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The Commonwealth of Massachusetts

ANNUAL REPORT

OF THE

Commissioner of Civil Service

FOR THE

YEAR ENDING NOVEMBER 30, 1930

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION



The Commonwealth of Massachusetts

COMMISSIONERS OF CIVIL SERVICE

ELLIOT H. GOODWIN, *Commissioner*, Cambridge.
 GEORGE M. HARLOW, *Associate Commissioner*, Boston.
 PATRICK J. McMAHON, *Associate Commissioner*, Westfield.
Executive Secretary, JOHN C. GILBERT, Winchester.
Chief Clerk, PERSIS A. RICHARDSON, Winchester.
Director, Examination Bureau, PERCY A. HARRISON, Somerville.
 OFFICE OF DIVISION OF CIVIL SERVICE, Rooms 147-152, State House, Boston.

LOCAL REPRESENTATIVES OF THE DIVISION OF CIVIL SERVICE

BROCKTON—MARY E. CONNOLLY, City Hall.
 CHICOPEE—CARRIE M. STEBBINS, 356 Springfield Street.
 FALL RIVER—THOS. D. SULLIVAN, 57 North Main Street.
 FITCHBURG—FREDERICK J. MULHERN, Room 8, City Hall.
 GLOUCESTER—CHARLES H. MORROW, M.D.
 HAVERHILL—EDWARD B. SAVAGE, 36 Main Street.
 HOLYOKE—FRANK E. BUTTON, 56 Suffolk Street.
 LAWRENCE—CONCETTA PEREZ, City Hall.
 LOWELL—WARREN W. FOX, Wyman's Exchange.
 MARLBOROUGH—WILLIAM H. MURPHY, Corey Building.
 NEW BEDFORD—WILLIAM J. CARTER, 7 Municipal Building.
 NORTH ADAMS—FRED H. REAGAN, 87 Main Street.
 PITTSFIELD—OSCAR S. READ, 7 North Street (mailing address, P. O. Box 1182).
 SPRINGFIELD—CORNELIUS W. PHILLIPS, 66½ Vernon Street.
 TAUNTON—HOWARD A. BRIGGS, care of City Treasurer.
 WORCESTER—MRS. ANNIE B. PROULX, Room 7, City Hall.

CIVIL SERVICE LABOR REGISTRATION CLERKS

BROOKLINE—THOMAS J. MORAN, Town Hall.
 CAMBRIDGE—HARRY L. LINCOLN, City Hall.
 EVERETT—FLORENCE L. ROBERTON, City Hall.
 FALL RIVER—CHARLES J. BURKE, City Hall.
 FITCHBURG—FREDERICK J. MULHERN, Room 8, City Hall.
 LOWELL—PATRICK J. REYNOLDS, City Hall.
 LYNN—MARY E. MORAN, City Hall.
 MEDFORD—A. A. LUCEY, City Hall.
 NEW BEDFORD—WILLIAM J. CARTER, 7 Municipal Building.
 NEWTON—ANDREW PRIOR, City Hall.
 REVERE—M. ELIZABETH PERSON, City Hall.
 SOMERVILLE—MRS. FLORENCE A. COOK, City Hall.
 SPRINGFIELD—CORNELIUS W. PHILLIPS, 66½ Vernon Street.
 WALTHAM—LEO J. HINCHEY, City Hall.
 WORCESTER—MRS. ANNIE B. PROULX, Room 7, City Hall.

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION

To the Honorable Senate and House of Representatives in General Court assembled:

In accordance with the provisions of section 30, chapter 31 of the General Laws, I hereby submit the forty-seventh annual report of the Department of Civil Service and Registration, Division of Civil Service, covering the period from December 1, 1929, to November 30, 1930, inclusive.

On November 26, 1930, the Governor reappointed Mr. George M. Harlow of Boston as Associate Commissioner of Civil Service.

LEGISLATIVE PROPOSALS

I. Age, Height, and Weight Limitations

By amendment of section 4 of chapter 31 of the General Laws approved April 4, 1924, power to fix by rules of the Civil Service Commission, approved by the Governor and Council, age, height, and limitations for applicants for police and fire departments was taken away. Power to fix height and weight was lodged in the city council or selectmen, and it was further stated that no rule should

prescribe a maximum age limit for applicants for positions in police or fire departments lower than thirty-five years.

Age, height, and weight limitations are qualifications for positions, which, like other qualifications, mental and physical, should be fixed by the civil service authorities of the State. Moreover, they should not be matters of legislation, but should be subject to variation in emergencies without requiring the lengthy process of amendment by the Legislature. Thus, during the World War and immediately following the police strike these preliminary requirements had to be lowered in order to provide a sufficient number of eligibles to meet the requirements of the service.

