The College of the City of New York

REPORT OF THE COMMITTEE ON MUNICIPAL SERVICE SURVEY

DECEMBER 31, 1915

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The College of the City of New York
Department of Education

Dr. Sidney Edward Mezes, President,
The College of the City of New York.

Dear Mr. President:

On March 6, 1915, you appointed the following Committee on Municipal Service Survey: Messrs. Baskerville, Clark, Parmly, Storey and Duggan (Chairman). The Committee was directed, generally speaking, to consider and to report the ways in which the College might be of service to the City government in preparing students for positions in the City employ and in improving the efficiency of those already in the City service.

The Committee met on March 9, 1915, and after a careful consideration of several plans decided to limit its investigations, at first, to those departments of the City government the work of which is of high educational or technical character and for which the College could directly prepare—especially the Departments of Finance, Health, Education, and Public Works. Moreover, as the detailed investigation would require a great deal of time and effort, it was decided to request the President to appoint a sub-committee composed of representatives from the College departments most interested. They were to gather for the heads of departments the information that would enable the latter to determine the ways in which they could best co-operate with the departments of the City government. Prof. Breithut of the Department of Chemistry, Prof. Goldfarb of the Department of Natural History, Prof. Klapper of the Department of Education, Prof. Woolston of the Department of Political Science and Prof. Parmly of the Department of Physics formed with the Chairman this sub-committee. At its first meeting on March 16th this sub-com-

mittee drew up a plan of work in accordance with the general principles agreed upon by the Committee. Each member of the sub-committee devoted himself to gathering information in the department of the City government to which his own College department was cognate and the entire sub-committee met weekly for purposes of consultation and deliberation. The sub-committee received much assistance from organizations which had information upon its problem. Prof. Breithut in his report explains the nature of the assistance secured and expresses the gratitude of the Committee.

After a careful study of the material secured from the various sources and upon the advice of several heads of City departments who had been consulted, the Committee decided to send a questionnaire to the employees engaged in the various grades of the City service to find out what courses these employees themselves wished to pursue to increase their efficiency and to secure advancement in grade. The questionnaire was first submitted to the heads of the City departments and received their approval. It was then circulated among the employees in the departments under consideration. The Committee was convinced that for a proper appraisal of the answers to the questionnaire, it was necessary for one person to read and evaluate them, and upon the basis of the information thus secured to consult further with the heads of the City departments and with the Municipal Civil Service Commission.

Prof. Frederick E. Breithut was selected for the work and not only performed that service but made a most intensive study of the whole problem. His report which is appended was first submitted for consideration to the sub-committee and received its hearty endorsement. It is now forwarded to you with the cordial approval of the Committee.

Sincerely yours,

STEPHEN P. DUGGAN,

Chairman, Committee on Municipal Service Survey

December 31, 1915.

REPORT OF THE COMMITTEE ON MUNICIPAL SERVICE SURVEY

I. PURPOSE

On March 6, 1915, President Sidney E. Mezes, of the College of the City of New York, appointed a Committee on Municipal Service Survey. The fundamental work of this Committee was to consider and to report the ways in which the College might be of service to the City government:

(1) in preparing students for entrance into the City's employ and

(2) in improving the efficiency of those already in the City's service.

II. DATA

The Committee considered its first duty to be the gathering of data concerning the muncipal service as it is at present. These data are embodied in the appended tables, as follows:

TABLE 1 (see insert at end) shows the number of employees under each title in each department of the City and the total number for each title and for each department. These facts were obtained from the Civil List of December 31, 1914, the latest available at the time the Committee began its work. At that date the City of New York employed in its sixty-two departments or bureaus 86,397 men and women under 371 titles. Many of the positions, though different in title, are similar vocationally or functionally.

TABLE 2 shows these positions grouped vocationally.

TABLE 3 contains a summary of the number in each vocational group in each department.

TABLE 4 contains the total number in each vocational group for the entire City.

TABLE 5 contains a recapitulation showing the number of female employees in the service of the city arranged according to departments and according to occupation.

TABLE 6 contains a summary of the numbers and salaries of certain typical positions which might be regarded as attractive to college graduates.

III. PROBABLE APPOINTMENTS

Having completed the picture of the municipal civil service as at present constituted, the next problem before the Committee was that of the probable number of vacancies in this service—especially those for which college training is an asset.

TABLE 7 shows the number of appointments made to all positions during the years 1908-1915 from competitive eligible lists. Those marked with a star are most likely to appeal to college students or graduates. An examination of this table reveals that the inspectional service especially offers a large field for usefulness.

TABLE 8 contains a list of the probable examinations for the year 1916.

IV. CONFERENCES

The Committee decided to secure, wherever possible, the aid of all agencies, public and private, which could help it in its work. To this end conferences were held with the heads of City departments or with their representatives, with the heads of the College departments, with representatives of the Bureau of Municipal Research and its Training School for Public Service, with representatives of the New York Civil Service Society, the Employees' Conference Committee and the Bureau of Standards. To all of these agencies the Committee wishes to express its sincere gratitude for the hearty spirit of co-operation shown. Especially do we wish to thank Mr. John H. Greener of the Law Department, to whom we are indebted for much of the material embodied in

the tables above cited; to City Chamberlain Bruère; to Dr. Henry Moskowitz and the Civil Service Commission; to the Bureau of Standards; to Dr. Frederick A. Cleveland of the Bureau of Municipal Research and to Prof. Chas. A. Beard and Mr. Edwin Stoiber of the Training School for Public Service.

The results of our conferences are embodied in our findings and recommendations.

V. QUESTIONNAIRE TO MUNICIPAL EMPLOYEES

After a careful study of the material secured from the various sources and upon the advice of several department heads, the Committee decided to send a questionnaire to the city employees. The questionnaire read as follows:

THE COLLEGE OF THE CITY OF NEW YORK

COMMITTEE ON MUNICIPAL SERVICE SURVEY

This questionnaire is directed to New York City employees by the City College as the result of a conference between the Board of Trustees and the City Administration. Its object is to secure information which will aid in establishing courses adapted to the needs of city employees in the performance of their official functions. Will you please fill out *at once* and return to the Committee on Municipal Service Survey at the City College?

Department.....Bureau or Division.....

Title of Position.....Grade or Class.....

Male or Female.....Age.....Birthplace.....

Last School or College attended.....

Grade or year at leaving or graduation.....

Professional, technical or business training.....

Practical experience prior to present appointment.....

Appointments in City Civil Service.....

Dates.....

Positions.....

Salary.....

Exact nature of work in present position.....

What training would assist your advancement?.....

How much time could you give to it and when?.....

Check the courses here indicated which you would desire to take.

DRAWING

Mechanical and Topographical.

LANGUAGE AND LITERATURE

English (oral and written), French, German, Spanish.

SOCIAL SCIENCE

Education—history, philosophy, methods.

History—constitutional and political.

Philosophy—history, application to laws and science, psychology.

Political Science—economics and business, government and law, sociology, municipal affairs.

NATURAL SCIENCE

Chemistry—general, analytical, industrial, municipal, organic, and commercial.

Mathematics—algebra, geometry, trigonometry, analytics, calculus, business computation.

Natural History—general biology, bacteriology, geology and minerology, municipal sanitation.

Physics—general, applications to civil, electrical and mechanical engineering.

Add other courses desired .....

Remarks .....

The nature of the routine courses asked for is shown in TABLE 9. It is interesting to note that the general courses seemingly most needed are: English, oral and written; political science; municipal affairs. Though, in general, in the 466 replies received, the requests for courses were along conventional lines, this direct appeal to the employees themselves yielded several valuable suggestions. Each reply was considered individually and a personal letter of advice sent in answer.

VI. FINDINGS

As a result of its investigation the committee finds that the problem of municipal service training resolves itself into three distinct parts:

(1) The training of those already in the public service.

(2) The training for entrance into the service in the lower grades.

(3) The training of those in groups (1) and (2) for the higher positions: technical, professional and administrative.

1. The training of those already in the service.

With regard to the first group, training may serve two purposes: to increase the efficiency of the city employees and to aid in their promotion to higher grades of service. Both of these problems have already been partially provided for by the College. In the first place, all courses offered at the College, both in the day and evening sessions are open to municipal employees, without regard to previous formal training. The only prescribed qualification is that the candidate for entrance to a course must give satisfactory evidence of his ability to pursue it with advantage.

In the second place, courses are already being given in the Municipal Building to meet the special needs of certain employees in the engineering and clerical services. Other courses are being planned. The necessary steps toward obtaining the recognition of these courses in rating the employee's efficiency and in aiding his promotion are being taken.

The Committee therefore feels justified in leaving this branch of the work of municipal service training in the efficient hands of those already engaged in its fulfillment.

In passing it may be remarked that the Bureau of Standards of the Board of Estimate and Apportionment is at present proposing a re-classification of the city service, with tentative specifications for the various grades within each group. They also propose a new scheme of promotion. We have not embodied the suggestions of the Bureau of Standards in this report as they are still in the process of formation and possible adoption. We considered it better to deal with the situation as it actually exists. The Committee is pleased to be able to state, however, that its findings and recommendations are in

harmony with the general principles advanced by the Bureau of Standards.

2. The Training for Entrance into the Service in the Lower Grades.

In considering the problem of training for entrance into the service in the lower grades the Committee met with its greatest difficulties. These positions belong to what is termed the 'competitive' class, i. e., these positions are filled by open competitive examination.

It is the present practice of the Municipal Civil Service Commission to require each candidate not only to pass this written examination but also to submit an 'experience' paper. In this paper, the candidate states his training and his practical experience bearing on the work he is to do. The Municipal Civil Service Commission had the kindness to permit the Committee to examine some typical sets of experience papers. This investigation revealed that, in the past, the relative weight given to practical experience has been greater than that given to academic training. This attitude on the part of the Commission is readily understandable. It is only natural for an employer to require that his possible future employee should have had some practical experience in the work he is to do.

On the other hand, we have the equally natural desire of the College to retain its traditions and ideals.

After all, the fundamental work of a college—irrespective of what other activities it may engage in—is the academic training of its students. To say that this training should have a thorough disciplinary and cultural value, that it should produce the 'rounded' man, is but to repeat the obvious. It is difficult, in attempting to adapt such training to specific useful ends, to avoid yielding to the temptation of easing up on the severity of ordinary academic standards. Neverthe-

less, it is equally obvious that the College should set its face resolutely against such a practice. Nor is there need for it. If we are to turn out a half-baked product only capable of passing a civil service examination, we are not doing the work of a college—we are simply duplicating the work of the many cramming schools already in existence, which proudly point to their so-called 'graduates' who have been 'placed' in positions for which frequently they are but superficially fitted. With all its history and tradition for thoroughness, this College cannot afford to enter into competition with schools of this type.

Here, then, is our problem: *How can we give the student a thorough collegiate training and, at the same time, give him practical experience along the line he wishes to enter?*

The true training for public service—such training as the City College can consider worthy of its effort—must combine thorough grounding in fundamentals with adequate preparation for and training in the duties of municipal service. To the discipline and breadth of view of a college course must be added the technique of a serious vocation. A student contemplating entrance into the service of the City should have as broad a mental vision as though he were entering a profession. In a profession he must have not only the basic fundamental training but also he must acquire proficiency in its methods. So, also, in entering the municipal service, he must have both disciplinary training and, *in addition*, practical acquaintance with the work he is to do. The latter can only be obtained by experience and such experience can best be gained by actual contact with the work of the City department itself.

