 4  |   | 4  | 3     |       | 3     |  | 3     |       | 3     | 2  |  | 2  | 2  |  | 2  | 1,260-1,800 |
| Junior (3)                                   | 9      | 1  |   | 1  | 7     | 1     | 8     |  | 5     | 1     | 6     | 2  |  | 2  | 1  |  | 1  | 1,260-1,440 |
| Senior (3)                                   | 7      | 4  |   | 4  | 3     |       | 3     |  | 2     |       | 2     | 3  |  | 3  | 2  |  | 2  | 2,000       |
| Under (3)                                    | 6      |    |   |    | 6     |       | 6     |  | 5     |       | 5     | 1  |  | 1  |    |  |    | 1,260       |
| Photostat operator:                          |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
| Junior (3)                                   | 2      | 1  |   | 1  | 1     |       | 1     |  | 2     |       | 2     |    |  |    |    |  |    | 1,440       |
| Under (3)                                    | 2      |    |   |    | 2     |       | 2     |  | 2     |       | 2     |    |  |    |    |  |    | 1,260       |
| Photostat and blueprint operator, junior (3) | 1      |    |   |    | 1     |       | 1     |  | 1     |       | 1     |    |  |    |    |  |    | 1,260       |
| Physical science aid, junior (2)             | 1      |    |   |    | 1     |       | 1     |  | 1     |       | 1     |    |  |    |    |  |    | 1,620       |
| Physicist, junior (1)                        | 9      | 4  |   | 4  | 5     |       | 5     |  | 8     |       | 8     | 1  |  | 1  |    |  |    | 2,000       |
| Physiologist:                                |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
| Horticulture (1)                             | 1      | 1  |   | 1  |       |       |       |  | 1     |       | 1     |    |  |    |    |  |    | 3,800       |
| Horticulture, assistant (1)                  | 1      |    |   |    | 1     |       | 1     |  | 1     |       | 1     |    |  |    |    |  |    | 2,600       |
| Poultry, senior (1)                          | 1      | 1  |   | 1  |       |       |       |  |       |       |       |    |  | 1  |    |  |    | 4,600       |
| Physiotherapy aide (2)                       | 5      |    |   |    | 4     | 1     | 5     |  | 1     | 1     | 2     | 2  |  | 2  | 1  |  | 1  | 1,800       |
| Pile-driver operator (4)                     | 2      |    |   |    | 2     |       | 2     |  | 2     |       | 2     |    |  |    |    |  |    | 1,980       |
| Pilot (4)                                    | 3      |    |   |    | 3     |       | 3     |  | 3     |       | 3     |    |  |    |    |  |    | 2,000-2,900 |
| Pipe coverer and insulator (4)               | 5      |    |   |    | 5     |       | 5     |  | 4     |       | 4     | 1  |  | 1  |    |  |    | 2,624-2,684 |
| Pipefitter (4)                               | 65     |    |   |    | 65    |       | 65    |  | 43    |       | 43    | 18 |  | 18 | 4  |  | 4  | 1,440       |
| Helper (4)                                   | 63     |    |   |    | 63    |       | 63    |  | 45    |       | 45    | 14 |  | 14 | 4  |  | 4  | 1,080-1,440 |
| High pressure piping (4)                     | 4      |    |   |    | 4     |       | 4     |  | 4     |       | 4     |    |  |    |    |  |    | 1,320       |
| Plant pathological inspector:                |        |    |   |    |       |       |       |  |       |       |       |    |  |    |    |  |    |             |
| Assistant (1)                                | 3      |    |   |    | 3     |       | 3     |  | 1     |       | 1     | 1  |  | 1  | 1  |  | 1  | 2,600       |
| Associate (1)                                | 3      |    |   |    | 3     |       | 3     |  | 3     |       | 3     |    |  |    |    |  |    | 3,200       |
| Plant quarantine inspector, junior (1)       | 3      |    |   |    | 3     |       | 3     |  | 3     |       | 3     |    |  |    |    |  |    | 2,000       |
| Plasterer (4)                                | 8      | 1  |   | 1  | 7     |       | 7     |  | 3     |       | 3     | 4  |  | 4  | 1  |  | 1  | 1,690-2,705 |
| Plumber (4)                                  | 53     | 3  |   | 3  | 50    |       | 50    |  | 17    |       | 17    | 27 |  | 27 | 9  |  | 9  | 1,320-1,860 |
| Helper (4)                                   | 9      |    |   |    | 9     |       | 9     |  | 2     |       | 2     | 7  |  | 7  |    |  |    | 1,320-1,854 |
| Pneumatic drill operator (4)                 | 22     |    |   |    | 22    |       | 22    |  | 20    |       | 20    | 2  |  | 2  |    |  |    | 1,318       |
| Policeman (4)                                | 5      | 1  |   | 1  | 4     |       | 4     |  | 2     |       | 2     | 3  |  | 3  |    |  |    | 1,320-1,900 |
| Postmaster, fourth-class (3)                 | 12,447 |    |   |    | 1,155 | 1,292 | 2,447 |  | 1,080 | 1,281 | 2,361 | 62 |  | 62 | 13 |  | 24 | 149-1,100   |

<sup>1</sup> Of these, 758 appointments of men and 819 appointments of women were made upon recommendation of post-office inspectors.

Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subscientific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                    | Total | Departmental |       |       | Field |       |       | Nonpreference |       |       | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|---|-------|--------------|-------|-------|-------|-------|-------|---------------|-------|-------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|   |       | Men          | Women | Total | Men   | Women | Total | Men           | Women | Total | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Poultry aid, junior (2)                 | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | \$1, 440  |
| Poultry husbandman (1)                  | 1     | 1            |       | 1     |       |       |       | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 3, 800  |
| Powderman (4)                           | 4     |              |       |       | 4     |       | 4     | 2             |       | 2     | 2                  |       | 2     |                     |                    |      |       |       | \$1, 260- 2, 191  |
| Power-plant foreman (4)                 | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 2, 300  |
| Power-shovel operator (4)               | 14    |              |       |       | 14    |       | 14    | 12            |       | 12    | 2                  |       | 2     |                     |                    |      |       |       | 1, 680- 2, 200  |
| Press assistant (4)                     | 25    | 25           |       | 25    |       |       |       | 18            |       | 18    | 2                  |       | 7     |                     |                    |      |       |       | 1, 577- 2, 108  |
| Presser (4)                             | 11    |              |       |       | 11    |       | 11    | 7             |       | 7     |                    |       | 2     | 2                   |                    |      |       | 2     | 1, 578  |
| Pressman, cylinder (4)                  | 5     | 5            |       | 5     |       |       |       | 2             |       | 2     | 3                  |       | 3     |                     |                    |      |       |       | 2, 629- 2, 892  |
| Primer worker (4)                       | 4     |              |       |       |       | 4     | 4     |               |       |       |                    |       |       |                     |                    | 1    | 3     | 4     | 752   |
| Printer:                                |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Hand compositor (4)                     | 2     |              |       |       | 2     |       | 2     | 1             |       | 1     | 1                  |       | 1     |                     |                    |      |       |       | 1, 680- 1, 700  |
| Plate (4)                               | 50    | 50           |       | 50    |       |       |       | 38            |       | 38    | 11                 |       | 11    | 1                   |                    |      |       | 1     | 1, 352  |
| Printer-proofreader (4)                 | 1     | 1            |       | 1     |       |       |       | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2, 860  |
| Production assistant (4)                | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 1, 502  |
| Estimator (3)                           | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 2, 000  |
| Psychologist:                           |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Assistant (1)                           | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2, 600  |
| Public relations (1)                    | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 3, 800  |
| Pump operator (4)                       | 10    |              |       |       | 10    |       | 10    | 8             |       | 8     |                    |       | 2     |                     |                    |      |       |       | 1, 455  |
| Pumping-station operator (4)            | 6     |              |       |       | 6     |       | 6     | 3             |       | 3     | 3                  |       | 3     |                     |                    |      |       |       | 1, 500  |
| Puncher and shearer (4)                 | 5     |              |       |       | 5     |       | 5     | 5             |       | 5     |                    |       |       |                     |                    |      |       |       | 1, 829  |
| Quartermaster (4)                       | 29    |              |       |       | 29    |       | 29    | 14            |       | 14    | 14                 |       | 14    | 1                   |                    |      |       | 1     | 1, 260- 1, 620  |
| Steersman (4)                           | 6     |              |       |       | 6     |       | 6     | 6             |       | 6     |                    |       |       |                     |                    |      |       |       | 1, 320  |
| Radio inspector (3)                     | 34    |              |       |       | 34    |       | 34    | 29            |       | 29    | 5                  |       | 5     |                     |                    |      |       |       | 1, 800- 2, 000  |
| Radio operator, junior (3)              | 2     |              |       |       | 2     |       | 2     | 2             |       | 2     | 2                  |       | 2     |                     |                    |      |       |       | 1, 440  |
| Radio program manager, agricultural (1) | 1     | 2            |       | 2     |       |       |       | 2             |       | 2     |                    |       |       |                     |                    |      |       |       | 3, 800  |
| Railroad conductor (4)                  | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 1, 800  |
| Railway postal clerk, substitute (3)    | 393   |              |       |       | 393   |       | 393   | 325           |       | 325   | 55                 |       | 55    | 13                  |                    |      |       | 13    | 1, 850  |
| Range examiner:                         |       |              |       |       |       |       |       |               |       |       |                    |       |       |                     |                    |      |       |       |   |
| Assistant (2)                           | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2, 600  |
| Associate (2)                           | 1     |              |       |       | 1     |       | 1     | 1             |       | 1     |                    |       |       |                     |                    |      |       |       | 2, 600  |
| Junior (2)                              | 34    |              |       |       | 34    |       | 34    | 34            |       | 34    |                    |       |       |                     |                    |      |       |       | 2, 000  |
| Range rider (4)                         | 49    |              |       |       | 49    |       | 49    | 40            |       | 40    | 7                  |       | 7     | 2                   |                    |      |       | 2     | 1, 320  |
| Refuge administrator, district (3)      | 1     |              |       |       | 1     |       | 1     |               |       |       | 1                  |       | 1     |                     |                    |      |       |       | 3, 800  |

