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LETTER

FROM

THE SECRETARY OF THE TREASURY,

TRANSMITTING,

In response to Senate resolution of February 8, 1881, calling for certain information in relation to nominations and appointments in the New York custom-house, and also in response to Senate resolution of February 14, 1881, calling for the rules of admission to the customs service at New York, the report of the collector of customs.

FEBRUARY 23, 1881.—Ordered to lie on the table and be printed.

U.S. TREASURY DEPARTMENT,
February 28, 1881.

SIR: I have the honor to acknowledge the receipt of Senate resolution dated the 8th instant in the following words, viz:

IN THE SENATE OF THE UNITED STATES,
February 8, 1881.

Resolved, That the Secretary of the Treasury be directed to report:

1st. The names of all persons nominated by the collector of the port of New York for appointment in the New York custom-house between January 1, 1880, and December 1, 1880, with the positions for which they were respectively nominated, and the salaries attached to such positions, and the date of such nominations, respectively.

2d. The names of all persons appointed to positions under the collector of the port in the New York custom-house between January 1, 1880, and December 1, 1880, the positions to which they were respectively appointed, and the salaries attached thereto.

3d. Whether any persons have, between January 1, 1880, and December 1, 1880, been nominated by the collector of the port of New York for appointment in the New York custom-house who had not previous to such nomination been certified as having been recommended for appointment after examination by the board of examiners appointed in pursuance of the provisions of the so-called civil service rules, together with the names of such persons, the date of their nomination, respectively, and the positions for which they were nominated and the salaries of such positions, and whether any of such persons, and which, were appointed, and when.

4th. Whether any such person referred to in the preceding paragraph has been so nominated or appointed more than once, and whether to the same or a different position, with the name of every such person so nominated or appointed more than once, and the date of each such nomination and appointment, and the position for which each such nomination or appointment was made, and the salary thereof.

5th. Whether any such person or persons as are referred to in the last two preceding paragraphs, so nominated or appointed, had, prior to such nomination or appointment, appeared before the said board of examiners and had failed to secure a sufficient number of marks to qualify him or them under the civil service rules for an appointment at the time he was so nominated or appointed, and whether at the time of each such nomination and appointment there were any persons not then appointed, who, on an examination by said examiners, had received a higher number of marks than such person so nominated or appointed, and how many such persons there were who at such time or times had received such higher number of marks and had not been appointed.

6th. Whether any person was during said period nominated or appointed under the collector of said port to any position for which he had not been examined by said board of examiners; and, if so, who such persons were, and the dates of their nomination or appointment, or both, and the positions to which they were nominated or appointed, or both, and the salaries attached to such positions.

7th. Whether any nominations or appointments have during said period been made to positions under said collector of persons to hold "temporary appointments," so called, and the names of all such persons so nominated or appointed and the dates of their nomination and appointment, and the salaries paid to them, and whether any persons received a "temporary appointment" more than once, and, if so, who, and when, and to what position or positions, and what compensation was paid to each such person.

8th. Whether any person who had received a "temporary appointment," or had been appointed when not eligible for appointment according to the civil service rules, under the said collector, has been permitted to take part in any competition or examination of persons seeking to be promoted from one position to another; and, if so, who, and when.

9th. Whether during said period any person was nominated or appointed to a position under the said collector who had previously thereto been removed or dismissed from the service of the government, or had resigned under charges; and, if so, who.

10th. Whether the storekeepers or any other class of persons in said custom-house have been excepted from such rules, and whether any storekeeper has been promoted or transferred to another position without an examination in pursuance of such rules, and who, and when.

Also of Senate resolution of the 14th instant, as follows:

IN THE SENATE OF THE UNITED STATES,
February 14, 1881.

Resolved, That the Secretary of the Treasury be directed to report to the Senate the rules of admission to the customs service at New York, approved by the President March 6, 1879, and January 30, 1880, and such statement of the proceedings under the same as may show the practical effect of the operation of such rules upon the public service.