The solution of our problem, therefore, lies in *the direct co-operation of the College and the City in their work.* This compromise is in consonance both with the most recent and progressive educational development and also with the best practices of civil service employment.

That such co-ordination is possible is evidenced by certain courses already being given by the Department of Education and the Department of Chemistry.

In the former, briefly summarized, the facts are as follows:[1]

1. No student is allowed to take the examination for license to teach in the elementary schools unless he has completed to the satisfaction of the College authorities the following courses:

Logic and psychology	90 hours
History and Principles of Education	90 "
Methods of Teaching	60 "

Before the student takes the examination we must certify not only to successful work in these subjects, but we must also answer personal questions concerning the student's general scholarship, personality, etc.

2. No student in the College is allowed to take the examination as Pupil Teacher in the High School unless he brings a recommendation signed by the Head of the Department of Education. Upon such recommendation the student is admitted to an oral examination and, on passing, granted his license.

3. The course called Methods in Secondary Education counts directly towards eligibility to teach in the high schools; for example, to be eligible to teach in the high schools a candidate must present one of the following conditions:

(a) Successful teaching experience of 180 days
(b) Successful teaching experience of 90 days

together with 150 hours of post-graduate work in a specialty. But 60 of these 150 hours may be taken in Methods of Secondary Teaching during the Senior year; therefore, a student who has 90 hours of graduate work and has successfully completed our course in Secondary Teaching is eligible to take the examination as regular teacher in the high schools provided he has 90 days of teaching experience.

The Department of Chemistry gives a course in Municipal Chemistry in which there is direct co-operation with the Cen-

[1]Quoted from a letter of Prof. Paul Klapper (December 21, 1915).

tral Testing Laboratory of the Board of Estimate and Apportionment. The following means are used:

(a) The Central Testing Laboratory sends the College samples of materials which are purchased by the City (*e.g.* paints, soaps, cements, asphalts, rubber goods, coal) with

i, the specifications under which they were purchased;
ii, the results of the analysis;
iii, copies of the printed forms used in reporting analyses;
iv, copies of the analytical methods used in the Central Testing Laboratory.

(b) Lectures to the students by the members of the staff of the Central Testing Laboratory expert in the various branches of their work.

(c) Lectures by the members of the staff of the Department of Chemistry to the staff of the Central Testing Laboratory.

(d) Visits by the students of the College to the Central Testing Laboratory.

A course in Food Inspection and Analysis is given in co-operation with the Food and Drug Inspection Laboratory of the Department of Health. Similar means of co-operation are used.

A course in Municipal Sanitary Inspection is given by the Departments of Chemistry and of Natural History in co-operation with the Department of Health. Here the field work of the student is done with a Health Department Inspector and its theoretical interpretation is made at the College.

If the College is to prepare its students for entrance into other branches of the municipal service, it is necessary that the principles exemplified in the courses just mentioned be extended to other departments. The working out of such a program is not to be lightly sketched as a result of superficial consideration. The detailed planning calls for earnest thought. Generalities, however true or interesting, will not suffice. Concreteness and specificity are absolutely essential.

But even if we assume that such a course of training has been most carefully planned, even if we assume that direct co-operation between the College and the City departments is established, there is another essential to the successful, practical operation of the program. *It is imperative that the experience gained by the student through the co-operation of the College and the City departments be recognized and credited by the Municipal Civil Service Commission.* Otherwise the whole effort fails to secure to the college graduate the same advantage as that possessed by those who acquire experience in other ways. Under such circumstances, to encourage students to train for entrance to the municipal service would be a breach of academic trust.

If, on the other hand, such credit were given, we could have in the City of New York a splendid illustration of the successful operation of efficient democracy. The City of New York maintains its College on an absolutely free basis. Nearly all of its graduates are also graduates of its free public schools and free high schools. If free democratic education is to reap its fullest harvest, surely the graduate of a free public school, a free high school and a free college, who has received in the course of his training actual contact with the City service, should be regarded as an ideal candidate for entrance into such service.

3. The training of those in groups 1 and 2 for the higher positions: technical, professional and administrative.

In the third group—the higher technical, professional and administrative positions—some are elective, some are filled by 'promotion' examinations and others by appointment.

As has been stated above, provision for courses to suit the needs of those seeking promotion are already being given at the College. As an example of how such training may be credited by the City authorities, the following is cited:[1]

[1] Prof. Klapper, *loc. cit.*

Teachers in the city schools who seek promotion, that is the license to teach in the last two years of the elementary schools, must take an examination in the following subjects:

(a) Some specialty called the major,
(b) The Science of Education.

But those teachers who present certificates showing that they have successfully completed 60 hours in Education in the Extension Courses at the City College are exempt from the second paper in the Science of Education. They take only one paper in their specialty. Teachers seeking license as Assistant to Principal or Principal and who have no college degree are required to pass certain examinations in academic subjects, but those teachers who have taken 120 hours of Extension work, 60 of which must be taken in one group of subjects and 60 in another, need not take this academic examination although they may not have a college degree.

Teachers of technical subjects like stenography, accounting and manual arts who now hold substitutes' licenses are required to show successful work in the methods of teaching these branches before they are declared eligible for license as regular teacher. These substitute teachers, therefore, take the courses that we offer in the methods of teaching stenography or methods of teaching commercial branches or methods of teaching shopwork in the elementary schools and thus render themselves eligible for their examinations. Most of these people are experts in the various branches, many of them come from the ranks of the craftsmen or the actual clerical workers but lack a knowledge of pedagogy. By coming to our courses they obtain that information which makes them eligible to teach.

The list of 'exempt' positions includes heads of departments, deputy commissioners, secretaries of departments, assistants to corporation counsel, numerous accountants, auditors, examiners, confidential inspectors, various grades of engineers, superintendents and similar positions of high grade.

Table 10 contains a summary showing the numbers at each salary in the exempt class.

To train candidates for these positions the College must either broaden out and include work which properly belongs

to a university or technical school or we must co-operate with the existing agencies of this character. Here attention is called to the Training School for Public Service of the Bureau of Municipal Research. This institution exists primarily for the very purpose of training men and women for the higher administrative positions. Columbia and New York Universities and the University of Pennsylvania have arranged to grant credit toward the higher degrees for field work done at this school. The University of Michigan accepts satisfactory work in the Training School as meeting the requirement of practical training toward the degree of A.M. in Municipal Administration. Similar co-operation is suggested for the City College. As a result of conferences with the authorities of the Training School the Committee can report that such co-operation will be welcomed on their part.

It may be desirable for the City College, following the precedent of the University of Michigan, to grant the master's degree in Municipal Administration and allied fields. Certificates in Municipal Engineering, Municipal Chemistry and other technical subjects, granted on the completion of special courses of study, might also be desirable.

V. RECOMMENDATIONS FOR IMMEDIATE ACTION

The Committee makes the following recommendations:

1. That there be appointed at the College a Director of Public Service Training. It shall be the duty of this officer to keep a record of all municipal positions which are open to college students, and the subjects and dates of approaching examinations. He shall also establish at the College in co-operation with the Municipal Civil Service Commission an intelligence office or clearing house for civil service positions, and he shall be prepared to advise students as to the courses and methods to be pursued in preparation for such positions. He shall confer with the civil service commissioners and chief examiners as to the relation between college instruction and

civil service as to examinations, standards, credit for field work and eligibility. The Director of Public Service Training shall also confer with the heads of City departments and bureaus with regard to their needs and the ability of the College to supply them.

(2) That a College Standing Committee on Public Service Training be appointed to co-operate and advise with the Director. Such a Committee should have among its membership representatives of the departments most concerned in the technical training of those who will enter public service.

(3) That the announcements of the several divisions of the College contain a statement of the scope and work of the Committee on Public Service Training.

(4) That provision be made for co-operation of the College with such unofficial public agencies as the Training School for Public Service and the Bureau of Municipal Research, especially with a view to the possibility of exchange of students, exchange of instructors and exchange of credit.

(5) That the special courses to be recommended and their formal organization be immediately taken up by the Director of Public Service Training with his Committee and all other departments and agencies involved.

VI. CONCLUSION

Finally, the Committee wishes to state its belief that the City College, of all institutions of learning, is in a strategic position to attack the problem of public service training. If this institution fails to undertake this work, democratic education is missing one of its highest functions and one of its truest opportunities. What better return could an institution such as ours give to the City which maintains it than a body of public servants specifically trained for the work they are to perform? The citizens of this municipality naturally look to their College to supply this need. Indeed, the College has frequently been described as a civil West Point.

The College, in turn, feels able and glad to serve the City. And this is said, too, with a full realization that the College has as much to learn from the City Departments as the City Departments have to learn from the College. Certainly nothing but good to all concerned—Citizens, City, Students and College—can accrue from such understanding and such co-operation.

Respectfully submitted,
FREDERICK E. BREITHUT.

To Prof. Stephen P. Duggan,
Chairman, Committee on Municipal Service Survey.

TABLE 2

VOCATIONAL GROUPING OF POSITIONS

GROUP *A*

ATTENDANCE, INCLUDING JANITORS, MESSENGERS, PROCESS SERVERS, TELEPHONE OPERATORS AND MISCELLANEOUS POSITIONS IN THE COURTS

Attendant (except as in Group *In*)
Bridge Keeper
Bridge Tender
Caretaker
Court Attendant
Crier
Custodian
Detective (in Courts)
Door Keeper
Elevator Attendant
Elevator Despatcher
Elevatorman
Gate Keeper
Guards
Janitor
Jury Notice Servers
Keeper (except in *In*)
Keeper of Coat Room
Matron (except in *In* and *I*)
Messenger
Monitor
Orderly (except in *In*)
Prison Guard
Probation Officer
Process Server
Sergeant of Arms
Telephone Operator and Statistician
Telephone Switchboard Operator
Ticket Chopper
Warden (except in *In*)

GROUP *C*

CLERICAL INCLUDING ACCOUNTANTS, BOOKKEEPERS, STENOGRAPHERS, COMPUTERS, EXAMINERS OF ACCOUNTS, AND ALL POSITIONS NOT INCLUDED IN OTHER GROUPS

Abstractor
Accountant
Actuary
Adding and Billing Machine Operator
Agent
Appraiser
Assistant to Tax Commissioner
Auditor
Bookkeeper
Book Typewriter
Cashier
Cataloger
Chief Examiner and Indexer of Records
Chief Clerk
Clerks
Comparer
Computer
Computer of Assessments
Copyist
Curator
Curator and Auditor
Demographer
Deputy
Deputy City Paymaster
Deputy Tax Commissioner
Editor
Estimator
Examiner (except in *L* and *SI*)
Finger Print Expert
Interpreter
Librarian
Library Assistant
Office Assistant
Office Boy
Page
Pension Expert
Proof Reader
Purchasing Agent
Registrar and Assistant
Sealer
Searcher (except in *Le*)
Secretary and Assistant Secretary
Stationer
Statistician
Stenographer and Typewriter
Steward (except in *In* and *N*)
Storekeeper and Helper
Supervising Statistician and Examiner
Tabulating Machine Operator
Tabulator
Ticket Agent
Time Keeper