Since this amendment was adopted in 1924 the Rules have fixed the maximum age limit at thirty-five except in cities where no pension provision is in force, where the maximum limit is forty. The minimum age limit in the principal cities is twenty-five and in smaller cities twenty-one.

The objection to these provisions is not merely their lack of flexibility, but, further, that they do not prescribe the admission of men at the maximum of their physical ability, and that they unduly curtail the period of active service and thus increase the charge on the pension provision. The minimum age limit under present conditions should be the same as in New York City, where it is fixed at twenty-one, and the maximum also should follow the New York rule of twenty-nine. It is well known that athletes, professional and amateur, reach their highest development while in the twenties and deteriorate after thirty. The higher age limit maintained in Massachusetts means, further, that those who by examination from grade to grade reach their higher official positions are usually over age, past their prime and no longer fitted actively to lead the force. Moreover, when they reach the highest positions they are generally about to be retired in the course of the next few years.

The relation of height to weight and to chest expansion and mobility has been carefully worked out in tables by competent physicians and physical trainers, and should be observed by the Civil Service Commission in judging the qualifications of applicants. Nowhere, in my opinion, have they been better worked out and more successfully used than in admission to the police and fire departments of New York City.

II. Duties and Liabilities of Public Officials

The Civil Service Law of Massachusetts is below the standard of other civil service laws in its failure to prescribe the duties and liabilities of appointing officials. The law should contain a forthright requirement to comply with the law and the rules made thereunder and to aid in carrying them into effect. In order to insure the performance of this duty a person appointed in violation of law and rules should be given a right of action against the officer or officers responsible for such illegal employment for the compensations agreed upon for any services performed under such appointment, with the added provision that no public officer shall be reimbursed by the State or any of its several divisions for any sums so paid or recovered in any such action.

The bill to carry this into effect is taken bodily from section 8 of the Civil Service Law of New York.

AMENDMENT TO RULES

The civil service rules were amended by adding thereto a new rule, Rule 45, as follows:—

1. Until May 15, 1931, the Commissioner of Civil Service on receipt of a requisition from the head of any department, board or commission of a city or town for temporary laborers in the classified labor service shall in certifying eligible applicants for positions in said service give preference to persons so eligible who have one or more persons dependent upon them for support, provided that in giving such preference veterans having such dependents shall be preferred over other persons so eligible for employment and having such dependents. Employment under this rule shall not be continued beyond the period named in the requisition, which period shall not exceed three months.

This was approved by the Governor and Council on November 5, 1930, and under the law becomes effective on January 5, 1931.

EXAMINATIONS AND APPOINTMENTS: OFFICIAL SERVICE

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Number of Applicants notified	NUMBER EXAMINED		NUMBER PASSED		VETERANS		NUMBER OF PERSONS APPOINTED		TOTAL		
		General Competitive	Non-Competitive		Males	Females	Males	Females	Males	Females	DISABLED	VETERANS		CIVILIANS	
														Males	Females
1	Superintendent:														
	State	4	2	46	8	33	12	3	1	-	1	3	5		
	Boston	6	1	357	294	1	37	-	2	-	4	-	7		
1	Other Cities	10	3	115	93	6	32	3	5	-	9	-	15		
	Superintendent (promotion):														
	State	-	1	1	1	-	1	-	1	-	3	1	5		
2	Boston	2	1	10	9	4	4	-	-	-	2	-	2		
	Other Cities	4	1	15	9	5	7	5	-	1	1	1	2		
	Secretary:														
3	Clerk:														
	State	7	37	3,862	1,171	2,038	395	619	7	1	49	217	277		
	Boston	7	12	1,816	610	904	194	195	11	2	96	51	161		
3	Other Cities	15	13	1,561	398	897	118	254	5	-	33	191	229		
	Clerk (promotion):														
	State	-	7	7	-	7	-	7	-	-	*3	43	46		
4	Bookkeeper:														
	State	-	-	-	-	-	-	-	2	-	-	1	3		
	Boston	-	-	-	-	-	-	-	1	-	-	-	1		
4	Other Cities	6	-	82	63	11	48	7	2	-	5	-	8		
	Bookkeeper (promotion):														
	Boston	-	-	-	-	-	-	-	-	-	*1	-	1		
5	Storekeeper:														
	State	1	1	360	147	140	39	46	2	-	1	-	3		
	Boston	-	-	-	-	-	-	-	2	-	1	-	3		
6	Sealer of Weights and Measures:														
	Boston	1	-	99	68	-	2	-	1	-	1	-	2		
	Other Cities	9	-	126	84	-	9	-	3	-	1	-	5		
7	Visitor, Social Worker, etc.:														
	State	4	13	182	52	102	3	42	2	-	2	24	28		
	Boston	2	-	28	-	22	5	5	1	-	1	9	11		
	Other Cities	3	2	108	50	46	13	17	2	-	2	6	11		