In reply, I transmit herewith copy of the report of the collector of customs of New York, which appears to furnish fully the information asked for.

Very respectfully,

JOHN SHERMAN, *Secretary*.

Hon. WILLIAM A. WHEELER,
President of the Senate.

CUSTOM-HOUSE NEW YORK,
Collector's Office, February 25, 1881.

SIR: I have the honor to acknowledge the receipt of your letters of the 10th and 15th instant, transmitting resolutions of the United States Senate, dated respectively February 3 and February 14, calling for information in regard to appointments and the practical working of the civil service rules in the administration of the customs service at this port.

In reply, I have to state that the accompanying Schedule A contains, as requested by paragraphs 1 and 2 of the resolution of February 8—

The names of all persons nominated by the collector of the port of New York for appointment in the New York custom-house between January 1, 1880, and December 1, 1880, with the positions for which they were respectively nominated and the salaries attached to such positions, and the date of such nominations, respectively; and

The names of all persons appointed to positions under the collector of the port in the New York custom-house between January 1, 1880, and December 1, 1880, the positions to which they were respectively appointed, and the salaries attached thereto.

In reply to the requests contained in paragraphs 3, 4, 5, 6, and 7 of the resolution of February 8, I have to state that on account of the increase in the volume of public business at this port the department, after careful investigation, deemed it proper, in order to meet the exigencies arising therefrom, to authorize a temporary augmentation of the force employed, with the anticipation that the services of a temporary force might not be continuously required, and the number of permanent appointments be thus kept at the minimum. This augmentation is excepted from the ordinary operation of the civil service regulations (see Regulations VIII), and is entrusted to the dis-

cretion of the collector and Secretary of the Treasury. The results from the temporary increase of the force have amply justified this action of the department as a wise measure of economy, as will be seen by the following exhibits taken from the official records :

Amount of business transacted at the port of New York in the calendar years 1876, 1878, and 1880.

Arrival of steamers from foreign ports.		Value of all im-ports.	Amount of revenue collected.
Date.	No.		
1876	978	\$318,648,066 00	\$95,827,511 67
1878	1,310	362,522,088 00	93,633,741 31
1880	1,892	539,386,776 00	142,060,114 57

Pounds of imported goods weighed and cost of weighing the same.

Date.	No. of pounds weighed.	Total cost.	Cost per ton of 2,000 pounds.
1876	2,114,874,065	\$301,891 18	<i>Cents.</i> 28 ⁴⁴ / ₁₀₀
1878	2,187,324,124	197,467 22	18 ¹⁰² / ₁₀₀
1880	5,216,393,430	441,130 61	16 ⁸⁵ / ₁₀₀

Number of packages received in public store.

1876	154,201
1878	178,032
1880	240,913

This sudden increase of business has been long sustained, and where in any particular case there has been a continuance of an appointment beyond the period specified in the civil service regulations it was made with the sanction of the department, and under the reasonable anticipation that the services of the employé would be required but for a brief period. When persons have been temporarily designated to aid in investigations conducted by other branches of the service, either by special treasury agents, general appraisers, or in the examination, adjustment, and settlement of suits pending, such appointments have been made upon the recommendation of the officers in charge of such investigations, although carried upon the rolls of the custom-house. The names of all persons so appointed appear in this report.

In response to the interrogatories made in paragraph 8, and inquiries embraced in paragraphs 3 and 4 of the resolution of February 8, I have to state that Thomas N. Brown was examined by the civil service board for a clerkship April 3, 1879, and was rated 71.18 per cent., but claimed that by reason of illness he had been prevented from properly showing his capacity. This claim was received by the board, and they permitted him to again appear for examination within twelve months, and he passed January 6, 1880, rating 81.27 per cent., 70 per cent. being the minimum rating prescribed. Mr. Brown was appointed messenger May 5, 1879, and assigned to the law division, where he exhibited such fitness and ability for clerical work that he was assigned to a desk, the duties of which were of a confidential character, and his compensation increased to \$1,000, \$1,200, and \$1,400, successively, for reasons specifically set forth in communications to the department. Although twenty-five other persons rated higher than Mr. Brown at the time of his appointment as clerk, February, 1880, I have regarded him as one of the confidential employés of the office, excepted from the rules. He is a lawyer by profession, and has rendered valuable service to the government.