Typist
Typewriter
Warehouse Custodian
Verifiers

GROUP *E*

ENGINEERING (INCLUDING DRAUGHTSMAN, ETC.) IN CIVIL, ARCHITECTURAL, MECHANICAL AND ELECTRICAL POSITIONS

Architect
Architectural Designer
Assistant Engineer Designer
Axeman
Chairman
Chainman and Rodman
Consultant
Designer
Draughtsman
Engineer and Assistant Engineer
Engineer Designer
Hydrographer
Leveler
Rodman
Surveyor
Surveyor and Draughtsman
Transitman
Transitman and Computer

GROUP *F*

FIRE DEPARTMENT UNIFORMED FORCE

Captain
Chief of Battalion
Chief of Construction and Repairer of Apparatus
Chief of Department
Deputy Chief
Engineer of Steamers
Fireman
Lieutenant
Marine Engineer
Medical Examiner
Pilot

GROUP *In*

INSTITUTIONAL INCLUDING POSITIONS OF A MISCELLANEOUS CHARACTER IN VARIOUS CITY INSTITUTIONS

Attendant
Baker
Bandmaster
Barber
Butcher
Caretaker
Cook
Cutter
Dairyman
Domestic
Egg Candler
Employment Agent
Farmer
Gardener
Gateman
Helper
Hospital
Housekeeper
Keeper
Laundryman or Laundress
Matron
Orderly
Prison Guard
Seamstress
Shoemaker
Steward
Tailor
Waitress
Warden

GROUP *La*

LABOR, POSITIONS USUALLY CLASSIFIED IN THE LABOR SCHEDULES

Armorer
Bell Ringer
Cleaners
Climber and Pruner
Coal Passer
Coal Sampler
Disinfector
Driver (except in *SC*)
Fireman (except in *F*)
Helper (except in *ST* and *In*)
Hostler (except *SC*)
Laborer (except *SC*)
Laundress (except in *In*)
Oiler (except in *N*)
Paver
Porter
Rammer
Sewer Cleaner
Sounder
Stableman (except in *SC*)
Stoker (except in *N*)
Toolman
Waitress (except in *In*)
Watchman

GROUP *Le*

LEGAL, INCLUDING ALL LEGAL POSITIONS OF A PROFESSIONAL AND SEMI-PROFESSIONAL NATURE

Assistant Corporation Counsel
Assistant District Attorney
Counsel and Assistant Counsel
Deputy Assistant Corporation Counsel

Examiner (except in *C*)
Franchise Assistant
Franchise Searcher
Junior Assistant Corporation Counsel
Law Assistant
Law Clerk
Searcher
Searcher and Examiner
Title Examiner
Transfer Tax Assistant

GROUP *M*

MEDICAL, INCLUDING NURSING AND LABORATORY POSITIONS

Alienists
Apothecary
Bacteriologist
Bacteriological Diagnostician
Chemist
Dentist
Dietitian
Director of Laboratory
Interne
Laboratory Assistant
Medical Examiner
Medical Inspector
Medical Superintendent
Nurse and Nurse's Assistants
Obstetrician
Pathologist
Pharmacist
Physician
Psychologist
Radiographer
Surgeon
Veterinarian
Veterinary Surgeon
X-Ray Assistant
X-Ray Electrician

GROUP *N*

FERRY SERVICE, INCLUDING ALL POSITIONS OF A NAUTICAL CHARACTER

Boatman
Captain
Deckhand
Divers and Tenders
Dock Master
Marine Engineer
Marine Engineman
Marine Sounder
Mate
Pilot
Quartermaster
Scowman
Steward
Stoker
Water Tender
Yeoman

GROUP *P*

POLICE UNIFORMED FORCE

Boiler Inspector
Captain
Chief Lineman
Inspector
Lieutenant
Lineman
Matron
Patrolman
Surgeon
Superintendent of Telegraph
Sergeant

GROUP *SC*

STREET CLEANING SERVICE, UNIFORMED FORCE

Boardman
Driver
Foreman and Assistant Foreman
Harness Maker
Hostler
Inspectors
Laborer (Queens and Richmond)
Station Keeper
Stableman
Superintendent and Assistant
Sweeper

GROUP *SI*

SUPERINTENDENCE AND INSPECTION, INCLUDING INSPECTORS, FOREMEN, SUPERINTENDENTS AND SIMILAR POSITIONS

Acting Chief of Furniture Division
Assistant Chief Deputy of Real Estate
Assistant Chief of Sanitary Division
Chief Deputy of Real Estate
Chief Deputy of Personal Estate
Chief Examiner and Indexer of Records
Chief Executive Officer
Chief of Bertillon System
Chief of Bureau
Chief of Division
Chief of Division of Licensed Vehicles
Deputy Director
Deputy Superintendent of Markets
Director and Assistant Directors (except education and parks)
Examiners (except in clerical group)

Expert Investigators
Fire Telegraph Expert
Fire Marshall
Foreman and Assistant Foreman (except *SC*)
Inspector
Investigator
Overseer
Superintendent
Superintendent of Construction
Superintendent of Telegraph
Supervisor and Deputy Supervisor
Visitor

GROUP *ST*

SKILLED TRADES AND OCCUPATIONS

Aboriculturist
Automobile Driver
Automobile Engineman
Automobile Machinist
Batteryman
Blaster
Blacksmith and Blacksmith's Helpers
Boilermaker
Bookbinder
Brass Finisher
Bricklayer
Cabinet Maker
Cable Splicer
Cable Tester
Carpenter
Carriage Trimmer
Caulker
Cement Tester
Chauffeur
Compositor
Cook (except in *In*)
Coremaker
Designer
Dock Builder
Driller
Electrician
Elevator Constructors and Helpers
Engineer
Engineer and Janitor
Engineman
Expert Blue Printers
Feeder
Fire Telegraph Expert
Flagger
Forester
Gardener (except in *In*)
Gas Meter Tester
Gasfitter
Gasmaker
Glazier
Harness Maker
Hoist Operator
Horseshoer
Hose Repairer
Housesmith
Instrument Maker
Lamp Maker
Letterer
Lineman
Lineman-Electrician
Machine Woodworker
Machinist and Machinist's Helper
Mason and Mason's Helper
Marble Setter
Mechanic and Mechanic's Helper
Mechanician
Moulder
Nickel Plater
Nurseryman
Painter
Patternmaker
Photographer
Pipe-fitter and Pipe-fitter's Helper
Plasterer
Plumber and Plumber's Helper
Pressman
Printer
Repairer
Rigger
Riveter
Roofer
Rubber Tire Repairer
Rustic Worker
Sawfiler
Sawyer
Seamstress (except in *In*)
Steamfitter and Helper
Stonecutter
Tapper
Telegraph Operator
Tinner
Tinsmith
Upholsterer
Valveman
Varnisher
Wheelwright
Wireman
Wood Sawyer

GROUP *T*

TEACHING STAFF

Attendance Officer
Director
Drill Master
Head of Annex
Head of Department
Instructor
Lecturer
Principal and Assistant Principal
Professor
Professor and Librarian
Superintendants
Supervisor
Teacher
Teacher (Special)
Tutor

GROUP *X*

EXECUTIVE, ELECTED OFFICERS: HEADS OF DEPARTMENTS OR OF DISTRICT OFFICES, BOARDS OR COMMISSIONERS AND THEIR SECRETARIES AND EXECUTIVE DEPUTIES OR ASSISTANTS; CHAPLAINS

Aldermen
Assistant Commissioner
Assistant Public Administrator
Assistant to President
Auctioneer
Chairman
Chamberlain
Chaplain
Chief City Magistrate
Chief Justice
City Clerk
City Magistrate
City Paymaster
Collector of Assessments and Arrears
Collector of City Revenues and Superintendent of Public Markets
Commissioner
Comptroller
Coroner
Corporation Counsel
County Clerk
County Judge
Deputy
Deputy Chamberlain
Deputy City Clerk
Deputy Collector of City Revenue
Deputy Commissioner
Deputy Comptroller
Deputy County Clerk
Deputy Register
Deputy Sheriff
District Attorney
Entomologist
Justices
Marshall
Mayor
Members
Minister of Religion
Official Referee
President
Presiding Justice
Public Administrator
Real Estate Expert
Receiver of Taxes
Register
Sheriff
Surrogate
Under Sheriff
Vice Chairman, Board of Aldermen
Water Register

TABLE 4

EMPLOYEES—CITY OF NEW YORK

DECEMBER 31, 1914

VOCATION	NUMBER	VOCATION	NUMBER
Attendance	3,042	Nautical and Ferry	584
Clerical and General	6,986	Uniformed Police Force	10.861
Engineering and Architectural	3,008	Uniformed Street Cleaning Force	5,901
Uniformed Fire Force	5,014	Superintendence and Inspection	3,547
Institutional Positions	4,279	Skilled Trades and Occupation	3,388
Labor	8,440	Teaching Staff	27,683
Legal	322	Executive	775
Medical and Nursing	2,567	*Total*	*86,397*

TABLE 3

NUMBER OF EMPLOYEES IN EACH VOCATIONAL GROUP IN EACH DEPARTMENT

Departments	*A*	*C*	*E*	*F*	*In*	*La*	*Le*	*M*	*N*	*P*	*S.C.*	*S.I.*	*S.T.*	*T*	*X*	*Dep't Total*
Finance	32	788	17	.....	.....	6	17	2	.....	.....	.....	51	6	.....	24	943
Law	53	247	6	.....	.....	.....	168	.....	.....	.....	.....	.....	.....	.....	2	476
Estimate and Apportionment	2	182	51	.....	.....	12	.....	17	.....	.....	.....	9	1	.....	8	282
Aldermen and City Clerk	14	49	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	83	146
Education	559	464	101	.....	.....	232	.....	15	.....	.....	.....	138	78	27,189	3	28,779
Hunter College	.....	13	.....	.....	.....	1	.....	6	.....	.....	.....	.....	1	174	5	200
City College	5	20	.....	.....	.....	26	.....	3	.....	.....	.....	.....	18	272	3	347
Docks and Ferries	27	159	70	.....	.....	705	.....	.....	487	.....	.....	99	682	.....	7	2,236
Bridges	229	52	63	.....	.....	72	.....	.....	.....	.....	.....	61	460	.....	5	942
Taxes and Ass't	5	253	24	.....	.....	.....	8	.....	.....	.....	.....	3	2	.....	9	304
Board of W. S.	19	127	308	.....	.....	89	.....	2	1	207	.....	94	38	.....	9	894
Dept. of W. S	35	534	149	.....	.....	1,327	.....	15	2	.....	.....	540	450	.....	13	3,065
Tenement House	12	358	.....	.....	.....	1	.....	.....	.....	.....	.....	254	1	.....	6	632
Civil Service	197	60	.....	.....	.....	.....	.....	1	.....	.....	.....	52	.....	.....	5	315
Parks	227	71	41	.....	.....	1,527	.....	.....	.....	.....	.....	105	334	4	10	2,319
Correction	3	34	.....	.....	408	46	.....	13	26	.....	.....	5	29	15	13	592
Charities	4	137	1	.....	2,289	86	.....	455	47	.....	.....	134	114	15	15	3,297
Bellevue and Allied Hosp	2	58	1	.....	984	27	.....	539	.....	.....	.....	17	63	7	9	1,706
Health	34	390	1	.....	598	473	.....	1,438	12	.....	.....	223	55	.....	7	3,231
St. Cleaning	22	74	3	.....	.....	1	.....	12	.....	.....	5,187	1	189	.....	6	5,495
Fire	10	87	15	5,014	.....	55	.....	3	.....	.....	.....	116	216	.....	7	5,523
Police	3	53	.....	.....	.....	128	.....	2	3	10,654	.....	2	65	.....	20	10,930
Executive	2	28	.....	.....	.....	3	.....	.....	.....	.....	.....	21	1	.....	70	125
City Chamberlain	1	19	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	23
Commissioner of Accounts	.....	85	12	.....	.....	1	.....	.....	.....	.....	.....	8	.....	.....	1	107
Board of City Record	.....	26	.....	.....	.....	3	.....	.....	.....	.....	.....	3	1	.....	1	34
Armory Board	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	.....	.....	1	11
National Guard	24	.....	.....	.....	.....	276	.....	.....	6	.....	.....	.....	48	.....	.....	354
Court House Bd	.....	1	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	10
Public Recreation Commission	.....	2	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	7	1	16
Sinking Fund Commission	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Art Commission	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Board of Assessors	1	9	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	15
Board of Elections	.....	47	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	52
Licenses	2	35	.....	.....	.....	3	.....	.....	.....	.....	.....	58	4	.....	4	106
Coroners	1	32	.....	.....	.....	.....	.....	11	.....	.....	.....	.....	.....	.....	11	55
Board of Inebriety	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	2
Examing B'd of Plumbers	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Board of Examiners	1	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	11
Board of Ambulance Service	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	4
Board of Parole	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	5
Public Service Commission	11	317	1,321	.....	.....	28	16	12	.....	.....	.....	372	41	.....	17	2,135
President, Manhattan	333	174	158	.....	.....	1,030	.....	11	.....	.....	.....	367	276	.....	9	2,358
President, Bronx	16	70	211	.....	.....	653	.....	.....	.....	.....	.....	199	43	.....	7	1,199
President, Brooklyn	149	126	180	.....	.....	1,072	.....	5	.....	.....	.....	315	58	.....	7	1,912

