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Commonwealth of Massachusetts

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ANNUAL REPORT

OF THE

Commissioner of Civil Service

FOR THE

YEAR ENDING NOVEMBER 30, 1924

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION



The Commonwealth of Massachusetts

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-first annual report of the Department of Civil Service and Registration, Division of Civil Service, covering the period from Dec. 1, 1923, to Nov. 30, 1924, inclusive.

AMENDMENTS TO THE RULES

Rule 8 of the Civil Service Rules was amended by inserting after the word "and" in the third line in Clause c, the words ", except applicants for building inspector, shall", so as to read as follows:—

Class 13. c. Male applicants for all other positions of inspector in the Department of Public Safety shall be not less than twenty-five nor over fifty years of age at the time of filing the application, and, except applicants for building inspector, shall measure not less than five feet seven inches in height and weigh not less than one hundred and thirty-five pounds.

Rule 8 was further amended by striking out the word "thirty" in Class 20 and substituting therefor the word "thirty-five," so as to read as follows:—

Class 20. Applicants for fire service in Boston shall be not less than twenty-two nor over thirty-five years of age at the time of filing the application.

RECOMMENDATION

A recognized weakness in the present Civil Service Law of Massachusetts is that part of the law which relates to the discharge of employees. Under the existing system, no employee can be discharged except for the most serious offence. Employees who would be promptly discharged from private employment for incompetency and inefficiency continue to hold their positions in the public service indefinitely.

The Commissioner, therefore, recommends a new discharge law for all civil service employees.

EXAMINATIONS AND APPOINTMENTS
OFFICIAL SERVICE

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Num-ber of Appli-cants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED INCLUDING VETERANS		NUMBER OF DISABLED VETERANS APPOINTED	NUMBER OF VETERANS APPOINTED
		General Com-peti-tive	Non-Com-peti-tive		Males	Fe-males	Males	Fe-males	Males	Fe-males		
1.	Superintendent:											
	State	1	2	4	1	2	1	2	-	3	-	1
	Boston	5	4	74	67	14	37	2	6	-	1	1
2	Other Cities	10	5	82	67	7	24	-	15	5	-	1
	Secretary:											
	Boston	-	1	1	1	-	1	-	3	-	-	1
3	Clerk:											
	State	5	62	1,091	306	608	133	269	34	182	3	1
	Boston	3	24	473	144	261	50	91	41	86	18	3
4	Other Cities	13	61	903	105	551	92	281	16	151	5	-
	Bookkeeper:											
	State	1	4	98	55	7	13	5	1	6	-	-
5	Boston	-	2	2	1	1	1	1	2	-	1	-
	Other Cities	1	1	4	-	3	-	3	-	2	-	-
	Storekeeper:											
State	1	5	5	11	-	7	-	6	-	2	1	
6	Boston	1	-	6	6	-	2	-	-	-	-	-
	Other Cities	1	-	36	30	-	4	-	2	-	1	-

OFFICIAL SERVICE — Continued

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Num-ber of Appli-cants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED INCLUDING VETERANS		NUMBER OF DISABLED VETERANS APPOINTED	
		General Com-peti-tive	Non-Com-peti-tive		Males	Fe-males	Males	Fe-males	Males	Fe-males		
6	Scaler of weights and meas-ures:											
	State	1	-	27	19	-	-	-	-	-	-	1
	Boston	2	-	64	43	-	3	-	1	-	-	1
7	Other Cities	4	2	175	140	-	17	-	2	-	-	1
	Visitor:											
	State	3	5	87	35	33	3	32	-	19	-	1
8	Boston	1	1	15	-	5	-	4	-	10	-	1
	Other Cities	4	2	41	7	32	3	10	2	3	-	1
	Agent:											
9	State	-	-	-	-	-	-	-	1	-	-	1
	Boston	-	-	-	-	-	-	-	1	-	-	1
	Other Cities	6	2	2	2	-	2	-	-	-	-	1
Stenographer:	State	2	37	541	38	399	22	296	5	146	-	1
	Boston	2	2	258	42	177	12	120	3	24	-	1
	Other Cities	7	7	144	1	118	-	79	1	22	-	1