Mr. L. M. Robinson, while holding a temporary appointment as clerk, appeared before the board of examiners to compete for promotion to a higher grade. He passed at 82 per cent., but when the board discovered the fact that he was holding a temporary appointment, his name was stricken from the list. He subsequently appeared before the board for admission to the service, passed at 93 per cent., and was appointed at the salary of \$1,200 per annum.

To the inquiries made in paragraph 9 of said resolutions, I would say that Jonas Bixby and E. T. Russell, assistant weighers, who had been removed, were restored by the department to the positions held by them, upon a review of the charges originally

made against them; also George Garby, inspector, removed, and subsequently restored upon a reconsideration of his case. Upon an examination of the records it has also been found that William O. Cloyes, whose name appears in the schedule herewith as a temporary employé, was removed in 1873 for "neglect of duty," the circumstances of which do not appear on the records.

To the inquiries made in paragraph 10, I have to say that deputy collectors, private secretary, confidential clerks, employés in the cashier's division, messengers, porters, engineer, firemen, watchmen, debenture inspectors at \$3 per diem, and persons appointed as special inspectors for detective duty, have been regarded as not coming within the civil service rules.

Storekeepers and inspectors at \$4 per diem are rated in the same class. No storekeeper nor inspector has been transferred out of his class in violation of the rules.

In connection with the inquiries made in the Senate resolution of February 8, and the statement hereinbefore made of the amount of business transacted at this port, it is proper to add that the following statement of the expenses of collecting the customs revenue at this port, based upon the value of imports, was made by Collector C. A. Arthur to the commission on the New York custom-house in May, 1877 (see first report of commission, Appendix I, p. 30)—

Collector.	Cost of collection as a percentage of value of imports.
August Schell	July 1, 1857, to June 30, 1861, about $\frac{5800}{10000}$ of one per cent.
Hiram Barney	July 1, 1861, to June 30, 1864, about $\frac{5750}{10000}$ of one per cent.
Simeon Draper	July 1, 1864, to June 30, 1865, about $\frac{1}{3}$ per cent.
Preston King	July 1, 1865, to June 30, 1866, about $\frac{6337}{10000}$ of one per cent.
Henry A. Smythe	July 1, 1866, to June 30, 1869, about $\frac{7424}{10000}$ of one per cent.
Moses H. Grinnell	July 1, 1869, to June 30, 1870, about $\frac{8512}{10000}$ of one per cent.
Thomas Murphy	July 1, 1870, to November 30, 1871, about $\frac{5981}{10000}$ of one per cent.
Chester A. Arthur	December 1, 1871, to February 28, 1877, about $\frac{6186}{10000}$ of one per cent.

and that, upon the same basis of calculation, the expenses for the last two and one half years would be: Edwin A. Merritt, July 1, 1878, to December 31, 1880, about $\frac{4128}{10000}$ of one per cent.

In the calculations made by Collector Arthur, several items of expense were excluded as not pertinent, such as the cost of fitting up rented buildings, compensation of storekeepers, &c., while no account was made of the expenditures of official fees. As the proportional cost of buildings and other extraordinary expenses during the two periods were almost equal, a more exact statement would include all expenditures (arising from whatever source) made in the collection of the revenue at this port. Such a statement is therefore given below:

Collector.	Cost of collection.
Chester A. Arthur	December 1, 1871, to February 28, 1878, about $\frac{7827}{10000}$ of one per cent.
Do	December 1, 1871, to June 30, 1878, about $\frac{7588}{10000}$ of one per cent., or for his entire term of office.
Edwin A. Merritt	July 1, 1878, to December 31, 1880, about $\frac{5160}{10000}$ of one per cent.