Departments	*A*	*C*	*E*	*F*	*In*	*La*	*Le*	*M*	*N*	*P*	*S.C.*	*S.I.*	*S.T.*	*T*	*X*	*Dept. Total*
President, Queens	46	83	207			227		2			488	222	66		7	1,348
President, Richmond	10	45	52			212		1			226	56	16		6	624
Supreme Court	164	203				17							3		51	438
General Sessions	64	43													7	114
Special Sessions	85	58				1									16	160
City Court	25	41													12	78
City Magistrates	187	178											2		38	405
Municipal Courts	117	161													45	323
County Court, Bronx County	6	6													2	14
County Court, Kings County	26	24				2									4	56
County Court, Queens County	8	6													1	15
Surrogates Court, N. Y. County	10	86					10					4	2		4	116
Surrogates Court, Bronx County	2	10													1	13
Surrogates Court, Kings County	9	30				4	1								1	45
Surrogates Court, Queens County	1	10													1	12
Surrogates Court, Richmond County	1	4				1									1	7
County Clerk, N. Y. County	6	84				7	3					1	2		5	108
County Clerk, Bronx County	3	25					2								3	33
County Clerk, Kings County	3	37				12	3								4	60
County Clerk, Queens County	5	61	3			4	3						1		4	81
County Clerk, Richmond County	1	8					1								2	12
District Attorney, N. Y. County	70	61					49								2	182
District Attorney, Bronx County	12	14					8								2	36
District Attorney, Kings County	21	14					13								2	50
District Attorney, Queens County	3	4					4								1	12
District Attorney, Richmond County		4					1								1	6
Commissioner of Jurors, N. Y. County	10	15													3	28
Commissioner of Jurors, Bronx Co	4	3													3	10
Commissioner of Jurors, Kings County	12	9													3	24
Commissioner of Jurors, Queens Co	1	4													2	7
Commissioner of Jurors, Richmond Co.		1													2	3
Public Administra'r, N. Y. County		9													2	11
Public Administra'r, Bronx County		2										1			1	4
Public Administra'r, Kings County		3					1								1	5
Public Administra'r, Queens County															1	1
Public Administra'r, Richmond County															1	1
Register's Office, N. Y. County	16	142	8			4	5					2	3		7	187
Register's Office, Bronx County	5	48				3	1						1		5	63
Register's Office, Kings County	9	130				10	2								5	156
Sheriff's Office, N. Y. County	20	18				6	2	1					6		33	86
Sheriff's Office, Bronx County	20	8				4	1	1					2		19	55
Sheriff's Office, Kings County	15	7				2	1						2		18	45
Sheriff's Office, Queens County	4	6					1								14	25
Sheriff's Office, Richmond County	2	2					1						1		3	9
Comm'r of Records, N. Y. County		42				28						4	4		2	80
Comm'r of Records, Kings County	1	33	2			7						3	3		2	51
Totals	3,042	6,986	3,008	5,014	4,279	8,440	322	2,567	584	10,861	5,901	3,547	3,388	27,683	775	*Grand Total* 86,397

TABLE 5

FEMALE EMPLOYEES IN THE SERVICE OF THE CITY OF NEW YORK AND COUNTIES EMBRACED THEREIN—DECEMBER 31, 1914
(EXCEPT EMPLOYEES IN DEPARTMENT OF EDUCATION—TEACHING STAFF)

DEPARTMENT	Clerk		Bookkeeper	Statistician	Librarian	Cataloger	Clerk and Stenographer	Hospital Clerk	Stenographer	Typewriter Copyist	Tabulating Mach. Oper.	Comparer	Proof Reader	Telephone Operator—Statistician	Telephone Operator	Searcher	Custodian	Secretary	Inspector	Examiner	Supervising Nurse	Trained Nurse	Pupil Nurse	Physician	Supt. of Training School	Other Supt.	Director	Commissioner	Bacteriologist	Psychologist	Laboratory Assistant	Draftsman	Junior Engineer	Minister of Religion	Teacher	Matron	Probation Officer	Detective	Gymnasium Instructor	Playground and Gymnasium Attendant	Cottage & Bath Attendant	(Other) Attendant	Cleaner	Janitress	Housekeeper	Dietitian	Cook	Domestic	Laundress	Seamstress	Orderly	Hospital Helper	Helper	Trade Instructor	Visitor	Attendance Officer	Total
	Chief	Other																																																						
Mayor's Office									4																																															4
Bureau of Weights and Measures									1										4																																						5
Board of City Record	1	1							3																																															5
Dept. of Finance		15		1					40	21					3																											1														81
Law Dept		1							74	10					7																																									92
Bd. of Estimate and Apportionment		28							27	1	12							1		1																																				70
City Chamberlain									1						1			1																																						3
Bd. of Aldermen and City Clerk									2						1																																									3
Court House Board									1									1																																						2
Public Recreation Comm																																						2				2														4
Comm. Sinking Fund		1							1																																															2
New York County																																																									
Surrogates' Court		2							2	4						3																																								11
Sheriff									1	1					1																															4		1								8
District Attorney		2			1				4						2																																									9
Comm. of Records		5							10	1																																														16
Public Administrator									3																																																3
Bronx County																																																									
Sheriff									1																										2							1				1										5
District Attorney															1																																									1
Register									1						1																																									2
County Clerk									1																																															1
Public Administrator									1																																															1
Kings County																																																									
County Court															1																																									1
Surrogate's Court		2					1			1					1																																									5
Sheriff									1						1																				3							1				2										8
District Attorney									5						1																																									6
Public Administrator		1							1																																															2
Register		1								29		2			1																																									33
County Clerk												1																																												1
Comm. of Jurors									1																																															1
Comm. of Records							1		2																																																3
Queens County																																																									
Sheriff																																			1																						1
District Attorney									1																																															1
County Clerk			1																																																					1
Comm. of Jurors									1																																															1

DEPARTMENT	Clerk Chief	Clerk Other	Bookkeeper	Statistician	Librarian	Cataloger	Clerk and Stenographer	Hospital Clerk	Stenographer	Typewriter Copyist	Tabulating Mach. Oper.	Comparer	Proof Reader	Telephone Operator—Statistician	Telephone Operator	Searcher	Custodian	Secretary	Inspector	Examiner	Supervising Nurse	Trained Nurse	Pupil Nurse	Physician	Supt. of Training School	Other Supt.	Director	Commissioner	Bacteriologist	Psychologist	Laboratory Assistant	Draftsman	Junior Engineer	Minister of Religion	Teacher	Matron	Probation Officer	Detective	Gymnasium Instructor	Playground and Gymnasium Attendant	Cottage& Bath Attendant	(Other) Attendant	Cleaner	Janitress	Housekeeper	Dietitian	Cook	Domestic	Laundress	Seamstress	Orderly	Hospital Helper	Helper	Trade Instructor	Visitor	Attendance Officer	Total
Richmond County																																																									
Sheriff																																				2																					2
Bellevue and Allied Hosp.		7						13	7	2											2	229	269	3	5						4										1				7	2	7		1		2	469					1,030
Dept. of Docks and Ferries		3														1																											23													27
Dept. of Bridges		3							7							2																											4													23
Dept. of Taxes and Assessments									2																						1																									3
Courts																																																								
Supreme, 1st Judicial Dist.										1					1																											10													12
Supreme, 2nd Judicial Dist.										1																																													1
Special Sessions									5									1																		19						1														26
City Magistrates, 1st Div.																																				5																				5
City Magistrates, 2nd Div.																																				17																				17
Board of Water Supply		3			1	1			25						2			3																										1												36
Dept. of Water Supply, Gas and Elect.		6	1						64	9					2				1																							6													89
Tenement House Dept.		4							55	54					1			1	7																																					122
Street Cleaning Dept.		4							7						3																																									14
Borough Presidents																																																								
Manhattan		7			1				21	3					7		2																								97	165														303
Bronx									13	5					1																											2														21
Brooklyn		1							17	5					3																					2						50	59	1												138
Queens		6							10	3																																2	19													40
Richmond																																											6	1												7
Art Commission									1																																															1
Dept. of Licenses		2							1						2				2																																					7
Coroners—Manhattan														1																																									1
Board of Inebriety									1														1																																	2
Civil Service Commission		3							11						1		1			6																																				22
Commissioners of Accounts		1							3																																														4
Examining Bd. of Plumbers		1							1																																														2
Board of Examiners									1																																															1
Board of Ambulance Service									1																																															1
Board of Parole		1																																																						1
Department of Parks																																																								
Manhattan and Richmond		1							8						1											1														34	69	6	3												123
The Bronx									3						1																										1		16	1												22
Brooklyn									3						1											1									1						11	36	2													55
Queens									2																																1	3														6
Fire Department		6							7	3									2																								7													25
Public Service Commission		4	5		1				18				3		4																	1												4												40
Dept. of Correction		1							1						1			1				4					1								32														4		35		1				81
Dept. of Public Charities		11						1	30						2					43	36	161	196	1	9	7			1					12		3			1			14			3	13	4		1			1,097		2	7		1,655
Dept. of Health		16			1		15		47	65					1				48			794	29	1		1	4		14		37			1		3						82					346		1			67				1,573
Police Dept.									1																											64		1				12														78
Dept. of Edu. (except Teaching Staff)		49		1	1		1		65	12					4				5					2																		49	7							1					21	218
Totals	1	199	7	2	6	1	3	29	628	231	12	3	3	1	63	3	3	9	69	50	38	1,189	494	7	14	8	6	1	14	1	41	1	1	1	13	112	41	1	3	46	71	217	469	15	10	15	18	346	7	2	37	1,567	67	2	7	21	6,226