|  |     |   |   |   |     |   |  |     |     |   |     |    |   |    |    |  |   |             |             |
|--|-----|---|---|---|-----|---|--|-----|-----|---|-----|----|---|----|----|--|---|-------------|-------------|
| Rigger (4)   | 15  |   |   |   | 15  |   |  | 15  | 7   |   | 7   | 7  |   | 7  | 1  |  |   | 1           | 1,448-2,496 |
| Helper (4)   | 24  |   |   |   | 24  |   |  | 15  | 15  |   | 15  | 9  |   | 9  |    |  |   | 981-1,664   |             |
| Structural (4)   | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   | 1,320       |             |
| Riveter (4)  | 3   |   |   |   | 3   |   |  | 3   | 1   |   | 1   | 2  |   | 2  |    |  |   | 1,498-2,030 |             |
| Rivet-heater (4)   | 12  |   |   |   | 12  |   |  | 12  | 12  |   | 12  |    |   |    |    |  |   | 1,221-1,615 |             |
| Rodman (2)   | 30  |   |   |   | 30  |   |  | 29  | 29  |   | 29  | 1  |   | 1  |    |  |   | 1,260       |             |
| Senior (2)   | 6   |   |   |   | 6   |   |  | 4   | 4   |   | 4   | 1  |   | 1  | 1  |  | 1 | 1,260-1,440 |             |
| Rodman and chainman (2)                                    | 327 |   |   |   | 327 |   |  | 299 | 299 |   | 299 | 26 |   | 26 | 2  |  | 2 | 1,260-1,440 |             |
| Roller (4)   | 14  |   |   |   | 14  |   |  | 8   | 8   |   | 8   | 5  |   | 5  | 1  |  | 1 | 1,928       |             |
| Roofer (4)   | 2   |   |   |   | 2   |   |  | 2   | 2   |   | 2   |    |   |    |    |  |   | 1,764       |             |
| Rural carrier (3)  | 207 |   |   |   | 202 | 5 |  | 207 | 128 | 4 | 132 | 49 |   | 49 | 25 |  | 1 | 26          | 600-2,740   |
| Sailmaker (4)  | 8   |   |   |   | 8   |   |  | 8   | 8   |   | 8   |    |   |    |    |  |   | 1,854-2,255 |             |
| Salvage foreman (heavy outer garment man-<br>ufacture) (4) | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   | 2,300       |             |
| Sandblaster (4)  | 6   |   |   |   | 6   |   |  | 6   | 4   |   | 4   | 2  |   | 2  |    |  |   | 1,792-2,003 |             |
| Saw filer (4)  | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   | 2,496       |             |
| Scales-and-weighing inspector, assistant (3)               | 3   |   |   |   | 3   |   |  | 3   | 3   |   | 3   |    |   |    |    |  |   | 1,860       |             |
| Scientific aid (2)   | 6   |   |   |   | 6   |   |  | 6   | 6   |   | 6   |    |   |    |    |  |   | 1,440-1,800 |             |
| Junior (2)   | 37  | 4 | 5 | 9 | 26  | 2 |  | 28  | 28  | 6 | 34  | 1  |   | 1  | 1  |  | 1 | 2           | 1,260-1,620 |
| Under (2)  | 3   | 1 |   | 1 | 2   |   |  | 2   | 3   |   | 3   |    |   |    |    |  |   |             | 1,020-1,260 |
| Scientific assistant (2)                                   | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   | 880         |             |
| Screw-machine (hand) operator (4)                          | 27  |   |   |   | 27  |   |  | 27  | 21  |   | 21  | 5  |   | 5  | 1  |  | 1 | 1           | 1,603-1,781 |
| Seamstress (4)   | 4   |   |   |   | 4   |   |  | 4   | 3   |   | 3   |    |   |    |    |  | 1 | 1           | 900-1,020   |
| Sewage disposal plant operator (4)                         | 3   |   |   |   | 1   |   |  | 2   | 3   |   |     |    |   |    | 1  |  | 1 | 3           | 1,080       |
| Sewer (4)  | 12  |   |   |   | 5   |   |  | 12  | 5   |   | 10  |    |   |    |    |  | 2 | 2           | 1,002-1,552 |
| Double needle (4)  | 86  |   |   |   | 86  |   |  | 86  | 84  |   | 84  |    |   |    |    |  | 2 | 2           | 1,224       |
| Hand and machine (4)                                       | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  | 1 | 1           | 1,552       |
| Sewing-machine (power) operator (4)                        | 5   |   |   |   | 1   |   |  | 5   | 4   |   | 4   |    |   |    | 1  |  |   |             | 1,250       |
| Female (4)   | 98  |   |   |   | 98  |   |  | 98  | 91  |   | 91  |    | 1 |    |    |  | 1 | 5           | 1,680       |
| Sheet-metal worker (4)                                     | 45  | 1 |   | 1 | 44  |   |  | 44  | 35  |   | 35  | 7  |   | 7  | 3  |  |   | 3           | 1,154-2,078 |
| Aircraft (4)   | 24  |   |   |   | 24  |   |  | 24  | 22  |   | 22  | 2  |   | 2  |    |  |   |             | 1,155-1,200 |
| Aircraft, helper (4)                                       | 19  |   |   |   | 19  |   |  | 19  | 14  |   | 14  | 4  |   | 4  | 1  |  |   | 1           | 1,620-1,860 |
| Aircraft, junior (4)                                       | 13  |   |   |   | 13  |   |  | 13  | 9   |   | 9   | 2  |   | 2  | 2  |  |   | 2           | 1,860       |
| Aircraft, senior (4)                                       | 1   |   |   |   | 1   |   |  | 1   |     |   | 1   |    |   |    |    |  |   |             | 1,434       |
| Helper (4)   | 19  |   |   |   | 19  |   |  | 19  | 15  |   | 15  | 3  |   | 3  | 1  |  |   | 1           | 935-1,434   |
| Shipfitter (4)   | 23  |   |   |   | 23  |   |  | 23  | 16  |   | 16  | 7  |   | 7  |    |  |   |             | 918-2,684   |
| Helper (4)   | 61  |   |   |   | 61  |   |  | 61  | 42  |   | 42  | 19 |   | 19 |    |  |   |             | 1,250-1,860 |
| Shipwright (4)   | 14  |   |   |   | 14  |   |  | 14  | 10  |   | 10  | 4  |   | 4  |    |  |   |             | 1,740-2,440 |
| Shop checker (4)   | 14  |   |   |   | 13  | 1 |  | 14  | 11  | 1 | 12  | 2  |   | 2  |    |  |   |             | 1,123-1,248 |
| Shovel operator, gasoline (4)                              | 14  |   |   |   | 12  | 2 |  | 14  | 8   | 2 | 10  | 4  |   | 4  |    |  |   |             | 1,680-2,160 |
| Helper (4)   | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   |             | 1,383       |
| Slide-punch operator (3)                                   | 10  |   |   |   | 10  |   |  | 10  | 10  |   | 10  |    |   |    |    |  |   |             | 1,440       |
| Snagboat foreman (4)                                       | 1   |   |   |   | 1   |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   |             | 1,800       |
| Social science analyst, junior (3)                         | 3   | 3 |   | 3 |     |   |  | 3   | 3   |   | 3   |    |   |    |    |  |   |             | 1,800-2,000 |
| Social worker, junior (1)                                  | 9   |   |   |   | 9   |   |  | 9   | 8   |   | 8   | 1  |   | 1  |    |  |   |             | 2,000       |
| Soil conservationist (1)                                   | 1   | 1 |   | 1 |     |   |  | 1   | 1   |   | 1   |    |   |    |    |  |   |             | 4,500       |
| Assistant (1)  | 75  |   |   |   | 75  |   |  | 75  | 44  |   | 44  | 26 |   | 26 | 5  |  |   | 5           | 2,000-2,600 |
| Associate (1)  | 5   |   |   |   | 5   |   |  | 5   | 2   |   | 2   |    |   |    | 3  |  |   | 3           | 3,200       |
| Soil technologist (1)                                      | 14  |   |   |   | 14  |   |  | 14  | 12  |   | 12  | 2  |   | 2  |    |  |   |             | 1,080-2,000 |
| Junior (1)   | 45  |   |   |   | 45  |   |  | 45  | 42  |   | 42  | 2  |   | 2  | 1  |  |   | 1           | 2,000       |

Table 2.—Number of Persons Appointed, by Kind of Examination, Service, Sex, Preference Status, and Entrance Salary, for the Fiscal Year Ended June 30, 1938—Continued

[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 and subscientific; (3) clerical, administrative, and general business; (4) custodial, labor, and mechanical]

| Title of examination                           | Total  | Departmental |       |       | Field |       |        | Nonpreference |        |        | 5-point preference |       |       | 10-point preference |                    |      |       |       | Entrance salary (per diem salaries converted to per annum basis of 313 days a year) |
|--|--------|--------------|-------|-------|-------|-------|--------|---------------|--------|--------|--------------------|-------|-------|---------------------|--------------------|------|-------|-------|---|
|  |        | Men          | Women | Total | Men   | Women | Total  | Men           | Women  | Total  | Men                | Women | Total | Disability (men)    | Disability (women) | Wife | Widow | Total |   |
| Sorting-machine (horizontal) operator (3)..... | 208    | 187          |       | 187   | 21    |       | 21     | 188           |        | 188    | 18                 |       | 18    | 2                   |                    |      |       | 2     | \$1, 260—\$1, 440   |
| Junior (3).....                                | 1      | 1            |       | 1     |       |       |        | 1             |        | 1      |                    |       |       |                     |                    |      |       |       | 1, 440  |
| Supervisor (3).....                            | 1      |              |       |       | 1     |       | 1      | 1             |        | 1      |                    |       |       |                     |                    |      |       |       | 1, 620  |
| Statistical analyst (3).....                   | 1      | 1            |       | 1     |       |       |        |               |        |        | 1                  |       | 1     |                     |                    |      |       |       | 3, 800  |
| Statistical clerk, assistant (3).....          | 59     | 32           | 4     | 36    | 15    | 8     | 23     | 37            | 9      | 46     | 7                  | 1     | 8     | 3                   |                    |      | 2     | 5     | 1, 260—1, 620   |
| Steamfitter (4).....                           | 5      | 2            |       | 2     |       |       |        | 1             |        | 1      | 3                  |       | 3     | 1                   |                    |      |       | 1     | 1, 320—3, 005   |
| Helper (4).....                                | 2      |              |       |       |       |       |        |               |        |        |                    |       |       |                     |                    |      |       |       | 1, 260  |
| Steel (structural) worker, helper (4).....     | 3      |              |       |       |       |       |        |               |        |        |                    |       |       |                     |                    |      |       |       | 1, 052  |
| Steersman (4).....                             | 2      |              |       |       | 2     |       | 2      | 2             |        | 2      |                    |       |       |                     |                    |      |       |       | 1, 800  |
| Stenographer:.....                             |        |              |       |       |       |       |        |               |        |        |                    |       |       |                     |                    |      |       |       |   |
| Junior (3).....                                | 1, 846 | 140          | 658   | 798   | 291   | 757   | 1, 048 | 402           | 1, 375 | 1, 777 | 26                 | 2     | 28    | 3                   |                    | 8    | 30    | 41    | 820—2, 250  |
| Senior (3).....                                | 144    | 10           | 39    | 49    | 43    | 52    | 95     | 50            | 86     | 136    | 3                  |       | 3     |                     |                    |      | 5     | 5     | 1, 260—2, 025   |
| Stereotypier (4).....                          | 1      | 1            |       | 1     |       |       |        |               |        |        |                    |       |       | 1                   |                    |      |       | 1     | 2, 856  |
| Steward (4).....                               | 10     |              |       |       | 10    |       | 10     | 6             |        | 6      | 3                  |       | 3     | 1                   |                    |      |       | 1     | 1, 440—1, 860   |
| Assistant (4).....                             | 2      |              |       |       | 2     |       | 2      | 1             |        | 1      | 1                  |       | 1     | 1                   |                    |      |       |       | 1, 242  |
| Penal and correctional institutions (4).....   | 1      |              |       |       | 1     |       | 1      |               |        |        | 1                  |       | 1     |                     |                    |      |       |       | 1, 680  |
| Third (4).....                                 | 1      |              |       |       | 1     |       | 1      |               |        |        | 1                  |       | 1     |                     |                    |      |       |       | 1, 392  |
| Stock clerk (3).....                           | 23     | 1            |       | 1     | 22    |       | 22     | 17            |        | 17     | 5                  |       | 5     | 1                   |                    |      |       | 1     | 1, 200—1, 620   |
| Stockfinisher (4).....                         | 5      |              |       |       | 5     |       | 5      | 4             |        | 4      | 1                  |       | 1     |                     |                    |      |       |       | 1, 206  |
| Stonemason (4).....                            | 3      | 2            |       | 2     |       |       |        | 2             |        | 2      | 1                  |       | 1     |                     |                    |      |       |       | 1, 680—1, 800   |
| Storekeeper (3).....                           | 15     |              |       |       | 14    | 1     | 15     | 8             | 1      | 9      | 7                  |       | 7     | 1                   |                    |      |       | 1     | 1, 080—2, 000   |
| Assistant (3).....                             | 2      |              |       |       | 2     |       | 2      | 2             |        | 2      |                    |       |       |                     |                    |      |       |       | 2, 600  |
| Junior (3).....                                | 26     |              |       |       | 26    |       | 26     | 17            |        | 17     | 9                  |       | 9     |                     |                    |      |       |       | 660—1, 800  |
| Penitentiary (3).....                          | 2      |              |       |       | 2     |       | 2      | 1             |        | 1      |                    |       |       | 1                   |                    |      |       | 1     | 2, 000—2, 100   |
| Senior (3).....                                | 1      |              |       |       | 1     |       | 1      |               |        |        | 1                  |       | 1     |                     |                    |      |       |       | 1, 620  |
| Storekeeper-gager (3).....                     | 45     |              |       |       | 45    |       | 45     | 18            |        | 18     | 15                 |       | 15    | 12                  |                    |      |       | 12    | 1, 800—2, 100   |
| Student aid (2).....                           | 15     |              |       |       | 15    |       | 15     | 15            |        | 15     |                    |       |       |                     |                    |      |       |       | 1, 020—1, 440   |
| Subinspector (3).....                          | 15     |              |       |       | 15    |       | 15     | 8             |        | 8      | 5                  |       | 5     | 2                   |                    |      |       | 2     | 1, 260  |
| Supervisor:.....                               |        |              |       |       |       |       |        |               |        |        |                    |       |       |                     |                    |      |       |       |   |
| District (1).....                              | 1      |              |       |       | 1     |       | 1      |               |        |        | 1                  |       | 1     |                     |                    |      |       |       | 3, 800  |
| District, Bureau of Motor Carriers (1).....    | 4      |              |       |       | 4     |       | 4      | 1             |        | 1      | 2                  |       | 2     | 1                   |                    |      |       | 1     | 3, 800  |
| Surgeon's assistant, dental (2).....           | 14     |              |       |       |       | 13    | 14     |               | 13     | 13     |                    |       | 1     |                     |                    |      |       |       | 1, 260  |
| Survey-party chief (2).....                    | 8      |              |       |       | 8     |       | 8      | 6             |        | 6      | 2                  |       | 2     |                     |                    |      |       |       | 1, 900—2, 600   |
| Surveyman (2).....                             | 131    |              |       |       | 131   |       | 131    | 119           |        | 119    | 10                 |       | 10    | 2                   |                    |      |       | 2     | 1, 440—1, 620   |