OFFICIAL SERVICE — Continued

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Num-ber of Appli-cants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED INCLUDING VETERANS		NUMBER OF DISABLED VETERANS APPOINTED	NUMBER OF VETERANS APPOINTED
		General Com-peti-tive	Non-Com-peti-tive		Males	Fe-males	Males	Fe-males	Males	Fe-males		
17	Watchman:											
	State	1	6	135	89	—	45	—	17	1	—	5
	Boston	1	—	39	22	—	15	—	11	—	—	8
	Other Cities	3	1	69	51	2	28	1	16	1	—	11
17	Matron:											
	Other Cities	2	2	29	—	21	—	11	—	2	—	—
18	Ambulance Chauffeur:											
	Boston	—	—	—	—	—	—	—	2	—	—	2
	Other Cities	3	—	34	29	—	1	—	3	—	—	3
19	Attendance Officer:											
	Boston	—	—	—	—	—	—	—	—	—	—	—
	Other Cities	1	1	31	26	16	2	—	6	1	—	6
20	Fireman:											
	Boston	1	—	874	602	—	183	—	237	—	—	217
20	Fireman (promotion):											
	Boston	—	—	—	—	—	—	—	—	—	—	—
21	Fireman:											
	Other Cities	11	38	1,558	1,177	—	429	—	270	—	—	174

OFFICIAL SERVICE—Concluded

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Num-ber of Appli-cants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED INCLUDING VETERANS		NUMBER OF DISABLED VETERANS APPOINTED
		General Com-peti-tive	Non-Com-peti-tive		Males	Fe-males	Males	Fe-males	Males	Fe-males	
31	Dietitian:										
	State	1	2	6	—	5	—	5	—	3	1
	Boston	2	1	7	—	7	—	2	—	4	—
32	Other Cities	3	1	11	2	7	1	2	—	1	—
	Physician:										
	State	6	5	66	22	29	21	10	5	11	1
33	Boston	4	5	77	36	25	17	16	7	2	5
	Other Cities	4	4	31	23	7	19	7	9	—	5
	Fish and Game Warden:										
34	State	—	—	—	—	—	—	—	1	—	—
	Chemist:										
	State	2	1	25	12	2	2	—	5	—	—
35	Boston	1	1	8	6	2	5	2	2	—	—
	Other Cities	1	1	3	2	—	2	—	2	—	—
	Nurse:										
Totals	State	4	—	103	4	83	4	53	—	5	1
	Boston	2	4	103	—	83	1	52	1	26	1
	Other Cities	3	4	115	—	112	—	67	—	43	1
Totals		285	568	14,190	8,229	3,100	3,923	1,798	2,688	851	1,017

Summary of Official Service

Class	NAME OF POSITION	NUMBER OF EXAMINATIONS		Num-ber of Appli-cants notified	NUMBER EXAMINED		NUMBER PASSED		NUMBER OF PERSONS APPOINTED INCLUDING VETERANS		NUMBER OF DISABLED VETERANS APPOINTED	NUMBER OF VETERANS APPOINTED
		General Com-peti-tive	Non-Com-peti-tive		Males	Fe-males	Males	Fe-males	Males	Fe-males		
	Commonwealth service	54	238	3,253	1,324	1,297	581	774	351	381	85	3
	Boston service	51	76	3,961	2,490	618	1,175	326	712	114	436	5
	Cities other than Boston, and towns	180	254	6,976	4,415	1,185	2,167	698	1,124	356	497	2
		285	568	14,190	8,229	3,100	3,923	1,798	2,187	851	1,018	10
		853		14,190	11,329			5,721	3,038		1,018	10