TABLE 6

NUMBERS AND SALARIES OF CERTAIN TYPICAL POSITIONS

DEC. 31, 1914

Position and Number	At Salary of	Total Salaries
Accountants		
1	$6,000.00	$6,000.00
3	4,000.00	12,000.00
4	3,500.00	14,000.00
8	3,000.00	24,000.00
4	2,700.00	10,800.00
5	2,500.00	12,500.00
1	2,401.00	2,401.00
35	2,400.00	84,000.00
4	2,250.00	9,000.00
20	2,100.00	42,000.00
3	2,000.00	6,000.00
3	1,950.00	5,850.00
3	1,801.00	5,403.00
9	1,800.00	16,200.00
4	1,650.00	6,600.00
6	1,500.00	9,000.00
1	1,350.00	1,350.00
9	1,201.00	10,809.00
5	1,200.00	6,000.00
1	1,050.00	1,050.00
4	900.00	3,600.00
133		$288,563.00
Auditors		
3	$6,000.00	$18,000.00
1	5,500.00	5,500.00
2	5,000.00	10,000.00
1	4,750.00	4,750.00
1	4,500.00	4,500.00
1	4,200.00	4,200.00
5	4,000.00	20,000.00
1	3,600.00	3,600.00
4	3,500.00	14,000.00
19	3,000.00	57,000.00
1	2,860.00	2,860.00
1	2,800.00	2,800.00
1	2,700.00	2,700.00
1	2,600.00	2,600.00
2	2,500.00	5,000.00
1	2,250.00	2,250.00
1	2,100.00	2,100.00
1	2,000.00	2,000.00
1	1,500.00	1,500.00
1	1,350.00	1,350.00
49		$166,710.00
Axemen		
9	$1,050.00	$9,540.00
95	900.00	85,500.00
10	840.00	8,400.00
9	780.00	7,020.00
4	720.00	2,880.00
127		$113,250.00
Chemists		
1	$3,500.00	$3,500.00
1	3,300.00	3,300.00
4	2,700.00	10,800.00
1	2,550.00	2,550.00
1	2,500.00	2,500.00
7	2,100.00	14,700.00
18	1,800.00	32,400.00
13	1,500.00	19,500.00
2	1,440.00	2,880.00
1	1,350.00	1,350.00
10	1,201.00	12,010.00
21	1,200.00	25,200.00
1	1,000.00	1,000.00
1	900.00	900.00
82		$132,590.00
Draughtsmen		
2	$3,000.00	$6,000.00
2	2,616.67	5,233.34
1	2,400.00	2,400.00
7	2,355.00	16,485.00
1	2,250.00	2,250.00
2	2,224.17	4,448.34
13	2,100.00	27,300.00
6	2,093.33	12,559.98
21	2,000.00	42,000.00
1	1,962.50	1,962.50
7	1,950.00	13,650.00
47	1,831.67	86,088.49
1	1,831.00	1,831.00
110	1,800.00	198,000.00
3	1,788.00	5,364.00
4	1,750.00	7,000.00
71	1,650.00	117,150.00
8	1,600.00	12,800.00

Position and Number	At Salary of	Total Salaries
4	1,570.00	6,280.00
28	1,501.00	42,028.00
113	1,500.00	169,500.00
3	1,439.19	4,317.57
62	1,350.00	83,700.00
3	1,308.33	3,924.99
129	1,201.00	154,929.00
45	1,200.00	54,000.00
22	1,050.00	23,100.00
1	1,046.67	1,046.67
1	1,000.00	1,000.00
9	915.83	8,242.47
181	901.00	163,081.00
29	900.00	26,100.00
1	721.00	721.00
938		$1,304,493.35
Engineers[1]		
1	$20,000.00	$20,000.00
1	16,000.00	16,000.00
2	12,000.00	24,000.00
6	10,000.00	60,000.00
2	9,000.00	18,000.00
1	8,000.00	8,000.00
7	7,500.00	52,500.00
3	7,200.00	21,600.00
7	7,000.00	49,000.00
2	6,500.00	13,000.00
13	6,000.00	78,000.00
1	5,500.00	5,500.00
19	5,000.00	95,000.00
1	4,800.00	4,800.00
12	4,500.00	54,000.00
1	4,300.00	4,300.00
5	4,200.00	21,000.00
34	4,000.00	136,000.00
13	3,750.00	48,750.00
4	3,600.00	14,400.00
7	3,500.00	24,500.00
16	3,300.00	52,800.00
2	3,250.00	6,500.00
56	3,000.00	168,000.00
3	2,850.00	8,550.00
3	2,750.00	8,250.00
36	2,700.00	97,200.00
1	2,616.67	2,616.67

Position and Number	At Salary of	Total Salaries
10	2,550.00	25,500.00
14	2,500.00	35,000.00
62	2,400.00	148,800.00
8	2,388.00	19,104.00
40	2,250.00	90,000.00
3	2,200.00	6,600.00
104	2,100.00	218,400.00
22	2,000.00	44,000.00
38	1,950.00	74,100.00
4	1,801.00	7,204.00
135	1,800.00	243,000.00
10	1,788.00	17,880.00
2	1,750.00	3,500.00
80	1,650.00	132,000.00
118	1,501.00	177,118.00
24	1,500.00	36,000.00
43	1,350.00	58,050.00
137	1,201.00	164,537.00
73	1,080.00	78,840.00
1186		$2,691,899.67
Examiners[2]		
6	$6,000.00	$36,000.00
2	5,000.00	10,000.00
2	4,500.00	9,000.00
1	4,200.00	4,200.00
5	4,000.00	20,000.00
10	3,500.00	35,000.00
14	3,000.00	42,000.00
1	2,850.00	2,850.00
2	2,750.00	5,500.00
3	2,700.00	8,100.00
2	2,550.00	5,100.00
4	2,500.00	10,000.00
18	2,400.00	43,200.00
2	2,250.00	4,500.00
17	2,100.00	35,700.00
5	2,000.00	10,000.00
4	1,950.00	7,800.00
2	1,900.00	3,800.00
17	1,800.00	30,600.00
2	1,700.00	3,400.00
1	1,680.00	1,680.00
12	1,650.00	19,800.00
50	1,500.00	75,000.00
9	1,350.00	12,150.00
128	1,200.00	153,600.00

[1] 1 at $100.00 a day, 1 at $10.00 a day, and 6 at no salary, not counted in total.
[2] 17 at $10.00 a day, 1 at $6.00 a day, 1 at $5.00 a day, 3 at $5.00 a session, and 1 at $4.80 a day, not counted in total.

Position and Number	At Salary of	Total Salaries
5	1,050.00	5,250.00
1	1,000.00	1,000.00
325		$595,230.00
Inspectors[1]		
2	$4,500.00	$9,000.00
2	4,000.00	8,000.00
13	3,000.00	39,000.00
1	2,860.00	2,860.00
1	2,800.00	2,800.00
1	2,600.00	2,600.00
10	2,550.00	25,500.00
5	2,500.00	12,500.00
11	2,400.00	26,400.00
13	2,355.00	30,615.00
15	2,250.00	33,750.00
2	2,198.00	4,396.00
2	2,150.00	4,300.00
12	2,100.00	25,200.00
18	2,093.33	37,679.94
12	2,000.00	24,000.00
3	1,950.00	5,850.00
47	1,884.00	88,548.00
1	1,801.00	1,801.00
125	1,800.00	225,000.00
1	1,750.00	1,750.00
12	1,727.00	20,724.00
1	1,700.00	1,700.00
51	1,650.00	84,150.00
9	1,570.00	14,130.00
7	1,501.00	10,507.00
539	1,500.00	808,500.00
156	1,350.00	210,600.00
2	1,300.00	2,600.00
8	1,252.00	10,016.00
1,139	1,200.00	1,366,800.00
3	1,140.00	3,420.00
146	1,100.00	160,600.00
5	1,080.00	5,400.00
6	1,020.00	6,120.00
41	1,000.00	41,000.00
3	901.00	2,703.00
45	900.00	40,500.00
2	750.00	1,500.00
14	600.00	8,400.00
2,486		$3,410,919.94

Position and Number	At Salary of	Total Salaries
Investigators		
1	$3,000.00	$3,000.00
1	2,000.00	2,000.00
15	1,500.00	22,500.00
3	1,200.00	3,600.00
2	900.00	1,800.00
22		$32,900.00
Laboratory Assistants[2]		
1	$1,200.00	$1,200.00
1	1,150.00	1,150.00
2	1,100.00	2,200.00
4	1,050.00	4,200.00
1	1,000.00	1,000.00
1	950.00	950.00
25	900.00	22,500.00
26	750.00	19,500.00
1	650.00	650.00
43	600.00	25,800.00
1	480.00	480.00
106		$79,630.00
Rodmen and Chainmen		
1	$3,500.00	$3,500.00
1	1,500.00	1,500.00
22	1,350.00	29,700.00
66	1,200.00	79,200.00
15	1,080.00	16,200.00
61	1,050.00	64,050.00
41	960.00	39,360.00
19	900.00	17,100.00
226		$250,610.00
Sealers		
1	$1,900.00	$1,900.00
1	1,700.00	1,700.00
8	1,500.00	12,000.00
10		$15,600.00

[1] 30 at $5.00 a day, 19 at $4.93 a day, 3 at $4.80 a day, 62 at $4.50 a day, and 91 at $4.00 a day not counted in total.
[2] 1 at $2.00 a day, 2 at $.75 a day, and 4 at no salary, not counted in total.

Position and Number	At Salary of	Total Salaries
Searchers		
1	$2,400.00	$2,400.00
1	2,100.00	2,100.00
3	2,000.00	6,000.00
2	1,800.00	3,600.00
13	1,500.00	19,500.00
2	1,400.00	2,800.00
4	1,350.00	5,400.00
8	1,200.00	9,600.00
7	1,050.00	7,350.00
1	900.00	900.00
42		$59,650.00
Testers		
1	$2,700.00	$2,700.00
1	1,800.00	1,800.00
1	1,650.00	1,650.00
1	1,501.00	1,501.00
3	1,201.00	3,603.00
3	1,200.00	3,600.00
21	1,080.00	22,680.00
31		$37,534.00
Transitmen		
38	$1,800.00	$68,400.00
43	1,650.00	70,950.00
45	1,500.00	67,500.00
20	1,350.00	27,000.00
10	1,200.00	12,000.00
1	1,050.00	1,050.00
157		$246,900.00