|   |        |       |       |       |        |       |        |        |       |        |       |    |       |       |   |    |     |       |  |
|---|--------|-------|-------|-------|--------|-------|--------|--------|-------|--------|-------|----|-------|-------|---|----|-----|-------|--|
| Reinstatement.....                                | 441    | 121   | 64    | 185   | 214    | 42    | 256    | 335    | 106   | 441    |       |    |       |       |   |    |     |       |  |
| Reemployment.....                                 | 194    | 22    | 10    | 32    | 139    | 23    | 162    | 161    | 33    | 194    |       |    |       |       |   |    |     |       |  |
| Total for classified service.....                 | 40,145 | 4,700 | 3,094 | 7,794 | 28,029 | 4,322 | 32,351 | 26,395 | 7,074 | 33,409 | 4,944 | 17 | 4,961 | 1,390 | 3 | 56 | 266 | 1,715 |  |
| Unclassified:                                     |        |       |       |       |        |       |        |        |       |        |       |    |       |       |   |    |     |       |  |
| Schedules A and B.....                            | 436    | 131   | 6     | 137   | 263    | 36    | 299    | 394    | 42    | 436    |       |    |       |       |   |    |     |       |  |
| Postmaster, first, second, and third classes..... | 688    |       |       |       | 502    | 186   | 688    | 357    | 173   | 530    | 145   | 13 | 158   |       |   |    |     |       |  |
| Laborer <sup>2</sup> .....                        | 637    | 66    | 33    | 99    | 406    | 132   | 538    | 472    | 165   | 637    |       |    |       |       |   |    |     |       |  |
| District of Columbia government:                  |        |       |       |       |        |       |        |        |       |        |       |    |       |       |   |    |     |       |  |
| Policeman.....                                    | 73     | 73    |       | 73    |        |       |        | 57     |       | 57     | 16    |    | 16    |       |   |    |     |       |  |
| Private, fire department.....                     | 42     | 42    |       | 42    |        |       |        | 20     |       | 20     | 22    |    | 22    |       |   |    |     |       |  |
| Miscellaneous.....                                | 135    | 59    | 76    | 135   |        |       |        | 43     | 72    | 115    | 8     | 2  | 10    | 8     |   |    | 2   | 10    |  |
| Total unclassified.....                           | 2,011  | 371   | 115   | 486   | 1,171  | 354   | 1,525  | 1,343  | 452   | 1,795  | 191   | 15 | 206   | 8     |   |    | 2   | 10    |  |
| Grand total.....                                  | 42,156 | 5,071 | 3,209 | 8,280 | 29,200 | 4,676 | 33,876 | 27,738 | 7,526 | 35,264 | 5,135 | 32 | 5,167 | 1,398 | 3 | 56 | 268 | 1,725 |  |

<sup>2</sup> Veterans are not allowed 5 points additional in unclassified laborer examinations, but in such examinations veteran eligibles are given precedence in certification.

Table 3.—Number of Civil Employees, by Sex, in the Executive Departments and Independent Establishments of the United States Government on June 30, 1938 <sup>1</sup>

| Department or establishment                                     | Entire service |         |        | In District of Columbia |        |        | Outside District of Columbia |         |        |
|---|----------------|---------|--------|-------------------------|--------|--------|------------------------------|---------|--------|
|   | Total          | Men     | Women  | Total                   | Men    | Women  | Total                        | Men     | Women  |
| Office of the President.....                                    | 46             | 40      | 6      | 46                      | 40     | 6      | -----                        | -----   | -----  |
| EXECUTIVE DEPARTMENTS   |                |         |        |                         |        |        |                              |         |        |
| State.....  | 5,418          | 3,414   | 2,004  | 990                     | 523    | 467    | 4,428                        | 2,891   | 1,537  |
| Treasury.....   | 67,817         | 42,970  | 24,847 | 22,093                  | 10,228 | 11,865 | 45,724                       | 32,742  | 12,982 |
| War.....  | 94,434         | 81,825  | 12,609 | 5,235                   | 3,019  | 2,216  | 89,199                       | 78,806  | 10,393 |
| Justice.....  | 8,463          | 6,124   | 2,339  | 2,454                   | 1,451  | 1,003  | 6,009                        | 4,673   | 1,336  |
| Post Office.....  | 285,715        | 256,676 | 29,039 | 4,378                   | 3,473  | 905    | 281,337                      | 253,203 | 28,134 |
| Navy.....   | 68,629         | 64,333  | 4,296  | 10,740                  | 9,258  | 1,482  | 57,889                       | 55,075  | 2,814  |
| Interior.....   | 45,289         | 35,267  | 10,022 | 12,130                  | 8,043  | 4,087  | 33,159                       | 27,224  | 5,935  |
| Agriculture.....  | 102,505        | 79,531  | 22,974 | 11,850                  | 6,310  | 5,540  | 90,655                       | 73,221  | 17,434 |
| Commerce.....   | 17,539         | 15,060  | 2,479  | 5,065                   | 3,406  | 1,659  | 12,474                       | 11,654  | 820    |
| Labor.....  | 7,463          | 4,820   | 2,643  | 2,290                   | 990    | 1,300  | 5,173                        | 3,830   | 1,343  |
| INDEPENDENT ESTABLISHMENTS                                      |                |         |        |                         |        |        |                              |         |        |
| Alley Dwelling Authority.....                                   | 18             | 14      | 4      | 18                      | 14     | 4      | -----                        | -----   | -----  |
| American Battle Monuments Commission.....                       | 114            | 103     | 11     | 9                       | 8      | 1      | 105                          | 95      | 10     |
| Board of Governors, Federal Reserve System.....                 | 420            | 246     | 174    | 394                     | 220    | 174    | 26                           | 26      | -----  |
| Board of Tax Appeals.....                                       | 126            | 55      | 71     | 126                     | 55     | 71     | -----                        | -----   | -----  |
| Census of Partial Employment, Unemployment and Occupations..... | 18             | 10      | 8      | 16                      | 8      | 8      | 2                            | 2       | -----  |
| Central Statistical Board.....                                  | 32             | 14      | 18     | 32                      | 14     | 18     | -----                        | -----   | -----  |
| Civil Service Commission.....                                   | 1,206          | 487     | 719    | 955                     | 368    | 587    | 251                          | 119     | 132    |
| Civilian Conservation Corps (Director's office).....            | 65             | 31      | 34     | 55                      | 21     | 34     | 10                           | 10      | -----  |
| Commodity Credit Corporation.....                               | 110            | 72      | 38     | 110                     | 72     | 38     | -----                        | -----   | -----  |
| Electric Home and Farm Authority.....                           | 112            | 66      | 46     | 63                      | 27     | 36     | 49                           | 39      | 10     |
| Employees' Compensation Commission.....                         | 439            | 209     | 230    | 382                     | 187    | 195    | 57                           | 22      | 35     |
| Export-Import Bank.....   | 10             | 5       | 5      | 10                      | 5      | 5      | -----                        | -----   | -----  |
| Farm Credit Administration.....                                 | 3,356          | 2,047   | 1,309  | 1,307                   | 620    | 687    | 2,049                        | 1,427   | 622    |
| Federal Communications Commission.....                          | 623            | 402     | 221    | 431                     | 260    | 171    | 192                          | 142     | 50     |
| Federal Deposit Insurance Corporation.....                      | 887            | 580     | 307    | 356                     | 182    | 174    | 531                          | 398     | 133    |
| Federal Emergency Administration of Public Works.....           | 4,183          | 3,142   | 1,041  | 1,065                   | 1,007  | 658    | 2,518                        | 2,135   | 383    |
| Federal Home Loan Bank Board.....                               | 323            | 212     | 111    | 144                     | 82     | 62     | 179                          | 130     | 49     |
| Federal Housing Administration.....                             | 4,101          | 2,630   | 1,471  | 1,431                   | 849    | 582    | 2,670                        | 1,781   | 889    |
| Federal Power Commission.....                                   | 461            | 300     | 161    | 304                     | 182    | 122    | 157                          | 118     | 39     |
| Federal Savings and Loan Insurance Corporation.....             | 42             | 18      | 24     | 40                      | 16     | 24     | 2                            | 2       | -----  |
| Federal Trade Commission.....                                   | 586            | 361     | 225    | 505                     | 303    | 202    | 81                           | 58      | 23     |
| General Accounting Office.....                                  | 4,959          | 3,215   | 1,744  | 4,959                   | 3,215  | 1,744  | -----                        | -----   | -----  |
| Golden Gate International Exposition Commission.....            | 17             | 13      | 4      | 9                       | 7      | 2      | 8                            | 6       | 2      |
| Government Printing Office.....                                 | 5,399          | 4,404   | 995    | 5,399                   | 4,404  | 995    | -----                        | -----   | -----  |
| Home Owners' Loan Corporation.....                              | 13,077         | 6,296   | 6,781  | 1,210                   | 585    | 625    | 11,867                       | 5,711   | 6,156  |
| Interstate Commerce Commission.....                             | 2,430          | 1,705   | 725    | 1,789                   | 1,201  | 588    | 641                          | 504     | 137    |
| Maritime Commission.....  | 1,143          | 834     | 309    | 614                     | 354    | 260    | 529                          | 480     | 49     |
| National Advisory Committee for Aeronautics.....                | 555            | 482     | 73     | 49                      | 25     | 24     | 506                          | 457     | 49     |
| National Archives.....  | 408            | 281     | 127    | 408                     | 281    | 127    | -----                        | -----   | -----  |
| National Capital Park and Planning Commission.....              | 26             | 22      | 4      | 26                      | 22     | 4      | -----                        | -----   | -----  |
| National Emergency Council.....                                 | 211            | 98      | 113    | 131                     | 61     | 70     | 80                           | 37      | 43     |

<sup>1</sup> This table does not include employees in the legislative or judicial branches of the United States Government, the military and naval forces of the United States, or employees of the District of Columbia government. Neither does it include enrollees engaged in Civilian Conservation Corps work, nor temporary substitute employees in the Post Office Service. It does include all civil employees in the executive branch paid from regular funds and administrative employees paid from emergency relief appropriation acts.

Table 3.—Number of Civil Employees, by Sex, in the Executive Departments and Independent Establishments of the United States Government on June 30, 1938—Continued

| Department or establishment                          | Entire service |         |         | In District of Columbia |        |        | Outside District of Columbia |         |         |
|--|----------------|---------|---------|-------------------------|--------|--------|------------------------------|---------|---------|
|  | Total          | Men     | Women   | Total                   | Men    | Women  | Total                        | Men     | Women   |
| INDEPENDENT ESTABLISHMENTS—continued                 |                |         |         |                         |        |        |                              |         |         |
| National Labor Relations Board.....                  | 713            | 427     | 286     | 324                     | 204    | 120    | 389                          | 223     | 166     |
| National Mediation Board.....                        | 68             | 35      | 33      | 22                      | 16     | 6      | 46                           | 19      | 27      |
| National Resources Committee.....                    | 204            | 145     | 59      | 121                     | 71     | 50     | 83                           | 74      | 9       |
| New York World's Fair Commission.....                | 20             | 12      | 8       |                         |        |        | 20                           | 12      | 8       |
| Panama Canal.....                                    | 10,461         | 9,940   | 521     | 76                      | 66     | 10     | 10,385                       | 9,874   | 511     |
| Paris International Exposition Commission.....       | 3              | 3       |         | 3                       | 3      |        |                              |         |         |
| Prison Industries Reorganization Administration..... | 21             | 14      | 7       | 19                      | 12     | 7      | 2                            | 2       |         |
| Railroad Administration.....                         | 1              | 1       |         | 1                       | 1      |        |                              |         |         |
| Railroad Retirement Board.....                       | 1,200          | 657     | 543     | 1,168                   | 626    | 542    | 32                           | 31      | 1       |
| Reconstruction Finance Corporation.....              | 3,277          | 1,906   | 1,371   | 1,463                   | 788    | 675    | 1,814                        | 1,118   | 696     |
| Rural Electrification Administration.....            | 504            | 292     | 212     | 439                     | 233    | 206    | 65                           | 59      | 6       |
| Securities and Exchange Commission.....              | 1,214          | 799     | 415     | 1,001                   | 648    | 353    | 213                          | 151     | 62      |
| Smithsonian Institution.....                         | 477            | 359     | 118     | 477                     | 359    | 118    |                              |         |         |
| Social Security Board.....                           | 10,335         | 5,118   | 5,217   | 2,519                   | 1,136  | 1,383  | 7,816                        | 3,982   | 3,834   |
| Tariff Commission.....                               | 304            | 194     | 110     | 296                     | 186    | 110    | 8                            | 8       |         |
| Tennessee Valley Authority.....                      | 12,847         | 11,891  | 956     | 9                       | 3      | 6      | 12,838                       | 11,888  | 950     |
| Veterans' Administration.....                        | 35,687         | 23,035  | 12,652  | 5,292                   | 1,951  | 3,341  | 30,395                       | 21,084  | 9,311   |
| Works Progress Administration.....                   | 25,815         | 12,507  | 13,308  | 2,142                   | 1,132  | 1,010  | 23,673                       | 11,375  | 12,298  |
| Total.....   | 851,926        | 685,749 | 166,177 | 115,590                 | 68,831 | 46,759 | 736,336                      | 616,918 | 119,418 |