OFFICIAL SERVICE—Continued

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Number of Applicants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED					
		General Com-petitive	Non-Com-petitive		Males	Females	Males	Females	VETERANS		CIVILIANS			
										Males	Females	DISABLED VETERANS	Males	Females
16	Policeman — Metropolitan District:	1	—	71	53	—	2	—	1	—	—	17	—	18
16	State	—	—	—	—	—	—	—	—	—	—	*1	—	1
17	Policeman — Metropolitan District (promotion):	3	9	516	418	—	101	—	28	—	1	15	—	44
	State	3	—	154	129	—	40	—	5	—	1	5	—	11
	Boston	1	2	72	49	1	26	—	4	—	—	10	—	14
17	Other Cities	—	—	—	—	—	—	—	—	—	—	—	—	—
	Matron:	1	—	154	—	143	—	34	—	1	—	—	7	8
17	Boston	—	—	—	—	—	—	—	—	—	—	—	—	—
	Watchman, Prison Officer (promotion):	2	—	21	21	—	10	—	—	—	—	*1	—	1
18	Other Cities	—	—	—	—	—	—	—	2	—	—	3	—	5
19	Ambulance Chauffeur:	—	—	—	—	—	—	—	—	—	—	—	—	—
	Boston	4	—	164	138	2	51	2	1	—	1	—	1	3
20	Attendance Officer:	1	—	1,024	905	—	121	—	14	—	—	28	—	42
	Other Cities	—	—	—	—	—	—	—	—	—	—	—	—	—
20	Fireman:	1	—	8	7	—	7	—	—	—	—	*15	—	15
	Boston	8	1	1,556	1,360	—	166	—	108	—	—	171	—	279
21	Fireman (promotion):	13	—	200	198	—	142	—	—	—	—	*50	—	50
	Other Cities	1	—	42	38	—	15	—	9	—	2	6	—	17
22	Fireman (promotion):	—	—	—	—	—	—	—	4	—	—	14	—	18
	Other Cities	6	—	80	19	49	10	8	7	—	—	25	1	33

OFFICIAL SERVICE—Concluded

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Number of Applicants notified	NUMBER EXAMINED		NUMBER PASSED		NAMES OF PERSONS APPOINTED								
		General Competitive	Non-competitive		Males	Females	Males	Females	VETERANS		DISABLED		CIVILIANS		TOTAL		
								Males	Females					Males		Females	
31	Dietitian:																
	State		3	3		3		3								4	
	Boston	1	4	10		9		4								3	
32	Other Cities	1	2	4		4		2								2	
	Physician, Dentist:																
	State	7	5	72		20		15								11	
32	Boston	1	1	34		32		9								13	
	Other Cities															4	
	Physician, Dentist (promotion):																
33	Boston	2	1	24		9		8									
	Other Cities	9	1	70		58		35									
	Fish and Game Warden:																
34	State	1		150		130		22									
	Chemist:																
	State	7		136		99		31								2	
35	Boston	2		17		12		6									
	Other Cities		1	1		1		1									
	Nurse:																
	State	2		62													
	Boston	2	2	51		1		1								1	
	Other Cities	6	2	131		1										11	
	Grand Totals		556			22,200		6,517					596			2,551	

SUMMARY OF OFFICIAL SERVICE

Commonwealth service	59	143	8,874	5,041	2,515	1,310	1,256	115	1	10	432	462	1,020
Boston service	59	30	6,707	4,086	1,601	946	434	131	6	6	321	156	620
Cities other than Boston and towns	195	70	10,601	7,029	1,928	1,908	663	315	1	11	835	345	1,507
Totals	313	243	26,182	16,156	6,044	4,164	2,353	561	8	27	1,588	963	3,147
Grand Totals				22,200		6,517		596			2,551		

*Includes veterans, as well as civilians. Veterans' preference does not apply in promotion.

LABOR SERVICE

	Number Registered	NUMBER APPOINTED				Total
		Veterans		Civilians		
		Male	Female	Male	Female	
Commonwealth	4,764	562	—	277	14	853
Boston	12,382	1,045	—	949	630	2,624
Brookline	355	30	—	176	10	216
Cambridge	1,111	125	—	92	33	250
Everett	451	78	—	151	6	235
Fall River	421	11	—	15	49	75
Fitchburg	226	30	—	15	1	46
Lowell	1,158	103	—	86	11	200
Lynn	845	118	—	63	3	184
Medford	587	70	—	175	19	264
New Bedford	441	22	—	10	13	45
Newton	593	56	—	105	9	170
Revere	294	36	—	78	—	114
Somerville	893	41	—	21	10	72
Springfield	2,810	286	—	399	51	736
Waltham	542	52	—	645	2	699
Worcester	2,700	284	—	353	107	744
Totals	30,573	2,949		3,610	968	7,527*

*Includes 1,232 appointed under general authority.