TABLE 7

APPOINTMENTS MADE FROM COMPETITIVE ELIGIBLE LISTS, 1908–1915

POSITION	NUMBER APPOINTED								TOTAL 1908–1914
	1908	1909	1910	1911	1912	1913	1914	1915	
*Accountant (all grades)			1	4	24	13	7	§	49
Adding and Billing Machine Operator, Grade 2, (Female)					7				7
Adding and Billing Machine Operator, Grade 2, (Male)					7				7
Alienists					1	1	1		3
Arboriculturists					1	2			3
*Architectural Designer (all grades)					1	1			2
*Architectural Draftsman (all grades)				2	10				12
Assistant Alienists (all grades)			1	1			1		3
*Assistant Chemist					1				1
*Assistant Court Clerk, Civil (all grades)				1		3			4
*Assistant Court Clerk, Criminal (all grades and Boroughs)		6	8	2	1				17
*Assistant Director, Bacteriological Laboratory					2		2		4
*Assistant Director of School Farms (Male)					1				1
*Assistant Electrical Engineers (all grades)				3	4	3			10
*Assistant Engineers (all grades)	1	55	53	11	8	8	3		139
Assistant Fire Marshal	1	2			12				15
*Assistant Inspector of Combustibles, grade 2						3	1		4
*Assistant Mechanical Engineer, grade 2					1				1
Assistant Pharmacist							3		3
Assistant Registrar of Records, grade 5					1	1			2
Assistant Superintendents of Docks				1	1				2
Assistant Superintendent of Parks						1			1
*Attendance Officer				5					5
*Attendance Officer (Female)			1			8			9
*Attendance Officer (Male)	10		14		8	66	11		109
Attendant	49	9							58
Attendant (Female) (all grades)		1	6				20		27
Attendant (Male) (all grades)	55	27	47			3	35		167
Automobile Engineman					14	16	5		35
Auto Truck Driver							3		3
*Axeman (all grades)		26	51	23	24	6	1		131
*Bacteriologist (all grades)	3	2		1	13	5	9		33
Band Master				1					1
Bookbinder					2		3		5
Bookkeeper (all grades)	13	6	31	2	25	21	8		106
Bridge Keeper	1								1
*Building Inspector, Masonry and Carpentry	4								4
Cable Tester				3	2	1	1		7
Cataloguer	2								2
Cataloguer (Female)		2							2
*Chemist		2	2	5	1		1		11
*Chemist, Asphalt, Jr.							5		5
*Chemist and Bacteriologist							3		3
*Chemist, Fuel Engineering				3	1	4			8
*Chemist, Engineering					1		11		12
*Chemist, Health						1	1		2
*Chemist, Junior						1			1
*Chemist, Knowledge of Sewage Disposal Methods							1		1
*Chief Examiner, Fire Prevention						1	1		2
Chief Veterinarian			1						1
*Civil Service Examiner	3	1							4
*Civil Service Examiner Engineering					2				2
*Civil Service Examiner (Female)						1	2		3
*Civil Service Examiner (Male)						4	3		7
Clerk (Female) (all grades)					4	3	5		11
Clerk (all grades)		122		289	4				415
Clerk (Male) (all grades)	47		62		309	161	392		971
Coroner's Physician					2	1	1		4
Court Attendant	45	1	122	23	38	26	24		279
*Court Stenographer (all grades and Boroughs)	26	5	8	9	6	3	13		70

POSITION	NUMBER APPOINTED								TOTAL 1908-1914
	1908	1909	1910	1911	1912	1913	1914	1915	
Custodian		1			1			§	2
Dentist, grade 2							17		17
*Deputy Commissioner, Taxes and Assessments (all Boroughs)			10	20					30
Deputy Director of Ambulance Service					1				1
*Deputy Inspector of Weights and Measures	1								1
Deputy Medical Superintendent			1	3	1				5
Deputy Superintendent of Hospitals		1	1		2				4
*Deputy Tax Commissioners	12				1	2	1		16
*Dietitian		6	4	2	4				16
Disinfector			25		1	2			28
Dockmaster		4	7	6	3		2		22
Doorman, grade 1					2				2
Doorman, Police Department			10	10					20
Draughtsman's Helper (changed to Junior Draftsman)	4								4
*Electrical Engineer				1					1
*Electrical Inspector			1						1
*Electrician		1	1	4	6	12	3		27
*Electrician, X-Ray			1						1
*Engineer Inspector (all grades)					7	31	9		47
Engineer of Steamer (Fire Department)	33								33
Estimator					5	2			7
Examiner				1					1
*Examiner of Charitable Institutions				13					13
Examiner of Charitable Institutions (Female)		4			4	16	4		28
*Examiner Charitable Institutions (Male)	1	3	1		4	6	5		20
*Examiner of Civil Engineering, Civil Service Commission							2		2
*Examiner, Law Department						18	1		19
Examining Physician				2		2			4
Financial Clerk (all grades)	12	12							24
Finger Print Expert					1	1	7		9
Fireman	236	228	138	237	121	759	180		1,899
Fireman, Borough of Queens	8						6		14
Foreman (all grades)				3		1	5		9
Gardener	24		8	4	7	16	13		72
Gas Engineman				1					1
*Gas Inspector	6					4			10
Gateman (from Searcher's List)			2						2
General Medical Superintendent					1	1			2
Gymnasium Attendant	6								6
Gymnasium Attendant (Female)						13			13
Gymnasium Attendant (Male) (all grades)						29	4		33
Head School Farm Attendant					3	1			4
Hospital Clerk				3					3
Hospital Clerk (Female) (all grades)		6	2		2	3	2		15
Hospital Clerk (Male)		8	7		6	2	2		25
*Inspector, Board of Water Supply (all grades)		54	94	49	43	2	20		262
*Inspector of Blasting (all grades)				4	2	1			7
*Inspector of Buildings					2				2
*Inspector, Bureau of Fire Prevention, Grade 2, (Female)							3		3
*Inspector, Bureau of Fire Prevention (Male) (all grades)						74	1		75
Inspector of Carpentry and Masonry		1		24	23	34	6		88
*Inspector of Electrical Conductors (all grades)	1	3	7	10	16	5	1		43
*Inspector of Elevators (all grades)	3	6	3	2	6	4	2		26
*Inspector of Filter Plants	1								1
*Inspector of Fire Alarm, Telegraph Bureau, Grade 2					3				3
*Inspector of Foods (all grades)	2	3	1	6	4		15		31
*Inspector of Foods, Milk, City Service	20	13	3	1	2	1	4		44
*Inspector of Foods, Milk, Country Service				4	3	3	2		12
*Inspector of Fuel (from Supplies and Repairs List)			2						2
*Inspector of Hydrants and Stop cocks, etc.	1	2							3

POSITIONS	NUMBER APPOINTED								TOTAL 1908-1914
	1908	1909	1910	1911	1912	1913	1914	1915	
*Inspector of Incumbrances	3							§	3
*Inspector of Iron and Steel Construction, Grade2					2	2	2		6
Inspector, with knowledge of printing					1				1
*Inspector of Lamps and Gas	2								2
*Inspector of Licenses				3		1			4
*Inspector of Licenses (Male)	2								2
*Inspector of Light and Power	6	3	8	8	11	1	6		43
Inspector of Masonry Construction	2			10					12
*Inspector of Meters and Water Construction	57	10	62	52	10	6	24		221
*Inspector of Pipes and Castings (all grades)	1						4		5
Inspector of Pipe laying, Pipes and Hydrants, Grade 2					10				10
Inspector of Plastering, Grade 2					12	3			15
Inspector of Plumbing (all grades)	7	4	2	3	1		10		27
*Inspector of Public Works (all grades)					1	33			34
Inspector of Regulating, Grading and Paving (all grades)	2	26		17	19	16			80
*Inspector of Repairs and Supplies (all grades)		12	3				3		18
*Inspector of Sewer Construction (all grades)			4	22		10	1		37
*Inspector of Steel Construction, Grade 2					1				1
Inspector of Taxicabs (all grades)			8			26	3		37
*Inspector of Tenements (all grades)	16	8	1	15	2	25	6		73
*Inspector of Weights and Measures				16	1	2			19
Instrument-maker, Fire Department			1	1					2
*Instructor of Electrical Work (from Light and Power List)			1						1
*Instructor in Electricity					1				1
*Instructor, Physical, Gymnasium				1					1
Instructor in Printing				2	1				3
*Instructor in Woodworking and Carpentry				1					1
*Interpreter				1					1
*Interpreter (French)	2								2
*Interpreter, German, French and Hungarian			1						1
*Interpreter, German, French and Spanish			1						1
*Interpreter, German, Italian and French			2						2
*Interpreter, German, Italian, French and Yiddish			3						3
*Interpreter, German, Italian, Polish, Slavish,			1						1
*Interpreter, German, Russian and Polish					1				1
*Interpreter, German, Russian, Polish and Yiddish			1		1				2
*Interpreter, German, Russian and Yiddish						1			1
*Interpreter, German, Yiddish and Hungarian					1	1			2
*Interpreter, Italian	4								4
*Interpreter, Italian (Calabrian, Sicilian and Neapolitan)					4	2	2		8
*Interpreter, Italian, French, Greek and Spanish			1						1
*Interpreter, Italian, French and Spanish			1						1
*Interpreter, Italian, French and Yiddish			1						1
*Interpreter, Russian	1								1
*Interpreter, Russian, Polish and Yiddish			1		2		1		4
*Interpreter, Yiddish	2		2						4
*Interpreter, Yiddish, Slavish and Bohemian			1						1
*Investigator					2				2
Janitor			2	5		1			8
Janitor, Engineer		24	32	10	2		12		80
Janitor and Stationary Engineer	27								27
Janitor, Steam Heating	11				2	20	12		45
*Junior Architectural Draftsman, Grade B						8	1		9
*Junior Assistant Corporation Counsel	2	5	1	1	1		3		13
Junior Clerk (Female) now second grade clerk	5								5
Junior Clerk (Male) now second grade clerk	79								79
*Junior Draughtsman		2	16	1					19
*Junior Mechanical Draughtsman (all grades)		4		20	20	8	7		59
*Junior Topographical Draughtsman, Grade B						7	3		10
Keeper (all grades)			18	18					36
Keeper of Menagerie	2			1		1	3		7
*Laboratory Assistant		11		19					30

POSITIONS	NUMBER APPOINTED								TOTAL 1908-1914
	1908	1909	1910	1911	1912	1913	1914	1915	
*Laboratory Assistant, Chemical					1	6		§	7
*Laboratory Assistant, Chemical (Female)							1		1
*Laboratory Assistant, Chemical (Male)							2		2
*Laboratory Assistant, Diagnostic					8	11			19
*Laboratory Assistant, Diagnostic (Male)							3		3
*Laboratory Assistant (Female)	2		5						7
*Laboratory Assistant (Male)	10		27						37
*Laboratory Assistant, Research					4	6			10
Laboratory Assistant, Research (Female)							5		5
*Laboratory Assistant, Research (Male)							5		5
*Laboratory Assistant, Vaccine					3	3			6
*Law Clerk	1	1		1	3				6
*Lay Sanitary Inspector (all grades)	17	99	1	6	8	7	1	.	139
Leveler		1							1
*Librarian, City Court, Grade 4						1			1
*Library Assistant					1				1
Marine Engineer	3	10	1	1					15
Mate			2	1	2	1	1		7
Matron				5			6		11
*Mechanical Draughtsman, Electrical (all grades)			2	3	7	3	2		17
*Mechanical Draughtsman (all grades)					2				2
*Mechanical Draughtsman, Heating and Ventilating (all grades)	3	1	3	2	3				12
*Mechanical Draughtsman, Sanitary (all grades)	1		1	2	3	3	1		11
*Mechanical Engineer (all grades)				1	2	2	1		6
*Medical Clerk				2		2	1		5
*Medical Examiner, Grade 3, Street Cleaning Department					1		1		2
Medical Inspector				25					25
Medical Inspector (Female)	3								3
Medical Inspector (all grades)						43	12		55
Medical Inspector (Male)	78								78
Medical Officer			1						1
Medical Superintendent				1					1
Messenger, Grade 1					1				1
*Micro Photographer					1		1		2
Nurse		21	271	81	80	220	81		754
Nurses' Assistant				16	57	8	4		85
Oculist, Grade 2, as Medical Inspector, knowledge of Ophthalmology					1	1			2
Office Boy (now 1st Grade Clerk)	130								130
Oil Surveyor	7	1							8
Overseer of Reformatory		1							1
Pathologist	5			5	1	3	2		16
*Pathological Chemist							1		1
Patrolman	967	638	539						2,144
Patrolman-on-Aqueduct	54	113	265	43					475
Patrolman, First Grade				535					535
Patrolman (Uniformed Force, Police Department)					692	1,084	145		1,921
Pharmacist							3		3
*Photographer		1			2	3	1		7
*Photographer X-Ray			2			1			3
Physician, Examining			1						1
Physician, Grade 3, for care of mentally defective children (Female)						1			1
Physician, Grade 3, for care of mentally defective children (Male)						1			1
Pilot		1				1			2
*Plan Examiner		3	3	1					7
*Plan Examiner, Grade B, Sanitary and Plumbing						3	1		4
*Plan Examiner, Grade C						6			6
*Plan Examiner, Tenement House Department	7								7
Playground Attendant, Grade 1 (Female)					20	1	1		22
Playground Attendant, Grade 1 (Male)							1		1
Playground Attendant, Gymnasium				6					6
Playground Attendant, Gymnasium, Grade 1 (Male)					12				12
Police Doorman	13	4			5				22