Table 4.—Number of Civil Employees, by Service (Classified or Unclassified), in the Executive Departments and Independent Establishments of the United States Government on June 30, 1938 <sup>1</sup>

[Unclassified positions are positions excepted from the operation of the Civil Service Act and rules by statute or Executive order; positions listed in schedules A and B of the civil-service rules; and unskilled laborer positions]

| Department or establishment                                     | Entire service |            |              | In District of Columbia |            |              | Outside District of Columbia |            |              |
|---|----------------|------------|--------------|-------------------------|------------|--------------|------------------------------|------------|--------------|
|   | Total          | Classified | Unclassified | Total                   | Classified | Unclassified | Total                        | Classified | Unclassified |
| Office of the President.....                                    | 46             |            | 46           | 46                      |            | 46           |                              |            |              |
| EXECUTIVE DEPARTMENTS   |                |            |              |                         |            |              |                              |            |              |
| State.....  | 5,418          | 873        | 4,545        | 990                     | 828        | 162          | 4,428                        | 45         | 4,383        |
| Treasury.....   | 67,817         | 40,286     | 27,531       | 22,093                  | 17,612     | 4,481        | 45,724                       | 22,674     | 23,050       |
| War.....  | 94,434         | 58,495     | 35,939       | 5,235                   | 3,773      | 1,462        | 89,199                       | 54,722     | 34,477       |
| Justice.....  | 8,463          | 3,818      | 4,645        | 2,454                   | 1,011      | 1,443        | 6,009                        | 2,807      | 3,202        |
| Post Office.....  | 285,715        | 281,947    | 3,768        | 4,378                   | 4,241      | 137          | 281,337                      | 277,706    | 3,631        |
| Navy.....   | 68,629         | 60,919     | 7,710        | 10,740                  | 10,026     | 714          | 57,889                       | 50,893     | 6,996        |
| Interior.....   | 45,289         | 18,229     | 27,060       | 12,130                  | 7,595      | 4,535        | 33,159                       | 10,634     | 22,525       |
| Agriculture.....  | 102,505        | 30,414     | 72,091       | 11,850                  | 6,507      | 5,343        | 90,655                       | 23,907     | 66,748       |
| Commerce.....   | 17,539         | 11,185     | 6,354        | 5,065                   | 4,574      | 491          | 12,474                       | 6,611      | 5,863        |
| Labor.....  | 7,463          | 4,786      | 2,677        | 2,290                   | 1,318      | 972          | 5,173                        | 3,468      | 1,705        |
| INDEPENDENT ESTABLISHMENTS                                      |                |            |              |                         |            |              |                              |            |              |
| Alley Dwelling Authority...                                     | 18             | 14         | 4            | 18                      | 14         | 4            |                              |            |              |
| American Battle Monument Commission.....                        | 114            | 8          | 106          | 9                       | 8          | 1            | 105                          |            | 105          |
| Board of Governors, Federal Reserve System.....                 | 420            |            | 420          | 394                     |            | 394          | 26                           |            | 26           |
| Board of Tax Appeals.....                                       | 126            | 67         | 59           | 126                     | 67         | 59           |                              |            |              |
| Census of Partial Employment, Unemployment and Occupations..... | 18             | 18         |              | 16                      | 16         |              | 2                            | 2          |              |
| Central Statistical Board.....                                  | 32             | 30         | 2            | 32                      | 30         | 2            |                              |            |              |
| Civil Service Commission.....                                   | 1,206          | 1,190      | 16           | 955                     | 939        | 16           | 251                          | 251        |              |
| Civilian Conservation Corps (Director's office).....            | 65             |            | 65           | 55                      |            | 55           | 10                           |            | 10           |
| Commodity Credit Corporation.....                               | 110            |            | 110          | 110                     |            | 110          |                              |            |              |
| Electric Home and Farm Authority.....                           | 112            |            | 112          | 63                      |            | 63           | 49                           |            | 49           |
| Employees' Compensation Commission.....                         | 439            | 433        | 6            | 382                     | 376        | 6            | 57                           | 57         |              |
| Export-Import Bank.....   | 10             |            | 10           | 10                      |            | 10           |                              |            |              |
| Farm Credit Administration.....                                 | 3,356          | 1,473      | 1,883        | 1,307                   | 1,152      | 155          | 2,049                        | 321        | 1,728        |
| Federal Communications Commission.....                          | 623            | 585        | 38           | 431                     | 397        | 34           | 192                          | 188        | 4            |
| Federal Deposit Insurance Corporation.....                      | 887            |            | 887          | 356                     |            | 356          | 531                          |            | 531          |
| Federal Emergency Administration of Public Works.....           | 4,183          |            | 4,183        | 1,665                   |            | 1,665        | 2,518                        |            | 2,518        |
| Federal Home Loan Bank Board.....                               | 323            |            | 323          | 144                     |            | 144          | 179                          |            | 179          |
| Federal Housing Administration.....                             | 4,101          |            | 4,101        | 1,431                   |            | 1,431        | 2,670                        |            | 2,670        |
| Federal Power Commission.....                                   | 461            | 304        | 157          | 304                     | 207        | 97           | 157                          | 97         | 60           |
| Federal Savings and Loan Insurance Corporation.....             | 42             |            | 42           | 40                      |            | 40           | 2                            |            | 2            |
| Federal Trade Commission.....                                   | 586            | 303        | 283          | 505                     | 280        | 225          | 81                           | 23         | 58           |
| General Accounting Office.....                                  | 4,959          | 2,274      | 2,685        | 4,959                   | 2,274      | 2,685        |                              |            |              |
| Golden Gate International Exposition Commission.....            | 17             |            | 17           | 9                       |            | 9            | 8                            |            | 8            |
| Government Printing Office.....                                 | 5,399          | 5,105      | 294          | 5,399                   | 5,105      | 294          |                              |            |              |
| Home Owners' Loan Corporation.....                              | 13,077         |            | 13,077       | 1,210                   |            | 1,210        | 11,867                       |            | 11,867       |
| Interstate Commerce Commission.....                             | 2,430          | 2,399      | 31           | 1,789                   | 1,771      | 18           | 641                          | 628        | 13           |
| Maritime Commission.....  | 1,143          | 1,036      | 107          | 614                     | 526        | 88           | 529                          | 510        | 19           |
| National Advisory Committee for Aeronautics.....                | 555            | 494        | 61           | 49                      | 48         | 1            | 506                          | 446        | 60           |

<sup>1</sup> This tables does not include employees in the legislative or judicial branches of the United States Government, the military and naval forces of the United States, or employees of the District of Columbia government. Neither does it include enrollees engaged in Civilian Conservation Corps work, nor temporary substitute employees in the Post Office Service. It does include all civil employees in the executive branch paid from regular funds and administrative employees paid from emergency relief appropriation acts.

Table 4.—Number of Civil Employees, by Service (Classified or Unclassified), in the Executive Departments and Independent Establishments of the United States Government on June 30, 1938—Continued

| Department or establishment                          | Entire service |            |              | In District of Columbia |            |              | Outside District of Columbia |            |              |
|--|----------------|------------|--------------|-------------------------|------------|--------------|------------------------------|------------|--------------|
|  | Total          | Classified | Unclassified | Total                   | Classified | Unclassified | Total                        | Classified | Unclassified |
| INDEPENDENT ESTABLISHMENTS—continued                 |                |            |              |                         |            |              |                              |            |              |
| National Archives.....                               | 408            | -----      | 408          | 408                     | -----      | 408          | -----                        | -----      | -----        |
| National Capital Park and Planning Commission.....   | 26             | 11         | 15           | 26                      | 11         | 15           | -----                        | -----      | -----        |
| National Emergency Council.....                      | 211            | -----      | 211          | 131                     | -----      | 131          | 80                           | -----      | 80           |
| National Labor Relations Board.....                  | 713            | 358        | 355          | 324                     | 188        | 136          | 389                          | 170        | 219          |
| National Mediation Board.....                        | 68             | 30         | 38           | 22                      | 15         | 7            | 46                           | 15         | 31           |
| National Resources Committee.....                    | 204            | -----      | 204          | 121                     | -----      | 121          | 83                           | -----      | 83           |
| New York World's Fair Commission.....                | 20             | -----      | 20           | -----                   | -----      | -----        | 20                           | -----      | 20           |
| Panama Canal.....                                    | 10,461         | 721        | 9,740        | 76                      | 76         | -----        | 10,385                       | 645        | 9,740        |
| Paris International Exposition Commission.....       | 3              | -----      | 3            | 3                       | -----      | 3            | -----                        | -----      | -----        |
| Prison Industries Reorganization Administration..... | 21             | -----      | 21           | 19                      | -----      | 19           | 2                            | -----      | 2            |
| Railroad Administration.....                         | 1              | 1          | -----        | 1                       | 1          | -----        | -----                        | -----      | -----        |
| Railroad Retirement Board.....                       | 1,200          | 1,166      | 34           | 1,168                   | 1,134      | 34           | 32                           | 32         | -----        |
| Reconstruction Finance Corporation.....              | 3,277          | -----      | 3,277        | 1,463                   | -----      | 1,463        | 1,814                        | -----      | 1,814        |
| Rural Electrification Administration.....            | 504            | 350        | 154          | 439                     | 331        | 108          | 65                           | 19         | 46           |
| Securities and Exchange Commission.....              | 1,214          | 705        | 509          | 1,001                   | 625        | 376          | 213                          | 80         | 133          |
| Smithsonian Institution.....                         | 477            | 354        | 123          | 477                     | 354        | 123          | -----                        | -----      | -----        |
| Social Security Board.....                           | 10,335         | 10,163     | 172          | 2,519                   | 2,410      | 109          | 7,816                        | 7,753      | 63           |
| Tariff Commission.....                               | 304            | 195        | 109          | 296                     | 188        | 108          | 8                            | 7          | 1            |
| Tennessee Valley Authority.....                      | 12,847         | -----      | 12,847       | 9                       | -----      | 9            | 12,838                       | -----      | 12,838       |
| Veterans' Administration.....                        | 35,687         | 22,170     | 13,517       | 5,292                   | 5,117      | 175          | 30,395                       | 17,053     | 13,342       |
| Works Progress Administration.....                   | 25,815         | -----      | 25,815       | 2,142                   | -----      | 2,142        | 23,673                       | -----      | 23,673       |
| Total.....   | 851,926        | 562,909    | 289,017      | 115,590                 | 81,145     | 34,445       | 736,336                      | 481,764    | 254,572      |

Table 5.—Summary of Civil Employment in the Executive Branch of the United States Government <sup>1</sup>

| Date               | Entire service | In District of Columbia | Outside District of Columbia | Date               | Entire service | In District of Columbia | Outside District of Columbia |
|--------------------|----------------|-------------------------|------------------------------|--------------------|----------------|-------------------------|------------------------------|
| Nov. 11, 1918..... | 917,760        | 117,760                 | <sup>2</sup> 800,000         | June 30, 1929..... | 559,579        | 63,904                  | 495,675                      |
| July 31, 1920..... | 691,116        | 90,559                  | <sup>2</sup> 600,557         | June 30, 1930..... | 580,494        | 68,510                  | 511,984                      |
| July 31, 1921..... | 562,252        | 78,865                  | 483,387                      | June 30, 1931..... | 588,206        | 71,693                  | 516,513                      |
| June 30, 1922..... | 527,517        | 69,980                  | 457,537                      | June 30, 1932..... | 583,196        | 68,793                  | 514,403                      |
| June 30, 1923..... | 515,772        | 66,290                  | 449,482                      | June 30, 1933..... | 572,091        | 65,437                  | 506,654                      |
| June 30, 1924..... | 521,641        | 64,120                  | 457,521                      | June 30, 1934..... | 673,095        | 89,132                  | 583,963                      |
| June 30, 1925..... | 532,798        | 63,756                  | 469,042                      | June 30, 1935..... | 719,440        | 103,453                 | 615,987                      |
| June 30, 1926..... | 528,542        | 60,811                  | 467,731                      | June 30, 1936..... | 824,259        | 117,103                 | 707,156                      |
| June 30, 1927..... | 527,228        | 59,800                  | 467,428                      | June 30, 1937..... | 841,664        | 115,409                 | 726,255                      |
| June 30, 1928..... | 540,867        | 61,388                  | 479,479                      | June 30, 1938..... | 851,926        | 115,590                 | 736,336                      |

<sup>1</sup> Does not include employees in the legislative or judicial branches of the United States Government, the military and naval forces of the United States, or employees of the District of Columbia government. Data showing the number of employees on and prior to June 30, 1937, refer to the number having Federal appointments on the last day of the month. Data showing the number on June 30, 1938, refer to employees on the pay roll with pay during the last regular pay period of the month.