NUMBER OF PRESENT EMPLOYEES CLASSIFIED UNDER CIVIL SERVICE RULES

<i>Jurisdiction</i>	<i>Official Service</i>	<i>Labor Service</i>	<i>Total</i>
Commonwealth	5,511	721	6,232
<i>Cities</i>			
Attleboro	139	—	139
Beverly	255	—	255
Boston	8,488	6,508	14,996
Brockton	453	—	453
Cambridge	887	890	1,777
Chelsea	287	—	287
Chicopee	331	—	331
Everett	309	204	513
Fall River	783	526	1,309
Fitchburg	282	215	497
Gardner	124	—	124
Gloucester	214	—	214
Haverhill	343	—	343
Holyoke	531	—	531
Lawrence	570	—	570
Leominster	133	—	133
Lowell	789	600	1,389
Lynn	631	482	1,113
Malden	321	—	321
Marlborough	139	—	139
Medford	287	303	590
Melrose	145	—	145
New Bedford	863	555	1,418
Newburyport	84	—	84
Newton	457	633	1,090
North Adams	131	—	131
Northampton	141	—	141
Peabody	204	—	204
Pittsfield	245	—	245
Quincy	383	—	383

Number of Present Employees Classified under Civil Service Rules—Continued

<i>Jurisdiction</i>	<i>Official Service</i>	<i>Labor Service</i>	<i>Total</i>
<i>Cities—Continued</i>			
Revere	210	78	288
Salem	265	—	265
Somerville	516	332	848
Springfield	1,303	1,670	2,973
Taunton	301	—	301
Waltham	250	218	468
Westfield	144	—	144
Woburn	123	—	123
Worcester	1,411	1,123	2,534
<i>Towns</i>			
Adams	2	—	2
Amesbury	1	—	1
Amherst	1	—	1
Arlington	66	—	66
Athol	7	—	7
Belmont	69	—	69
Billerica	6	—	6
Braintree	17	—	17
Bridgewater	1	—	1
Brookline	452	357	809
Canton	31	—	31
Clinton	48	—	48
Cohasset	13	—	13
Dalton	3	—	3
Danvers	16	—	16
Dedham	45	—	45
Easthampton	31	—	31
Easton	4	—	4
Foxborough	3	—	3
Framingham	69	—	69
Great Barrington	6	—	6
Greenfield	15	—	15
Hudson	34	—	34
Lexington	14	—	14
Manchester	8	—	8
Marblehead	61	—	61
Maynard	5	—	5
Methuen	70	—	70
Milford	16	—	16
Milton	68	—	68
Nahant	11	—	11
Natick	41	—	41
Needham	15	—	15
North Andover	30	—	30
North Attleborough	2	—	2
Northbridge	1	—	1
Norwood	33	—	33
Orange	1	—	1
Palmer	2	—	2
Plymouth	28	—	28
Randolph	2	—	2
Reading	15	—	15
Saugus	25	—	25
Shrewsbury	6	—	6
Southbridge	2	—	2
Stoneham	14	—	14
Stoughton	12	—	12
Swampscott	33	—	33
Wakefield	21	—	21
Walpole	9	—	9
Ware	5	—	5
Watertown	96	—	96
Webster	1	—	1

Number of Present Employees Classified under Civil Service Rules—Concluded

<i>Jurisdiction</i>	<i>Official Service</i>	<i>Labor Service</i>	<i>Total</i>
<i>Towns — Continued</i>			
Wellesley	46	—	46
West Bridgewater	3	—	3
West Springfield	48	—	48
Weymouth	36	—	36
Winchendon	5	—	5
Winchester	36	—	36
Winthrop	61	—	61
Commonwealth	5,511	721	6,232
Cities	23,472	14,337	37,809
Towns	1,822	357	2,179
	<u>30,805</u>	<u>15,415</u>	<u>46,220</u>

PHYSICAL EXAMINATIONS

Official Service

Number examined	4,468
Disabled veterans examined	22
Number re-examined	825
	<u>5,315</u>

Labor Service

Number examined	6,796
	<u>6,796</u>

Total physical examinations 12,111

Number rejected

Official service	1,580
Labor service	1,330
	<u>2,910</u>

Total rejected 2,910

Practical Tests—Labor Service

	Examined	Failed
Gardeners, Gardening Laborers	182	114
Lifeguards	171	58
Pavers	15	8
Scythemen	90	50
Teamsters	251	23
Tree Climbers	41	37

Respectfully submitted,

ELLIOT H. GOODWIN,

Commissioner of Civil Service.