POSITIONS	NUMBER APPOINTED								TOTAL 1908-1914
	1908	1909	1910	1911	1912	1913	1914	1915	
Police Matron		1			4	4			9
Police Surgeon (all grades)		1	2	2			1		6
Prison Keeper (all grades)	51	23			23	29	20		146
*Probation Officer (Female)			1		16	3			20
*Probation Officer (Male) (all grades)		3			31	21	6		71
*Probation and Parole Officer (Female)	3								3
*Probation and Parole Officer (Male)	6								6
Process Server (all grades)	14	5	7	8	10	8	3		55
*Radiographer					1				1
*Registrar of Records, Grade 5						1			1
Resident Physician (all grades)	1	2	6	1	3	2			15
*Rodman (all grades)		28	62	36	42		15		183
School Farm Attendant (Female)					1	2	5		8
School Farm Attendant (Male)					1				1
Searcher		24	2	1	1		1		29
Sergeant-on-Aqueduct		30	27	1					58
Stationary Engineer (all grades)	19	18	9	15	3		8		72
Stationer							1		1
*Statistician (all grades)	1					1	1		3
Stenographer and Book Typewriter	1								1
Stenographer and Typewriter	37								37
Stenographer and Typewriter (Female) (all grades)	7	47	36	41	39	25	83		278
Stenographer and Typewriter (Male) (all grades)	18	18	26	43	40	10	26		181
Steward		1							1
Store Keeper					11	1			12
*Structural Steel Draughtsman (all grades)		1	2	8	1	1			13
Superintendent of Laundries						2	1		3
Supervising Nurse				2		8	1		11
Tabulating Machine Operator, Hollerith						1	6		7
*Teacher			1						1
*Teacher, Brooklyn Disciplinary Training School		3		4	2	2	1		12
Telegraph Operator			2						2
Telephone Operator (Female)	4	12			4	4	2		26
Telephone Switchboard Operator (Female)			6	6					12
Telephone Operator (Male)	23	4			21	6	8		62
Telephone Switchboard Operator (Male)			13	11					24
Ticket Agent (from Searcher's List)			7						7
Ticket Chopper, Grade 1					3				3
Time Keeper				3	3	1			7
Time Keeper, Department of Docks and Ferries				1					1
*Title Examiner, Law Department						32	1		33
*Trade Instructor, Basketry and Matress Making							2		2
*Transitman (all grades)				2	1				3
Trial Stenographer, Grade 5					2				2
*Topographical Draughtsman (all grades)	2	37	7	13	28	3	37		127
Typewriter Accountant (Female) (all grades)		1	2				4		7
Typewriter Accountant (Male) Third Grade		2	5		2	2			11
Typewriting Copyist and Book Typewriter, as Book Typewriter			1						1
Typewriting Copyist (Female) as Book Typewriter	1								1
Typewriting Copyist and Book Typewriter (Male) Second Grade		2							2
Typewriting Copyist and Dictaphone Operator (all grades)				1	1				2
Typewriting Copyist (Female) (all grades)	17	74	28	36	24	20	28		227
Typewriting Copyist (Male) (all grades)	3	7	9	4	3	10	9		45
Veterinarian	4	1	6	4	6	5			26
Veterinarian, Department of Health							1		1
*Visitor (Female)					7				7
*Visitor (Male)					2				2
*Visitor, Department of Public Charities				5					5
*Visitor, Department of Public Charities (Female) from Probation Officer's List			1						1
*Visitor, Department of Public Charities (Male)			11						11
Watchman (all grades)	29		1		2				32

§ Not compiled — Dec. 31, 1915.
* Most likely to appeal to college students or graduates.

TABLE 8

PROBABLE CIVIL SERVICE EXAMINATIONS—1916

The probable open competitive examinations by the Municipal Civil Service Commission are given in the list below. These examinations are necessary, owing to the fact, that either the eligible lists will expire during the year or that the lists are practically exhausted.

The following shows the date of the previous examinations, the date of the resulting eligible list, the title of the examination, the number of applications in the last examination and the number of names on the original eligible list.

Date of Exam.	Date of List	Examinations	Grade	No. of Appl.	No. on Orig. List
7-20-11	11- 8-11	Mechanical Engineer	*E*	99	24
12-22-11	5-14-12	Attendant (Male)	-	3178	1042
5-15-12	10- 9-12	Accountant	5	351	157
7-17-11	1-10-12	Junior Mechanical Draftsman	*B*	170	70
8-12-13	11-24-13	Captain, Fire Department (Promotion)	-	345	80
1-22-12	5-14-12	Bookbinder	-	50	9
11-16-11	3-13-12	Dietitian	-	16	7
6-11-12	10- 2-12	Junior Architectural Draftsman	*B*	129	17
10-15-12	1-22-13	Mechanical Draftsman, Electricial	*C*	67	19
2-11-13	4-23-13	Mechanical Draftsman, Sanitary	*C*	67	11
4-19-12	7- 2-12	Arboriculturist	-	99	41
6-20-12	10-23-12	Assistant Electrical Engineer	*E*	134	63
11-27-11	3-19-12	Inspector of Sewer Construction		370	59
1-24-12	4-30-12	Inspector of Masonry Construction		367	72
12- 6-11	5- 7-12	Inspector of Light and Power		514	81
12-12-11	5-21-12	Inspector of Regulating Grading and Paving		591	73
1-16-12	5-21-12	Inspector of Electrical Conductors	*2*	269	80
1-30-12	6-19-12	Inspector of Plastering		289	131
2-26-12	11-14-12	Lieutenant, Fire Department (Promotion)		2721	554
11-20-11	9- 4-12	Medical Officer—Fire Department		318	151
11-20-11	9- 4-12	Police Surgeon—Police Department			
7-30-12	10-30-12	Resident Physician, Alcoholic Ward	*2*	12	7
5-13-13	12-30-12	Clerk	*1*	4413	3120
4- 1-14	8-12-15	Patrolman		3566	819
9-5and6 1912	4-23-13	Engineering Inspector, Civil	*C* & *D*	1197	274
12-20-12	4- 9-13	Cable Tester		64	9
12-26-12	4-16-13	Inspector Fire Prevention		5504	181

TABLE 9

COURSES ASKED FOR IN ANSWERS TO QUESTIONNAIRE

DEPARTMENT	Total Number of Answers Received	Drawing	Arch. Drawing	Mech. Drawing	Top. Drawing	English	French	Spanish	German	Italian	History of Education	Philosophy of Education	Methods of Education	History	Philosophy History	Applications to Laws and Sciences	Psychology	Pol. Science	Economics and Business	Govern. and Law	Sociology	Municipal Affairs	Chemistry	General Chem.	Analyt. Chem.	Commerc. Chem.	Indust. Chem.	Municipal Chemistry	Organic Chem.	Mathematics	Algebra	Geometry	Trigonometry	Analytics	Calculus	Business Computation	Natural History	General Biology	Bacteriology	Geology	Municipal Sanitation	Physics	Application to Civil	Application to Elect.	Application to Mechanic.	Statistics	Bookkeeping	Accounting	Stenography	Typewriting	Real Estate Law	Commercial Law	Secretarial
Weights and Measures	0																																																			
Comm. of Accounts	3					2												3																												1	1					
Board of Aldermen	0																																																			
Board of Assessors	1																				1																															
Bellevue and Allied Hospitals	0																																																			
Bridges	1					1		1																1																			1								
Chamberlain	0																																																			
City Clerk	0																																																			
City Record	0																																																			
Dept. of Correction	1													1	1			1											1																							
Dept. of Docks and Ferries	7						1	2	1									1		1		3																								1			1			
Dept. of Education	167	1	3	9	2	28	8	13	12		3		3	6	1	2	3	18	10	8	4	12	4	4		2				16	8	5										4	1		2	9	5	8	14	13		3	3
Board of Elections	1																			1		1																										1					
Bd. of Estimate and Apport	30						2								1	1	1	2		2	1	2	5	1	2	4	4	4	5							1		1	7	1	3	1	1	1	1								
Bureau of Public Imp	2																																																			
Bureau of Franchises	0																																																			
Bureau Contract Super	0																																																			
Bureau Standards	0																																																			
Board of Examiners	1						1												1			1																														
Finance	0																																																			
Taxes and Assessments	19				1	1	1			1								3					1								1	1			1		1	1	2	1	1	2								4		
Fire	32	1		4	2	12	4	1	4	5	1	1						8	2	3		3	1	1				1		4	2	2										3		1	1			1	3				2
Health	40					14	9	4	9	5	4	2	1		4		1	9	10	2	3	5	4	1	1			2	1	1	2	1	1																				1
Law Dept. (Corp. Counsel)	2								1									2		1	1	1								1	1						1																
Licenses	0																																																			
Mun. Civil Service Comm	15	2				3	1	1	2		1			5	2		6	5	1	1		2	1							4												1										
Parks (Man.)	0																																																			
Parks (Brooklyn)	4																																																			
Parks (Bronx)	0																																																			
Parks (Queens)	3					2	1	2	2		1	1	1					2					1													1	1										2					
Public Charities	37					5	1	3	4	9	2	1	1		2		1	15		2	7	5	3	1	1	1	1	1	1	3		1				1	1		1		2	3					1					
Public Service Comm	0																																																			
Tenement House Dept	10		1	1	1	4	3	2	2	1								3	1				1				1		1	1	2	1		1	1						1	1		1	1							
Board Water Supply	18	1		1	1	2	1			1								1	1	1	2	2	1							1	2	1	3	1										1	1							
Dept. Water, Gas and Elect	31	1		2	4	1				1								2							1				1	1		1												2	1						1	2
Pres. Bor. Bronx	19	1		1		1													1	1		1								2												1						3				3	
Pres. Bor. Brooklyn	4				1		1																							1	1	1	1					1															
Pres. Bor. Manhattan	5	2			1		1	2											1	3		2	1	1	1			1	1		3			1				1				2										
Pres. Bor. Queens	0																																																			
Pres. Bor. Richmond	9					1		2	1					1				2					1												1	1			1		1	2		1			3	4	1				
County Clerk	1						1	1						1				1												1																							
C. C. N. Y	3							2																							1	1																	1				
Total	466	9	4	18	13	77	36	36	38	22	13	5	6	14	11	3	12	78	28	26	19	40	24	10	6	7	6	9	10	37	23	15	5	3	3	4	4	4	11	2	8	20	3	7	7	9	9	22	19	13	5	7	8