<sup>2</sup> Estimated.

Table 6.—Summary of Examinations and Appointments During the Fiscal Years 1935, 1936, 1937, and 1938

| Status of positions   | Examined           |                    |                    |         | Appointed           |                     |                     |                     |
|---|--------------------|--------------------|--------------------|---------|---------------------|---------------------|---------------------|---------------------|
|   | 1935               | 1936               | 1937               | 1938    | 1935                | 1936                | 1937                | 1938                |
| Under civil-service rules:                                      |                    |                    |                    |         |                     |                     |                     |                     |
| Original appointment.....                                       | 411,365            | 712,011            | 800,175            | 363,870 | <sup>1</sup> 31,768 | <sup>2</sup> 42,141 | <sup>3</sup> 44,484 | <sup>4</sup> 34,051 |
| Noncompetitive cases:   |                    |                    |                    |         |                     |                     |                     |                     |
| Promotion, transfer, and reinstatement through examination..... | 14,300             | 19,013             | 19,055             | 23,560  | 3,588               | 7,587               | 7,512               | 5,900               |
| Reemployment.....   | 4,449              | 1,205              | 1,451              | 974     | 826                 | 974                 | 387                 | 194                 |
| Total involving examination.....                                | 430,114            | 732,229            | 820,681            | 388,404 | <sup>1</sup> 36,182 | <sup>2</sup> 50,702 | <sup>3</sup> 52,383 | <sup>4</sup> 40,145 |
| Promotion, transfer, and reinstatement without examination..... |                    |                    |                    |         | <sup>5</sup> 10,917 | <sup>5</sup> 12,854 | <sup>5</sup> 14,430 | 22,998              |
| Total under civil-service rules.....                            | 430,114            | 732,229            | 820,681            | 388,404 | <sup>1</sup> 47,099 | <sup>2</sup> 63,556 | <sup>3</sup> 66,813 | <sup>4</sup> 63,143 |
| Not under civil-service rules:                                  |                    |                    |                    |         |                     |                     |                     |                     |
| Schedules A and B.....  | 700                | 961                | 1,321              | 2,231   | 319                 | 308                 | 275                 | 436                 |
| Postmaster, first, second, and third classes.....               | 21,516             | 26,697             | 5,391              | 4,602   | 2,771               | 4,700               | 793                 | 688                 |
| Laborer.....  | 5,780              | 4,477              | 5,913              | 6,765   | 1,350               | 1,422               | 1,142               | 637                 |
| District of Columbia government.....                            | 387                | 2,845              | 2,835              | 421     | 103                 | 275                 | 206                 | 250                 |
| Entrance to Coast Guard Academy.....                            | <sup>5</sup> 406   | 449                | <sup>5</sup> 460   | 765     |                     |                     |                     |                     |
| Entrance to Naval Academy.....                                  | <sup>5</sup> 1,642 | <sup>5</sup> 1,442 | <sup>5</sup> 1,340 | 1,388   |                     |                     |                     |                     |
| Designation to Military and Naval Academies.....                | 4,846              | 7,661              | 4,026              | 3,896   |                     |                     |                     |                     |
| Foreign Service, Department of State.....                       |                    | <sup>5</sup> 727   |                    | 456     |                     |                     |                     |                     |
| Miscellaneous.....  | 2,945              | 5,566              | 3,720              |         |                     |                     |                     |                     |
| Total not under civil-service rules.....                        | 38,222             | 50,825             | 25,006             | 20,524  | 4,543               | 6,705               | 2,416               | 2,011               |
| Grand total.....  | 468,336            | 783,054            | 845,687            | 408,928 | <sup>1</sup> 51,642 | <sup>2</sup> 70,261 | <sup>3</sup> 69,229 | <sup>4</sup> 65,154 |

<sup>1</sup> Includes 1,838 fourth-class postmasters appointed upon recommendation of post-office inspectors.<sup>2</sup> Includes 1,798 fourth-class postmasters appointed upon recommendation of post-office inspectors.<sup>3</sup> Includes 1,718 fourth-class postmasters appointed upon recommendation of post-office inspectors.<sup>4</sup> Includes 1,577 fourth-class postmasters appointed upon recommendation of post-office inspectors.<sup>5</sup> Not included in the annual report for the year indicated.

Table 7.—Examinations Held for Certain Positions in the Postal Service During the Fiscal Years 1935, 1936, 1937, and 1938

| Title                         | Number of persons examined |         |         |        |
|-------------------------------|----------------------------|---------|---------|--------|
|                               | 1935                       | 1936    | 1937    | 1938   |
| Clerk-carrier.....            | 17,025                     | 107,642 | 245,471 | 42,974 |
| Laborer, Postal Service.....  | 1,867                      | 5,578   | 51,394  | 8,947  |
| Postmaster, assistant.....    |                            |         | 15      |        |
| Postmaster, fourth-class..... | 5,153                      | 5,559   | 2,532   | 3,703  |
| Railway postal clerk.....     | 95                         | 145,093 | 211     | 78     |
| Rural carrier.....            | 4,020                      | 6,980   | 11,552  | 13,472 |
| Village carrier.....          | 55                         | 172     | 386     | 523    |
| Total.....                    | 28,215                     | 271,024 | 311,561 | 69,697 |

Table 8.—Statistics Showing Extent of Certain Phases of the Commission's Work, for the Fiscal Years 1937 and 1938 <sup>1</sup>

| Item   | 1937                 | 1938                 | Change during fiscal year 1938 |
|--|----------------------|----------------------|--------------------------------|
| Kinds of positions for which examinations were held <sup>2</sup> .....               | 1, 495               | 1, 064               | —431                           |
| Information circulars, application forms, and pamphlets distributed.....             | 6, 998, 351          | 7, 412, 539.         | 414, 188                       |
| Visitors for information purposes.....   | 1, 191, 315          | 1, 128, 645          | —62, 670                       |
| Formal applications received <sup>3</sup> .....                                      | 585, 053             | 528, 693             | —56, 360                       |
| Preference claims of veterans investigated.....                                      | <sup>4</sup> 89, 314 | 77, 261              | —12, 053                       |
| Persons fingerprinted.....   | <sup>5</sup> 73, 792 | <sup>6</sup> 67, 146 | —6, 646                        |
| Appeals relating to examination matters received by Board of Appeals and Review..... | 18, 435              | 15, 368              | —3, 067                        |

<sup>1</sup> Items in this table comprise work performed in the central office of the Commission, in district offices and by local boards of examiners.

<sup>2</sup> Does not include examinations held for mechanical trades or similar occupations.

<sup>3</sup> Footnote 2, table 1, p. 88, shows the number of applications received for examinations for which registers were established during the fiscal year and for examinations reopened to veterans.

<sup>4</sup> Amended.

<sup>5</sup> 1,639 of these had been arrested and fingerprinted at some previous time.

<sup>6</sup> 1,580 of these had been arrested and fingerprinted at some previous time.

Table 9.—Action Upon Noncompetitive Personnel Changes Proposed by the Various Federal Agencies During the Fiscal Years 1935 to 1938

| Change proposed                   | Number allowed |         |         |         | Number disallowed |        |        |        |
|-----------------------------------|----------------|---------|---------|---------|-------------------|--------|--------|--------|
|                                   | 1935           | 1936    | 1937    | 1938    | 1935              | 1936   | 1937   | 1938   |
| Change in status.....             | 6, 621         | 9, 598  | 11, 136 | 18, 214 | 1, 953            | 2, 248 | 3, 158 | 2, 390 |
| Transfer.....                     | 3, 326         | 4, 880  | 5, 953  | 5, 648  | 319               | 475    | 522    | 466    |
| Reinstatement.....                | 4, 558         | 5, 963  | 4, 853  | 5, 036  | 755               | 892    | 1, 059 | 757    |
| Classification <sup>1</sup> ..... | 1, 217         | 12, 989 | 1, 556  | 3, 389  | 386               | 427    | 218    | 782    |
| Total.....                        | 15, 722        | 33, 430 | 23, 498 | 32, 287 | 3, 413            | 4, 042 | 4, 957 | 4, 395 |

<sup>1</sup> Refers to positions brought into the classified service.

Table 10.—Number of Preference and Nonpreference Eligibles Certified, Passed Over, and Selected for Appointment, by Executive Departments and Independent Establishments, for the Fiscal Year Ended June 30, 1938 <sup>1</sup>

| Department or office                             | Total     |             |           | 10-point preference |             |           | 5 point preference |             |           | Nonpreference |             |           |
|--|-----------|-------------|-----------|---------------------|-------------|-----------|--------------------|-------------|-----------|---------------|-------------|-----------|
|  | Certified | Passed over | Appointed | Certified           | Passed over | Appointed | Certified          | Passed over | Appointed | Certified     | Passed over | Appointed |
| <b>EXECUTIVE DEPARTMENTS</b>                     |           |             |           |                     |             |           |                    |             |           |               |             |           |
| State.....                                       | 223       | 104         | 56        | 5                   | 4           | 1         | 11                 | 6           | 2         | 207           | 94          | 53        |
| Treasury.....                                    | 7,844     | 1,258       | 2,012     | 798                 | 232         | 163       | 947                | 172         | 225       | 6,099         | 854         | 1,624     |
| War.....   | 23,993    | 2,993       | 7,398     | 924                 | 175         | 251       | 4,335              | 417         | 1,201     | 18,734        | 2,401       | 5,946     |
| Justice.....                                     | 1,913     | 658         | 354       | 71                  | 25          | 14        | 324                | 43          | 120       | 1,518         | 590         | 220       |
| Post office:                                     |           |             |           |                     |             |           |                    |             |           |               |             |           |
| Fourth-class postmasters                         | 1,708     | 404         | 879       | 52                  | 26          | 25        | 115                | 24          | 59        | 1,541         | 354         | 795       |
| Rural carriers.....                              | 1,072     | 280         | 371       | 117                 | 35          | 42        | 216                | 62          | 86        | 739           | 183         | 243       |
| Substitute railway postal clerks.....            | 739       | 136         | 565       | 37                  | 12          | 18        | 99                 | 31          | 67        | 603           | 93          | 480       |
| Other positions.....                             | 26,749    | 3,494       | 9,908     | 1,561               | 309         | 665       | 4,120              | 497         | 1,475     | 21,068        | 2,688       | 7,768     |
| Navy.....  | 24,541    | 426         | 7,229     | 677                 | 35          | 327       | 2,878              | 48          | 1,632     | 20,986        | 343         | 5,270     |
| Interior.....                                    | 11,945    | 1,564       | 2,599     | 863                 | 255         | 259       | 1,150              | 204         | 329       | 9,932         | 1,105       | 2,011     |
| Agriculture.....                                 | 16,657    | 4,366       | 4,562     | 451                 | 111         | 109       | 1,479              | 348         | 419       | 14,727        | 3,907       | 4,034     |
| Commerce.....                                    | 4,314     | 910         | 1,298     | 187                 | 74          | 33        | 1,106              | 169         | 412       | 3,021         | 667         | 853       |
| Labor.....                                       | 951       | 283         | 240       | 66                  | 27          | 12        | 121                | 35          | 28        | 764           | 221         | 200       |
| <b>INDEPENDENT ESTABLISHMENTS</b>                |           |             |           |                     |             |           |                    |             |           |               |             |           |
| Alley Dwelling Authority.....                    | 8         | 3           | 2         |                     |             |           |                    |             |           | 8             | 3           | 2         |
| American Battle Monuments Commission.....        | 3         |             | 1         |                     |             |           |                    |             |           | 3             |             | 1         |
| Central Statistical Board.....                   | 3         | 2           | 1         | 1                   | 1           |           |                    |             |           | 2             | 1           | 1         |
| Civil Service Commission.....                    | 481       | 74          | 120       | 29                  | 7           | 9         | 10                 | 2           | 3         | 442           | 65          | 108       |
| Employees' Compensation Commission.....          | 325       | 83          | 93        | 40                  | 25          | 8         | 15                 | 2           | 5         | 270           | 56          | 80        |
| Farm Credit Administration.....                  | 279       | 78          | 72        | 12                  | 6           | 3         | 15                 | 8           | 5         | 252           | 64          | 64        |
| Federal Communications Commission.....           | 206       | 74          | 51        | 6                   | 3           | 3         | 19                 | 7           | 5         | 181           | 64          | 43        |
| Federal Housing Administration.....              | 544       | 42          | 149       | 20                  | 6           | 3         | 19                 | 1           | 8         | 505           | 35          | 138       |
| Federal Power Commission.....                    | 160       | 45          | 28        | 12                  | 3           |           | 6                  | 3           | 2         | 142           | 39          | 26        |
| Federal Trade Commission.....                    | 139       | 78          | 28        | 4                   | 2           | 1         | 6                  | 2           | 4         | 129           | 74          | 23        |
| General Accounting Office.....                   | 3         | 2           | 1         | 1                   |             | 1         |                    |             |           | 2             | 2           |           |
| Government Printing Office.....                  | 817       | 224         | 266       | 32                  | 10          | 8         | 54                 | 16          | 12        | 731           | 198         | 246       |
| Interstate Commerce Commission.....              | 852       | 151         | 286       | 37                  | 19          | 7         | 76                 | 21          | 23        | 739           | 111         | 256       |
| Maritime Commission.....                         | 292       | 43          | 80        | 12                  | 3           | 2         | 52                 | 10          | 14        | 228           | 30          | 64        |
| National Advisory Committee for Aeronautics..... | 95        | 11          | 18        | 4                   |             | 1         | 10                 | 2           | 2         | 81            | 9           | 15        |
| National Labor Relations Board.....              | 609       | 139         | 125       | 49                  | 17          | 6         | 25                 | 5           | 3         | 535           | 117         | 116       |
| National Mediation Board.....                    | 9         | 4           | 2         |                     |             |           | 3                  |             | 1         | 6             | 4           | 1         |
| The Panama Canal.....                            | 128       | 57          | 35        |                     |             |           | 1                  | 1           |           | 127           | 56          | 35        |
| Railroad Retirement Board.....                   | 2,094     | 313         | 676       | 82                  | 21          | 43        | 328                | 65          | 112       | 1,684         | 227         | 521       |
| Rural Electrification Administration.....        | 214       | 61          | 54        | 8                   | 5           | 2         | 10                 | 7           | 2         | 196           | 49          | 50        |
| Securities and Exchange Commission.....          | 298       | 84          | 86        | 14                  | 3           | 1         | 12                 | 2           | 4         | 272           | 79          | 81        |
| Smithsonian Institution.....                     | 177       | 31          | 53        | 72                  | 16          | 22        | 45                 | 10          | 14        | 60            | 5           | 17        |
| Social Security Board.....                       | 13,280    | 1,944       | 3,313     | 575                 | 174         | 101       | 483                | 168         | 114       | 12,222        | 1,602       | 3,098     |
| Tariff Commission.....                           | 23        | 10          | 7         |                     |             |           | 3                  | 2           | 1         | 20            | 8           | 6         |
| Veterans' Administration.....                    | 6,342     | 879         | 1,385     | 498                 | 95          | 113       | 1,048              | 125         | 263       | 4,796         | 659         | 1,009     |
| Total.....                                       | 150,030   | 21,308      | 44,403    | 7,317               | 1,736       | 2,253     | 19,141             | 2,515       | 6,652     | 123,572       | 17,057      | 35,498    |
| District of Columbia government.....             | 1,271     | 275         | 349       | 91                  | 22          | 21        | 232                | 47          | 84        | 948           | 206         | 244       |
| Grand total.....                                 | 151,301   | 21,583      | 44,752    | 7,408               | 1,758       | 2,274     | 19,373             | 2,562       | 6,736     | 124,520       | 17,263      | 35,742    |