LABOR SERVICE

	Number registered	Requisitions received	Number called for	Number certified	Number employed	Number discharged	Authority given	Age limits
Commonwealth	1,974	134	652	1,385	783	658	20	—
Boston	5,401	228	1,070	994	2,367	2,503	106	9
Brookline	206	45	99	88	109	139	28	0
Cambridge	713	67	112	188	151	170	28	0
Everett	236	37	184	235	188	225	20	0
Fall River	1,690	52	219	403	442	755	26	0
Fitchburg	253	32	159	178	163	123	19	7
Lowell	1,669	106	591	1,002	608	296	27	0
Lynn	564	45	180	367	247	203	20	0
Medford	172	22	112	232	130	111	9	0
New Bedford	954	29	57	131	89	147	11	0
Newton	339	32	207	300	208	206	16	4
Revere	216	22	161	92	129	133	14	0
Somerville	199	20	49	140	84	63	8	1
Waltham	236	25	164	193	132	85	18	0
Worcester	2,575	93	832	1,519	1,162	976	43	12
Totals	17,397*	989	4,848	7,447	6,992†	6,793	413	33

* Includes 4,502 veterans, 1,073 women.

† Includes 1,583 veterans, 1,212 women, 1,826 appointed under general authority.

Number of Present Employees in Labor Service Classified under Civil Service Rules

Commonwealth, 1,218	Fitchburg, 366	Revere, 184
Boston, 4,752	Lowell, 1,717	Somerville, 406
Brookline, 404	Lynn, 740	Waltham, 271
Cambridge, 948	Medford, 297	Worcester, 1,843
Everett, 281	New Bedford, 1,193	
Fall River, 736	Newton, 649	Total, 16,005

PHYSICAL EXAMINATIONS

OFFICIAL SERVICE

Number examined	3,935
Disabled veterans examined	37
Number re-examined	814
Total	4,786
Number rejected	1,592

LABOR SERVICE

Number examined	417
Number rejected	60
TOTAL PHYSICAL EXAMINATIONS	5,203
TOTAL REJECTIONS	1,652

PRACTICAL TEST — LABOR SERVICE

	Examined	Failed
Life Guard and Helper	102	44
Teamster	293	105
Gardening Laborer	184	100
Tree Climber	35	11

Respectfully submitted,

PAYSON DANA, *Commissioner of Civil Service.*

COMMISSIONERS OF CIVIL SERVICE

PAYSON DANA, *Commissioner*, Brookline.
 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.
Director, Pay Roll Bureau, WILLIAM H. HAWLEY, Malden.
Director, Labor Bureau, JAMES E. O'NEIL, Brookline.
 OFFICE OF DIVISION OF CIVIL SERVICE, ROOMS 147-152, STATE HOUSE, BOSTON.

LOCAL REPRESENTATIVES OF THE DIVISION OF CIVIL SERVICE

BROOKLINE — MARY E. CONNOLLY, City Hall.
 CHICOPEE — CARRIE M. STEBBINS, 356 Springfield Street.
 FALL RIVER — THOS. D. SULLIVAN, Granite Block.
 FITCHBURG — FREDERICK J. MULHERN, Room 8, City Hall.
 GLOUCESTER — CHARLES H. MORROW, M. D.
 HAVERHILL — EDWARD B. SAVAGE, 36 Main Street.
 HOLYOKE — CLIFFORD S. LYON, 276 High Street.
 LAWRENCE — JOHN J. DALEY, City Hall.
 LOWELL — JAMES H. CARMICHAEL, Central Street.
 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 — GEORGE H. HUGHES, Court Square Theatre Building.
 TAUNTON — HOWARD A. BRIGGS, care of City Treasurer.
 WORCESTER — MRS. ROBERT C. HUNT, City Hall.

CIVIL SERVICE — LABOR REGISTRATION CLERKS

BROOKLINE — THOMAS J. MORAN, Town Hall.
 CAMBRIDGE — HARRY L. LINCOLN, City Hall.
 EVERETT — WALTER H. NICHOLS, 443 Broadway.
 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 — GEORGE E. McPECK, City Hall.
 NEW BEDFORD — WILLIAM J. CARTER, Municipal Building.
 NEWTON — ANDREW PRIOR, City Hall.
 REVERE — M. ELIZABETH PERSON, City Hall.
 SOMERVILLE — MRS. FLORENCE A. COOK, City Hall.
 WALTHAM — LEO J. HINCHEY, City Hall.
 WORCESTER — MRS. ROBERT C. HUNT, Room 7A, City Hall.