TABLE 10

EXEMPT POSITIONS IN THE NEW YORK CITY SERVICE [1]

FEBRUARY 1, 1915

Number	At Salary of	Total Salaries	Number	At Salary of	Total Salaries
1	$15,000.00	$15,000.00	5	2,400.00	12,000.00
1	12,000.00	12,000.00	4	2,250.00	9,000.00
6	10,000.00	60,000.00	1	2,200.00	2,200.00
14	9,000.00	126,000.00	1	2,150.00	2,150.00
1	8,000.00	8,000.00	27	2,100.00	56,700.00
40	7,500.00	300,000.00	75	2,000.00	150,000.00
4	7,200.00	28,800.00	1	1,950.00	1,950.00
7	7,000.00	49,000.00	2	1,900.00	3,800.00
4	6,500.00	26,000.00	36	1,800.00	64,800.00
26	6,000.00	156,000.00	1	1,700.00	1,700.00
4	5,500.00	22,000.00	6	1,650.00	9,900.00
76	5,000.00	380,000.00	5	1,600.00	8,000.00
1	4,800.00	4,800.00	1	1,550.00	1,550.00
15	4,500.00	67,500.00	84	1,500.00	126,000.00
1	4,250.00	4,250.00	1	1,440.00	1,440.00
65	4,000.00	260,000.00	3	1,400.00	4,200.00
2	3,800.00	7,600.00	3	1,350.00	4,050.00
3	3,750.00	11,250.00	41	1,200.00	49,200.00
3	3,600.00	10,800.00	1	1,100.00	1,100.00
32	3,500.00	112,000.00	1	1,050.00	1,050.00
2	3,400.00	6,800.00	7	1,000.00	7,000.00
1	3,300.00	3,300.00	3	900.00	2,700.00
178	3,000.00	534,000.00	1	600.00	600.00
1	2,800.00	2,800.00	1	540.00	540.00
13	2,750.00	35,750.00	19	450.00	8,550.00
1	2,700.00	2,700.00	1	360.00	360.00
5	2,550.00	12,750.00			
95	2,500.00	237,500.00	933		$3,027,140.00

[1] Positions in the Public Service Commission not included.

	GRAND TOTAL
Horseshoer	[illegible]
Hose Repairer	[illegible]
Hospital Helper	3143
Hostler	[illegible]
Housekeeper	[illegible]
Housesmith	19
Hydrographer	4
Inspector	5551
Instructor	201
Instrument Maker	4
Interne	43
Interpreter	27
Investigator	[illegible]
Janitor	382
Junior Assistant Corporation Counsel	22
Jury Notice Server	15
Justices	123
Keeper	230
Keeper of Coat Room	1
Laboratory Assistant	102
Laborer	5444
Lamp Maker	1
Laundryman & Laundress	19
Law Assistant	5
Law Clerk	17
Lecturer	18
Letterer	1
Leveler	28
Librarian	19
Library Assistant	16
Lieutenant	975
Lineman	26
" Electrician	1
Machine Woodworker	2
Machinists & Helpers	183
Masons "	26
Marble Setters	2
Marine Engineer	6
" Engineman	1
" Sounder	46
Marshall	64
Mate	31
Matron	116
Mayor	1
Mechanics & Helpers	133
Mechanician	4
Medical Examiner	19
" Inspector	272
" Stenographer	3
Member	8
Messenger	162
Minister of Religion	3
Monitors	194
Moulder	[illegible]
Nickle Plater	[illegible]
Nurses & Nurses Assist'ts	[illegible]
Nurseryman	[illegible]
Obstetrician	[illegible]
Official Referee	[illegible]
Office Assistant	[illegible]
Office Boy	[illegible]
Oiler	133
Orderly	160
Overseer	1
Page	[illegible]
Painter	488
Pathologist	6
Patrolman	9357
Patternmaker	2
Paver	152
Pension Expert	[illegible]
Pharmacist	[illegible]
Photographer	11
Physician	194
Pilot	45
Pipe Fitter and Helpers	18
Plasterer	2
Plumber and Helpers	69
Porter	7
President	5
Presiding Justice	[illegible]
Pressman	[illegible]
Principal & Assistants	892
Printer	1
Prison Guard	8
Probation Officer	104
Process Server	124
Professor	117
Proof-reader	3
Psychologist	1
Public Administrator	5
Purchasing Agent	6
Quartermaster	10
Radiographer	3
Rammer	66
Real Estate Expert	1
Receiver of Taxes	10
Register	3
Registrar	6
Repairer	11
Rigger	21
Riveter	124
Rodman	229
Roofer	8
Rubber Tire Repairer	2
Rustic Worker	1
Sawfiler	6
Sawyer	1
Scowman	3
Sealer	10
Seamstress	3
Searcher	40
Searcher & Examiner	[illegible]
Secretary & Assistants	127
Sergeant	726
Sergeant at Arms	9
Silver Cleaner	1
Sheriff	5
Shoemaker	2
Sounder	1
Special Teachers	5559
Stableman	221
Station Keeper	84
Stationer	1
Statistician	13
Steamfitter	26
Stenographer & Typewriter	1145
Steward	5
Stoker	431
Storekeeper	56
Stonecutter	12
Superintendent	196
Superintendent of Construction	1
Superintendent of Telegraph	2
Supervisor	22
Supervising Statistician and Examiner	1
Surgeon	24
Surrogate	6
Surveyor	3
Surveyors & Draughtsmen	6
Sweeper	2934
Tabulating Machine Operator	18
Tabulator	2
Tailor	4
Tapper	14
Teacher	18547
Telegraph Operator	[illegible]
Telephone Operator and Statistician	1
Telephone & Switchboard Oper.	121
Ticket Agent	29
Ticket Chopper	13
Timekeeper	2
Tinner	1
Tinsmith	34
Toolman	7
Transfer Tax Assistant	1
Transitman	116
Transitman & Computer	43
Tutor	103
Typewriting Copyist	311
Under Sheriff	5
Upholsterer	2
Valveman	1
Varnisher	1
Verifiers	12
Veterinarian	27
Veterinary Surgeon	2
Vice Chairman Board of Aldermen	1
Visitor	12
Waitress	1
Warden	16
Warehouse Custodian	1
Watchman	[illegible]
Water Register	2
Water-tender	35
Wheelwright	[illegible]
Wireman	55
Wood Sawyer	1
X-Ray Assistant	2
X-Ray Electrician	1
Yeoman	2
GRAND TOTAL	86397

TABLE I.

NUMBER OF EMPLOYEES UNDER EACH TITLE IN EACH DEPARTMENT.— DECEMBER 31, 1914

	TOTALS
[illegible]	8
Abstractor	13
Accountant	48
Actuary	1
[illegible] Mach. Operator	
Agent	
Aldermen	4
Alienists	
Apothecary	[illegible]
Appraiser	1
Architect	4
Architectural Designer	1
Armorer	36
[illegible]	1
" [illegible]	1
" Commissioner	5
" Corporation Counsel	74
" District Attorney	75
" Engineer-Designer	8
" Public Administrator	1
" Registrars	5
" to Commission	6
" to President	1
[illegible] Furniture [illegible]	1
Attendance Officer	152
Attendant	1197
Auctioneer	1
Auditor	42
Automobile Driver	3
" " Engineman	146
" Machinist	16
Axemen	133
Bacteriologist	29
[illegible]	6
Baker	12
Bandmaster	1
Barber	2
Batteryman	14
Bell Ringer	1
Blaster	1
[illegible]	111
Boatmen	5
Boardmen	50
Boilermaker	21
Bookbinder	28
Bookkeeper	175
Book Typewriter	5
Brass Finisher	3
Bricklayer	25
Bridge Keeper	33
Bridge Tender	172
Butcher	9
Cabinet Maker	2
Cable Splicer	14
Cable Tester	3
Captain	[illegible]
Caretaker	[illegible]
Carpenter	[illegible]
Carriage Trimmer	1
Cashier	51
Cataloguer	1
Caulker	134
Cement Tester	7
Chainman and Rodman	19
Chairman	3
Chamberlain	1
Chaplain	34
Chauffeur	9
Chemist	76
Chief City Magistrate	2
" Deputy of Real Estate	1
" " " Personal "	1
" [illegible] of Records	1
" Executive Officer	1
" Justice	2
" of Battalion	47
" of Bertillon System	1
" of Bureau	2
" [illegible]	1
" of Department	1
" of Division	2
" [illegible] Vehicles	2
City Clerk	1
City Magistrate	36
City Paymaster	9
Cleaners	[illegible]
Clerks	4330
Climber and Pruner	162
Coal Passer	26
Coal Sampler	1
[illegible]	5
[illegible]	1
Commissioner	[illegible]
Comparer	1
Compositor	8
Comptroller	1
Computer	4
Computer of Assessments	10
Consultant	1
Cook	49
Copyist	44
Coremaker	1
Coroner	11
Corporation Counsel	1
Counsel and Assistants	26
Court Clerk	5
County Judge	6
Court Attendant	45
Crier	4
Curator	[illegible]
Curator and Auditor	2
Custodian	50
Cutter	1
Dairyman	[illegible]
Deckhand	[illegible]
Demographer	1
Dentist	14
Deputy [illegible]	[illegible]
Deputy Assistant Corporation Counsel	25
Deputy Chamberlain	
Deputy Chief	
" City Clerk	4
" [illegible] City Revenue	
" Commissioner	[illegible]
" Comptroller	4
" County Clerk	
" Director	
" Register	
" Sheriff	
" Supt. of Markets	
" Tax Commissioner	
Designer	[illegible]
Detective	24
Dietitian	15
Directors & Assistants	40
Disinfectors	[illegible]
District Attorney	5
Dock Builder	[illegible]
Dock Master	[illegible]
Domestic	380
Door Keeper	1
Draughtsmen	[illegible]
Driller	
Drill Master	
Driver	264
Divers and Tenders	
Editor	
Egg Candler	
Electrician	[illegible]
Elevator Attendant	24
" Constructor	6
" Despatcher	1
Elevatorman	116
Employment Agent	1
Engineer	1741
Engineer & Janitor	1
Engineer Designer	1
Engineer of Steamers	495
Engineman	49
Entomologist	1
Estimator	4
Examiner	287
Expert Blue Printer	1
Expert Investigator	1
Farmer	2
Feeder	1
Finger Print Expert	13
Fire Expert	1
Fireman	4000
Fire Marshall	13
Fire Telegraph Operator	[illegible]
Flagger	9
Foremen & Assistants	1112
Forester	[illegible]
Franchise Assistants	1
Franchise Searcher	[illegible]
Gardener	[illegible]
Gasfitter	1
Gas Maker	[illegible]
Gas Meter Tester	[illegible]
Gatekeeper	1
Gateman	[illegible]
Glazier	[illegible]
Guards	[illegible]
Harness Maker	33
Head of [illegible]	[illegible]
Head of Department	[illegible]
Helper	[illegible]
Hoist Operator	[illegible]
Horseshoer	[illegible]
Hose Repairer	[illegible]
Hospital Helper	[illegible]
Hostler	[illegible]
Housekeeper	[illegible]
Housesmith	[illegible]
Hydrographer	[illegible]
Inspector	[illegible]
Instructor	[illegible]
Instrument Maker	[illegible]
Interne	[illegible]