<sup>1</sup> Compiled from all certificates on which final action was reported during the year, including certificates outstanding at the beginning of the fiscal year.



Table 11.—Number of Appointments to the Classified Service of Persons Granted Veteran Preference, for the Fiscal Years 1920 to 1938

| Fiscal year | 5-point preference  | 10-point preference | Total number of preference appointments | Total number of appointments | Percent veterans appointed |
|-------------|---------------------|---------------------|---|------------------------------|----------------------------|
| 1920.....   | 15,750              | -----               | 15,750                                  | 115,770                      | 13.60                      |
| 1921.....   | <sup>1</sup> 29,250 | -----               | <sup>1</sup> 29,250                     | 101,164                      | 28.91                      |
| 1922.....   | 18,760              | -----               | 18,760                                  | 62,488                       | 30.02                      |
| 1923.....   | 19,137              | -----               | 19,137                                  | 56,087                       | 34.12                      |
| 1924.....   | 15,850              | 1,179               | 17,029                                  | 65,625                       | 25.95                      |
| 1925.....   | 9,930               | 1,474               | 11,404                                  | 48,804                       | 23.37                      |
| 1926.....   | 6,973               | 1,027               | 8,000                                   | 36,992                       | 21.63                      |
| 1927.....   | 8,832               | 1,115               | 9,947                                   | 38,777                       | 25.65                      |
| 1928.....   | 8,274               | 934                 | 9,208                                   | 37,796                       | 24.36                      |
| 1929.....   | 9,941               | 1,637               | 11,578                                  | 44,817                       | 25.83                      |
| 1930.....   | 7,273               | 1,996               | 9,269                                   | 38,281                       | 24.21                      |
| 1931.....   | 7,898               | 2,165               | 10,063                                  | 38,461                       | 26.16                      |
| 1932.....   | 4,899               | 1,561               | 6,460                                   | 21,449                       | 30.11                      |
| 1933.....   | 2,317               | 958                 | 3,275                                   | 10,403                       | 32.44                      |
| 1934.....   | 3,755               | 1,174               | 4,929                                   | 19,911                       | 24.75                      |
| 1935.....   | 6,224               | 2,177               | 8,401                                   | 31,768                       | 26.44                      |
| 1936.....   | 7,546               | 3,114               | 10,660                                  | 42,141                       | 25.30                      |
| 1937.....   | 6,444               | 2,272               | 8,716                                   | 44,484                       | 19.59                      |
| 1938.....   | 4,961               | 1,715               | 6,676                                   | 34,051                       | 19.60                      |
| Total.....  | 194,014             | 24,498              | 218,512                                 | 889,269                      | 24.57                      |

<sup>1</sup> Approximate.

Table 12.—Changes in the Number of Apportioned Positions in the Departmental Service at Washington, D. C., by States and Territories, for the Fiscal Year Ended June 30, 1938

| State or Territory | In service on June 30, 1937 | Appoint-<br>ed since<br>June 30,<br>1937 | Separated<br>since June<br>30, 1937 | In service<br>on June<br>30, 1938 | Appoint-<br>ments to<br>which each<br>State and<br>Territory<br>was enti-<br>tled on<br>June 30,<br>1938 (based<br>on census<br>of 1930) | Percent<br>appoint-<br>ments<br>received,<br>in rela-<br>tion to<br>number<br>to which<br>entitled |
|--------------------|-----------------------------|--|-------------------------------------|-----------------------------------|--|--|
|--------------------|-----------------------------|--|-------------------------------------|-----------------------------------|--|--|

## IN ARREARS

|                         |       |     |     |       |       |       |
|-------------------------|-------|-----|-----|-------|-------|-------|
| 1. Puerto Rico.....     | 27    | 12  | 2   | 37    | 575   | 6.43  |
| 2. Hawaii.....          | 13    | 2   | 0   | 15    | 137   | 10.95 |
| 3. Alaska.....          | 7     | 0   | 0   | 7     | 22    | 31.82 |
| 4. California.....      | 674   | 185 | 113 | 746   | 2,114 | 35.29 |
| 5. Texas.....           | 751   | 205 | 89  | 867   | 2,169 | 39.97 |
| 6. Louisiana.....       | 303   | 85  | 23  | 365   | 783   | 46.62 |
| 7. Michigan.....        | 741   | 187 | 79  | 849   | 1,803 | 47.09 |
| 8. Arizona.....         | 63    | 22  | 6   | 79    | 162   | 48.77 |
| 9. New Jersey.....      | 654   | 186 | 71  | 769   | 1,505 | 51.10 |
| 10. South Carolina..... | 327   | 84  | 40  | 371   | 648   | 57.25 |
| 11. Oklahoma.....       | 422   | 170 | 64  | 528   | 892   | 59.19 |
| 12. Ohio.....           | 1,316 | 260 | 110 | 1,466 | 2,476 | 59.21 |
| 13. Arkansas.....       | 345   | 117 | 41  | 421   | 691   | 60.93 |
| 14. Alabama.....        | 529   | 127 | 50  | 606   | 986   | 61.46 |
| 15. Mississippi.....    | 396   | 97  | 30  | 463   | 749   | 61.82 |
| 16. New Mexico.....     | 82    | 29  | 13  | 98    | 158   | 62.03 |
| 17. North Carolina..... | 680   | 144 | 55  | 769   | 1,181 | 65.11 |
| 18. Georgia.....        | 631   | 162 | 65  | 728   | 1,083 | 67.22 |
| 19. Kentucky.....       | 611   | 101 | 46  | 666   | 974   | 68.38 |
| 20. Wisconsin.....      | 690   | 198 | 63  | 825   | 1,095 | 75.34 |

Table 12.—Changes in the Number of Apportioned Positions in the Departmental Service at Washington, D. C., by States and Territories, for the Fiscal Year Ended June 30, 1938—Continued

| State or Territory            | In service on June 30, 1937 | Appointed since June 30, 1937 | Separated since June 30, 1937 | In service on June 30, 1938 | Appointments to which each State and Territory was entitled on June 30, 1938 (based on census of 1930) | Percent appointments received, in relation to number to which entitled |
|-------------------------------|-----------------------------|-------------------------------|-------------------------------|-----------------------------|--|--|
| IN ARREARS—Continued          |                             |                               |                               |                             |  |  |
| 21. Illinois.....             | 1,864                       | 482                           | 174                           | 2,172                       | 2,842  | 76.43  |
| 22. Tennessee.....            | 680                         | 123                           | 56                            | 747                         | 974  | 76.69  |
| 23. Connecticut.....          | 400                         | 113                           | 41                            | 472                         | 598  | 78.93  |
| 24. Nevada.....               | 23                          | 8                             | 4                             | 27                          | 34   | 79.41  |
| 25. Indiana.....              | 994                         | 166                           | 67                            | 1,093                       | 1,206  | 90.63  |
| 26. Oregon.....               | 259                         | 97                            | 34                            | 322                         | 355  | 90.70  |
| 27. Delaware.....             | 72                          | 15                            | 6                             | 81                          | 89   | 91.01  |
| 28. Wyoming.....              | 68                          | 19                            | 10                            | 77                          | 84   | 91.67  |
| 29. Florida.....              | 448                         | 96                            | 42                            | 502                         | 547  | 91.77  |
| 30. New York.....             | 3,943                       | 1,029                         | 620                           | 4,352                       | 4,688  | 92.83  |
| 31. Pennsylvania.....         | 2,798                       | 813                           | 244                           | 3,367                       | 3,587  | 93.87  |
| 32. Utah.....                 | 178                         | 27                            | 26                            | 179                         | 189  | 94.71  |
| 33. Washington.....           | 551                         | 73                            | 69                            | 555                         | 582  | 95.36  |
| 34. Idaho.....                | 147                         | 43                            | 30                            | 160                         | 166  | 96.39  |
| 35. New Hampshire.....        | 148                         | 33                            | 14                            | 167                         | 173  | 96.53  |
| 36. North Dakota.....         | 248                         | 27                            | 25                            | 250                         | 254  | 98.43  |
| 37. Colorado.....             | 341                         | 80                            | 37                            | 384                         | 386  | 99.48  |
| QUOTA FILLED                  |                             |                               |                               |                             |  |  |
| 38. Massachusetts.....        | 1,465                       | 253                           | 135                           | 1,583                       | 1,583  | 100.00   |
| IN EXCESS                     |                             |                               |                               |                             |  |  |
| 39. Rhode Island.....         | 228                         | 45                            | 16                            | 257                         | 256  | 100.39   |
| 40. West Virginia.....        | 572                         | 110                           | 35                            | 647                         | 644  | 100.47   |
| 41. Maine.....                | 261                         | 58                            | 20                            | 299                         | 297  | 100.67   |
| 42. Kansas.....               | 629                         | 142                           | 50                            | 721                         | 701  | 102.85   |
| 43. Vermont.....              | 126                         | 21                            | 7                             | 140                         | 134  | 104.48   |
| 44. Missouri.....             | 1,255                       | 269                           | 100                           | 1,424                       | 1,352  | 105.33   |
| 45. Minnesota.....            | 852                         | 276                           | 80                            | 1,048                       | 955  | 109.74   |
| 46. South Dakota.....         | 248                         | 56                            | 18                            | 286                         | 258  | 110.85   |
| 47. Montana.....              | 175                         | 71                            | 19                            | 227                         | 200  | 113.50   |
| 48. Iowa.....                 | 882                         | 270                           | 76                            | 1,076                       | 920  | 116.96   |
| 49. Nebraska.....             | 485                         | 193                           | 52                            | 626                         | 513  | 122.03   |
| 50. Virginia.....             | 1,966                       | 46                            | 72                            | 1,940                       | 902  | 215.08   |
| 51. Maryland.....             | 1,851                       | 66                            | 69                            | 1,848                       | 608  | 303.95   |
| 52. District of Columbia..... | 8,965                       | 134                           | 342                           | 8,757                       | 181  | 4,838.12   |
| Total.....                    | 42,384                      | 7,627                         | 3,550                         | 46,461                      | 46,461   | -----  |

NOTE.—The State apportionment law applies only to positions in the executive branch of the Government at Washington, D. C., and only to a part of those. The apportioned service constitutes, in fact, only about 5 percent of the entire Federal classified service. It does not include positions in the field service in Washington, D. C., or outside, such as those in local post offices, customs districts, etc. These positions are filled under the principle of local certification of local eligibles. There are also certain other exemptions to the apportionment, such as in the certification of veterans, and in the appointment of persons covered into the classified service by Executive order or otherwise. These exemptions are excluded from the apportionment figures. There were 13,875 employees in apportioned positions on June 30, 1938, thus excluded.

The States and Territories are arranged in inverse order according to the relative percentage of appointments they have received. This order is not fixed but changes as States gain in appointments or lose by separation of their residents from the service. Through this arrangement, certifications of eligibles are first made from States which are in arrears. The charges to the apportionment of States represent entrances through appointments, transfers, and reinstatements. So long as the employee remains in the apportioned service, the charge for his appointment continues against the State of his original residence.

Table 13.—Number of Competitive Classified Positions, and a Summary, for the Classified Service, of Examination and Appointment Statistics, for the Years 1883 to 1938

| Year                            | Competitive classified positions <sup>1</sup> | Examined  | Passed    | Percent that passed | Appointed |
|---------------------------------|---|-----------|-----------|---------------------|-----------|
| 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 | 17,273  | 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  | 29,650  | 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    | 29,474    | 58.3                | 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    | 30,312    | 74.0                | 9,557     |
| July 1, 1899, to June 30, 1900  | 94,893  | 46,602    | 34,965    | 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  | 154,093                                       | 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    | 77.9                | 39,050    |
| 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                | 20,969    |
| 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                | 41,935    |
| July 1, 1914, to June 30, 1915  | 292,291                                       | 167,795   | 114,632   | 68.3                | 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                | 57,694    |
| 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  | 422,998                                       | 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    |
| July 1, 1932, to June 30, 1933  | 456,096                                       | 191,771   | 89,082    | 46.4                | 12,216    |
| July 1, 1933, to June 30, 1934  | 450,592                                       | 296,447   | 169,555   | 57.2                | 22,757    |
| July 1, 1934, to June 30, 1935  | 455,229                                       | 430,114   | 198,266   | 46.1                | 36,182    |
| July 1, 1935, to June 30, 1936  | 498,725                                       | 732,229   | 389,052   | 53.1                | 50,702    |
| July 1, 1936, to June 30, 1937  | 532,073                                       | 820,681   | 393,920   | 48.0                | 52,383    |
| July 1, 1937, to June 30, 1938  | 562,909                                       | 388,404   | 197,424   | 50.8                | 40,145    |
| Total                           |   | 9,708,097 | 5,769,920 | 59.4                | 2,066,797 |

Approximate.

Table 14.—Financial Statement of the Civil Service Retirement and Disability Fund for the Fiscal Years 1921 to 1938

| Fiscal year ended<br>June 30 | Receipts   |                |                |                 | Disbursements  |                         |   |                          | Balance in fund<br>June 30 |
|------------------------------|--|----------------|----------------|-----------------|----------------|-------------------------|---|--------------------------|----------------------------|
|                              | Deductions from<br>pay of employees,<br>service credit<br>payments | Interest       | Appropriations | Total receipts  | Annuities      | Refunds and<br>interest | Direct settle-<br>ments, ad-<br>justments for<br>canceled<br>checks, etc. | Total disburse-<br>ments |                            |
| 1921.....                    | \$12,524,244.87  | \$62,144.50    | -----          | \$12,586,389.37 | \$2,590,568.52 | \$322,964.07            | -----   | \$2,913,532.59           | \$9,672,856.78             |
| 1922.....                    | 14,095,240.06  | 587,254.64     | -----          | 14,682,494.70   | 4,188,258.89   | 2,203,198.04            | -----   | 6,391,456.93             | 17,963,894.55              |
| 1923.....                    | 14,173,720.41  | 981,888.87     | -----          | 15,155,609.28   | 4,964,001.92   | 2,785,755.97            | 1 \$8,765.41  | 7,740,992.48             | 25,378,511.35              |
| 1924.....                    | 15,157,756.01  | 1,484,514.97   | -----          | 16,642,270.98   | 5,694,898.95   | 2,864,138.12            | 1 6,839.33  | 8,552,197.74             | 33,468,584.59              |
| 1925.....                    | 17,998,866.53  | 2,030,001.13   | -----          | 20,028,867.69   | 6,239,146.45   | 2,713,452.18            | 1 75,284.63   | 9,027,883.26             | 44,489,569.02              |
| 1926.....                    | 17,969,178.50  | 2,204,513.36   | -----          | 20,173,691.86   | 6,766,601.17   | 3,443,864.32            | 1 28,247.25   | 10,182,218.24            | 54,461,042.64              |
| 1927.....                    | 24,359,882.00  | 2,812,581.84   | -----          | 27,168,463.84   | 9,598,285.73   | 3,862,422.09            | 1 66,064.31   | 13,394,643.51            | 68,234,862.97              |
| 1928.....                    | 26,454,611.68  | 3,048,244.55   | -----          | 29,502,856.23   | 10,990,454.20  | 3,771,162.65            | 1 9,155.95  | 14,752,459.90            | 82,985,259.30              |
| 1929.....                    | 28,122,943.18  | 4,446,797.16   | \$19,950,000   | 52,519,740.34   | 12,005,059.88  | 4,067,423.54            | 1 9,913.35  | 16,062,570.07            | 119,442,429.57             |
| 1930.....                    | 29,048,108.65  | 5,899,257.42   | 20,500,000     | 55,447,366.07   | 13,107,731.55  | 5,049,107.36            | 1 30,340.00   | 18,126,498.91            | 156,763,296.73             |
| 1931.....                    | 29,944,191.69  | 7,332,320.46   | 21,000,000     | 58,276,512.15   | 19,859,891.09  | 4,160,371.69            | 1 27,945.37   | 23,992,317.41            | 191,047,491.47             |
| 1932.....                    | 31,889,697.70  | 8,588,812.85   | 21,000,000     | 61,478,510.55   | 23,545,700.19  | 3,924,374.87            | 1 1,467,800.94  | 28,937,876.00            | 223,588,126.02             |
| 1933.....                    | 30,493,792.21  | 9,752,298.53   | 21,000,000     | 61,246,090.74   | 30,048,405.96  | 4,789,286.09            | -----   | 34,837,692.05            | 249,996,524.71             |
| 1934.....                    | 28,703,458.68  | 10,518,355.79  | 21,000,000     | 60,221,817.47   | 39,620,913.80  | 8,035,785.74            | -----   | 47,656,699.54            | 262,561,642.64             |
| 1935.....                    | 30,089,204.72  | 10,822,890.96  | 21,000,000     | 61,912,095.68   | 46,970,622.68  | 5,773,407.52            | -----   | 52,744,030.20            | 271,729,708.12             |
| 1936.....                    | 32,405,114.23  | 11,712,785.15  | 40,150,000     | 84,257,899.38   | 50,243,146.50  | 6,465,675.63            | -----   | 56,708,822.13            | 299,288,785.37             |
| 1937.....                    | 34,990,072.51  | 13,012,960.93  | 46,200,000     | 94,203,033.49   | 51,900,514.78  | 7,228,159.49            | * 3,162.77  | 59,131,837.04            | 334,359,981.82             |
| 1938.....                    | 37,322,049.95  | 16,635,825.67  | 73,234,760     | 127,192,635.62  | 54,153,266.80  | 8,322,354.32            | -----   | 62,475,621.12            | 399,076,996.32             |
| Total.....                   | 455,738,133.61   | 111,933,451.83 | 2 305,034,760  | 872,706,345.44  | 392,487,469.06 | 79,782,903.69           | 1,358,976.37  | 473,629,349.12           | -----                      |

<sup>1</sup> Credit; deduct.<sup>2</sup> Includes \$2,192,760 for District of Columbia liability<sup>3</sup> Transfer to Canal Zone retirement and disability fund of \$1,314,724.36 on account of deductions and \$153,076.58 on account of interest.<sup>4</sup> Transfer to Alaska Railroad retirement and disability fund of contributions of Interior employees who were placed under the purview of the Alaska Railroad Retirement Act.

Table 15.—Number Retired, Dropped, and on the Roll, by Cause of Retirement, and Average Annual Value of Annuities for the Fiscal Years 1921 to 1938

| Fiscal year | Number retired |            |                      |                        |                        |         | Number dropped |            |                      |                        |                        |         | Number on roll |            |                      |                        |                        |       | Average annual rate | Annual value of roll |               |              |
|-------------|----------------|------------|----------------------|------------------------|------------------------|---------|----------------|------------|----------------------|------------------------|------------------------|---------|----------------|------------|----------------------|------------------------|------------------------|-------|---------------------|----------------------|---------------|--------------|
|             | Age 1          | Disability | 30 years' service    |                        | Involuntary separation | Total   | Age 1          | Disability | 30 years' service    |                        | Involuntary separation | Total   | Age 1          | Disability | 30 years' service    |                        | Involuntary separation | Total |                     |                      |               |              |
|             |                |            | Voluntary separation | Involuntary separation |                        |         |                |            | Voluntary separation | Involuntary separation |                        |         |                |            | Voluntary separation | Involuntary separation |                        |       |                     |                      |               |              |
| 1921.....   | 6, 186         | 581        |                      |                        |                        | 6, 767  | 239            | 57         |                      |                        |                        | 296     | 5, 947         | 524        |                      |                        |                        |       | 6, 471              | \$568.44             | \$3, 678, 375 |              |
| 1922.....   | 1, 169         | 550        |                      |                        |                        | 1, 719  | 449            | 165        |                      |                        |                        | 614     | 6, 667         | 909        |                      |                        |                        |       | 7, 576              | 564.48               | 4, 276, 500   |              |
| 1923.....   | 1, 881         | 645        |                      |                        |                        | 2, 526  | 554            | 214        |                      |                        |                        | 768     | 7, 994         | 1, 340     |                      |                        |                        |       | 9, 334              | 551.64               | 5, 149, 007   |              |
| 1924.....   | 1, 539         | 557        |                      |                        |                        | 2, 096  | 638            | 244        |                      |                        |                        | 882     | 8, 895         | 1, 653     |                      |                        |                        |       | 10, 548             | 546.30               | 5, 762, 372   |              |
| 1925.....   | 1, 501         | 583        |                      |                        |                        | 2, 084  | 655            | 288        |                      |                        |                        | 943     | 9, 741         | 1, 948     |                      |                        |                        |       | 11, 689             | 544.64               | 6, 366, 296   |              |
| 1926.....   | 1, 282         | 563        |                      |                        |                        | 1, 845  | 746            | 264        |                      |                        |                        | 1, 010  | 10, 277        | 2, 247     |                      |                        |                        |       | 12, 524             | 545.57               | 6, 832, 718   |              |
| 1927.....   | 1, 925         | 840        |                      |                        |                        | 2, 765  | 849            | 321        |                      |                        |                        | 1, 170  | 11, 353        | 2, 766     |                      |                        |                        |       | 14, 119             | 721.39               | 10, 185, 305  |              |
| 1928.....   | 1, 765         | 855        |                      |                        |                        | 2, 620  | 945            | 411        |                      |                        |                        | 1, 356  | 12, 173        | 3, 210     |                      |                        |                        |       | 15, 383             | 733.92               | 11, 289, 891  |              |
| 1929.....   | 1, 767         | 807        |                      |                        |                        | 2, 574  | 1, 016         | 440        |                      |                        |                        | 1, 456  | 12, 924        | 3, 577     |                      |                        |                        |       | 16, 501             | 746.30               | 12, 314, 696  |              |
| 1930.....   | 1, 882         | 881        |                      |                        |                        | 2, 763  | 949            | 404        |                      |                        |                        | 83      | 1, 496         | 12, 504    | 3, 994               |                        |                        |       | 1, 270              | 17, 768              | 759.40        | 13, 492, 984 |
| 1931.....   | 3, 888         | 1, 476     | 997                  |                        | 209                    | 6, 570  | 1, 035         | 523        | 25                   |                        | 105                    | 1, 688  | 15, 357        | 4, 947     |                      | 972                    |                        |       | 1, 374              | 22, 650              | 952.01        | 21, 563, 026 |
| 1932.....   | 2, 445         | 1, 725     | 666                  |                        | 161                    | 4, 997  | 1, 202         | 699        | 48                   |                        | 131                    | 2, 080  | 16, 600        | 5, 973     | 1, 590               |                        |                        |       | 1, 404              | 25, 567              | 955.32        | 24, 424, 666 |
| 1933.....   | 6, 295         | 2, 066     | 892                  |                        | 227                    | 9, 480  | 1, 282         | 758        | 80                   |                        | 92                     | 2, 212  | 21, 613        | 7, 281     | 2, 402               |                        |                        |       | 1, 539              | 32, 835              | 965.16        | 31, 691, 028 |
| 1934.....   | 2, 770         | 2, 505     | 1, 652               | 7, 080                 | 470                    | 14, 477 | 1, 414         | 845        | 110                  | 87                     | 148                    | 2, 604  | 22, 969        | 8, 941     | 3, 944               | 6, 993                 |                        |       | 1, 861              | 44, 708              | 989.89        | 44, 256, 048 |
| 1935.....   | 2, 410         | 1, 879     | 515                  | 1, 805                 | 255                    | 6, 864  | 1, 516         | 934        | 149                  | 189                    | 119                    | 2, 907  | 23, 863        | 9, 886     | 4, 310               | 8, 609                 |                        |       | 1, 997              | 48, 665              | 988.03        | 48, 082, 396 |
| 1936.....   | 2, 442         | 2, 012     | 446                  | 719                    | 164                    | 5, 783  | 1, 702         | 1, 021     | 146                  | 210                    | 163                    | 3, 242  | 24, 603        | 10, 877    | 4, 610               | 9, 118                 |                        |       | 1, 998              | 51, 206              | 984.80        | 50, 427, 467 |
| 1937.....   | 2, 517         | 2, 254     | 554                  | 2                      | 154                    | 5, 481  | 1, 729         | 1, 087     | 203                  | 231                    | 131                    | 3, 381  | 25, 391        | 12, 044    | 4, 961               | 8, 889                 |                        |       | 2, 021              | 53, 306              | 980.79        | 52, 281, 947 |
| 1938.....   | 2, 958         | 2, 388     | 648                  | 2 3                    | 156                    | 6, 153  | 1, 679         | 1, 092     | 208                  | 223                    | 127                    | 3, 329  | 26, 670        | 13, 340    | 5, 401               | 8, 669                 |                        |       | 2, 050              | 56, 130              | 977.86        | 54, 887, 184 |
| Total.....  | 46, 622        | 23, 167    | 6, 370               | 9, 609                 | 1, 796                 | 87, 564 | 18, 599        | 9, 827     | 969                  | 940                    | 1, 099                 | 31, 434 |                |            |                      |                        |                        |       |                     |                      |               |              |

<sup>1</sup> Involuntary separation is included with age prior to 1930.<sup>2</sup> Two annuitants restored to the roll in accordance with the provisions of the act of July 13, 1937, and one annuitant elected to forfeit military pension in order to become eligible under sec. 8 (a), act of June 16, 1933.



Table 16.—Financial Statement of the Canal Zone Retirement and Disability Fund for the Fiscal Years 1932 to 1938

| Fiscal year ended June 30 | Receipts  |                         |                |                | Disbursements |                      |                     |                         |
|---------------------------|---|-------------------------|----------------|----------------|---------------|----------------------|---------------------|-------------------------|
|                           | Deductions from pay of employees, service credit payments | Interest                | Appropriations | Total receipts | Annuities     | Refunds and interest | Total disbursements | Balance in fund June 30 |
| 1932.....                 | <sup>1</sup> \$420,948.52                                 | \$66,385.89             | -----          | \$487,334.41   | \$161,199.05  | \$31,768.50          | \$192,967.55        | \$2,118,151.80          |
| 1933.....                 | <sup>2</sup> 1,670,708.36                                 | <sup>2</sup> 153,076.58 | -----          | 1,823,784.94   | -----         | -----                | -----               | -----                   |
| 1934.....                 | 475,945.57  | 84,985.31               | -----          | 560,930.88     | 308,746.62    | 43,040.31            | 351,786.93          | 2,327,295.75            |
| 1935.....                 | 469,270.78  | 88,894.58               | -----          | 558,165.36     | 411,054.46    | 115,982.51           | 527,036.97          | 2,358,424.14            |
| 1936.....                 | 459,198.59  | 91,031.23               | -----          | 550,229.82     | 473,818.59    | 53,224.51            | 527,043.10          | 2,381,610.86            |
| 1937.....                 | 474,692.72  | 111,226.46              | \$500,000.00   | 1,085,919.18   | 517,140.44    | 76,406.28            | 593,546.72          | 2,873,983.32            |
| 1938.....                 | 508,491.78  | 129,667.64              | 500,000.00     | 1,138,159.42   | 578,150.47    | 81,035.41            | 659,185.88          | 3,352,956.86            |
| 1938.....                 | 508,622.55  | 145,882.53              | 500,000.00     | 1,154,505.08   | 676,441.11    | 119,584.99           | 796,026.10          | 3,711,435.84            |
| Total.....                | 4,987,878.87  | 871,150.22              | 1,500,000.00   | 7,359,029.09   | 3,126,550.74  | 521,042.51           | 3,647,593.25        | -----                   |

<sup>1</sup> 10 months.<sup>2</sup> Transfer from civil-service retirement and disability fund of \$1,314,724.36 on account of deductions and \$153,076.58 on account of interest, and deposit by Panama Railroad Co., \$355,984.

Table 17.—Number Retired, Dropped, and on the Canal Zone Retirement and Disability Roll, by Cause of Retirement and the Average Annual Value of Annuities, During the Fiscal Years 1932 to 1938

| Fiscal year | Number retired |            |  |   |   |  |   |   | Number dropped |     |            |   |   |   |  |   | Number on the roll                      |       |     |            |   |   |   |  | Average annual rate | Annual value of roll |   |   |           |   |
|-------------|----------------|------------|--|---|---|--|---|---|----------------|-----|------------|---|---|---|--|---|---|-------|-----|------------|---|---|---|--|---------------------|----------------------|---|---|-----------|---|
|             | Age            | Disability | Involuntary separation less than 30 years' service | Involuntary separation, 30 years' service | Voluntary separation, 30 years' service (age 60-62) | Voluntary separation, 30 years' service on Isthmus | Employees separated without prejudice during period Aug. 1, 1920, to June 30, 1926 <sup>1</sup> | Voluntary separation, 25 years' service | Total          | Age | Disability | Involuntary separation, less than 30 years' service | Involuntary separation, 30 years' service | Voluntary separation, 30 years' service (age 60-62) | Voluntary separation, 30 years' service on Isthmus | Employees separated without prejudice during period Aug. 1, 1920, to June 30, 1926 <sup>1</sup> | Voluntary separation, 25 years' service | Total | Age | Disability | Involuntary separation, less than 30 years' service | Involuntary separation, 30 years' service | Voluntary separation, 30 years' service (age 60-62) | Voluntary separation, 30 years' service on Isthmus |                     |                      | Employees separated without prejudice during period Aug. 1, 1920, to June 30, 1926 <sup>1</sup> | Voluntary separation, 25 years' service | Total     |   |
| 1932.....   | 111            | 47         | 5  | —   | —   | —  | —   | 163                                     | 2              | 4   | —          | —   | —   | —   | —  | —   | —                                       | 6     | 109 | 43         | 5   | —   | —   | —  | —                   | —                    | 157   | \$1,315.40                              | \$206,517 |   |
| 1933.....   | 68             | 23         | 6  | —   | —   | —  | 1   | 100                                     | 6              | 3   | —          | —   | —   | —   | —  | —   | —                                       | 9     | 171 | 63         | 11  | —   | —   | —  | —                   | 1                    | 248   | 1,323.32                                | 328,184   |   |
| 1934.....   | 27             | 47         | 8  | 14  | 1   | —  | —   | 99                                      | 4              | 9   | —          | —   | —   | —   | —  | —   | —                                       | 15    | 194 | 101        | 18  | —   | —   | —  | —                   | 3                    | 332   | 1,311.61                                | 435,453   |   |
| 1935.....   | 29             | 11         | 2  | 2   | —   | 3  | —   | 48                                      | 8              | 4   | —          | 1   | —   | —   | —  | —   | —                                       | 14    | 215 | 108        | 19  | 15  | —   | —  | 3                   | 366                  | 1,317.91  | 482,356                                 |           |   |
| 1936.....   | 22             | 22         | —  | 3   | 2   | —  | —   | 54                                      | 8              | 9   | —          | 1   | —   | —   | —  | —   | —                                       | 18    | 229 | 121        | 18  | 18  | —   | —  | 3                   | 402                  | 1,321.15  | 531,103                                 |           |   |
| 1937.....   | 44             | 23         | 1  | —   | 1   | 14   | —   | 84                                      | 16             | 9   | —          | —   | 1   | —   | —  | —   | —                                       | 28    | 257 | 135        | 18  | 17  | 5   | 21   | 4                   | 458                  | 1,314.78  | 602,171                                 |           |   |
| 1938.....   | 25             | 18         | 3  | —   | 1   | 22   | 10  | 1                                       | 80             | 15  | 14         | 1   | —   | —   | —  | —   | —                                       | 31    | 267 | 139        | 20  | 17  | 6   | 23   | 10                  | 5                    | 507   | 1,345.87                                | 682,356   |   |
| Total.....  | 326            | 191        | 25   | 19  | 8   | 43   | 10  | 6                                       | 628            | 59  | 52         | 5   | 2   | 2   | —  | —   | 1                                       | 121   | —   | —          | —   | —   | —   | —  | —                   | —                    | —   | —                                       | —         | — |

<sup>1</sup> Act of Aug. 10, 1937.

Table 18.—Financial Statement of the Alaska Railroad Retirement and Disability Fund for the Fiscal Years 1937 and 1938

| Fiscal year ended<br>June 30 | Receipts   |           |                |                | Disbursements |                      |                     |                            |
|------------------------------|--|-----------|----------------|----------------|---------------|----------------------|---------------------|----------------------------|
|                              | Deductions from<br>pay of employees,<br>service credit<br>payments | Interest  | Appropriations | Total receipts | Annuities     | Refunds and interest | Total disbursements | Balance in fund<br>June 30 |
| 1937.....                    | \$108,930.29   | \$490.96  |                | \$109,421.25   | \$20,381.21   | \$30.36              | \$20,411.57         | \$89,009.68                |
| 1938.....                    | 149,112.40   | 10,972.28 | \$175,000.00   | 335,084.68     | 58,750.62     | 8,105.20             | 66,855.82           | 357,238.54                 |
| Total.....                   | 258,042.69   | 11,463.24 | 175,000.00     | 444,505.93     | 79,131.83     | 8,135.56             | 87,267.39           | -----                      |

<sup>1</sup> Includes \$3,162.77 contributions of Interior employees who were placed under the purview of the Alaska Railroad Retirement Act.

Table 19.—Summary of Annuitants on the Alaska Railroad Retirement and Disability Roll, June 30, 1938

| Cause of retirement                               | Number | Aggregate annuities | Average annuity | Average employee annuity <sup>1</sup> | Average salary | Average contributions (including interest) | Average service (years) |       |
|---|--------|---------------------|-----------------|---------------------------------------|----------------|--|-------------------------|-------|
|   |        |                     |                 |                                       |                |  | Alaska Railroad         | Other |
| Age.....  | 40     | \$44,643.28         | \$1,116.08      | \$123.94                              | \$2,119.77     | \$1,274.87                                 | 19.17                   | 0.60  |
| Disability.....                                   | 7      | 4,683.12            | 669.01          | 53.70                                 | 1,784.85       | 755.85                                     | 12.71                   | .28   |
| Disability at age 55 after 15 years' service..... |        |                     |                 |                                       |                |  |                         |       |
| Voluntary separation after 30 years' service..... |        |                     |                 |                                       |                |  |                         |       |
| Voluntary separation after 25 years' service..... |        |                     |                 |                                       |                |  |                         |       |
| Involuntary separation.....                       | 1      | 1,200.00            | 1,200.00        | 130.47                                | 4,800.00       | 1,661.17                                   | 5.08                    | 26.17 |
| Total.....  | 48     | 50,526.40           | 1,052.63        | 113.83                                | 2,126.77       | 1,203.10                                   | 17.93                   | 1.08  |

<sup>1</sup> "Employee annuity" is that portion of the total annuity which is purchased by the employee's contributions.