In response to the Senate resolution of February 14, I have the honor to transmit herewith a copy of the rules for admission to the service approved by the President, and to report that in accordance therewith a board of examiners, consisting of one member appointed by the collector, naval officer, and surveyor, respectively, was organized and also the supervisory board of the principal officers, as provided by Rule XIII. Of this latter board the naval officer has acted as secretary, and as such has had general charge of the administration of the rules, and at my request has prepared the following abstract of the procedure and operation of the rules, and of the effect of such rules upon the service:

"The first examination under the rules was held on April 3, 1879, and others at irregular intervals until January 1, 1880, when it was found more convenient to hold regular quarterly examinations to accommodate the members of the examining board, who, detailed from the service, had regular official duties of an important character to perform, which frequent examinations interfered with.

"Up to date there have been twenty-nine examinations for admission to the service in the collector's, naval officer's, and surveyor's departments; of these, twenty-two examinations were to fill vacancies in the positions of clerks and inspectors, at a salary of \$1,200 per annum, or more, and nine examinations for admission to the lower grade.

The total number examined for the higher grade was 731, and for the lower grade, 273, making an aggregate of 1,004 candidates for admission examined up to date.

"In the appraiser's office there have been 129 examined for the higher grade, of whom 18 were appointed, and 133 examined for the lower grade, of whom 25 were appointed.

"The following statements and remarks will be confined to the examinations for admission to the departments of the collector, naval officer, and surveyor:

"PROCEDURE IN EXAMINATIONS.

"At least five days before the date fixed for an examination, all applicants whose papers on file are in accordance with the regulations (Reg. 1 to 6) are notified to appear for examination. Upon presenting themselves, and before entering the examination room, they receive from the secretary of the board a card bearing a desk number, and the secretary seals up in an envelope the list of names and corresponding desk numbers. Each candidate is directed to sign his examination papers with his desk number and not to give his name.

"The scope of the examination has been carefully limited so as not to exceed the curriculum of the common schools of our country, nor exact any qualification not pertinent to the duties of the places to be filled. The requirements are, in this respect, far below those established in the civil services of other great nations, and the objections urged against these examinations on account of their assumed irrelevancy to the duties to be performed have been baseless. The examinations are written and not oral, and the questions are prepared a day or so before the examination, and printed with the electric pen by the secretary, and carefully guarded so as not to be divulged in advance.

"The average standing of the 731 candidates for admission to the higher grade was as follows in the several subjects:

1. Copying from dictation.....	74.02
2. Numeration and notation.....	76.24
3. Addition.....	72.05
4. Fractions.....	57.33
5. Problems in applied arithmetic.....	56.97
6. Geography, history, and government.....	70.88
7. Grammar.....	69.16
8. Letter writing.....	65.66
9. Penmanship.....	80.91
10. General aptitude.....	69.87

"The arithmetical questions and problems have been confined to such as are essential in ordinary business transactions. The questions in geography and history have been simple and with few exceptions have related to the United States, and the questions on government have embraced the more important points of the federal constitution. The above standing on penmanship is exceptionally high, because it has been based solely upon legibility. The item of general aptitude is composed of five elements, two of which are the average attainment in all subjects; one, the time occupied by the candidate in completing all his tasks; one, the age of the candidate; and one based upon the general record of the candidate and the methods of his work.

"Each of the ten subjects is given a special weight in making up the final average, and the relative weights are adjusted to the requirements of the positions to be filled; thus, for clerks and inspectors, they were as follows:

Subjects.	Weights for clerks.	Weights for inspectors.
1. Copying from dictation.....	2	4
2. Numeration, &c.....	1	2
3. Addition.....	1	2
4. Fractions.....	3	1
5. Problems in arithmetic.....	5	3
6. Geography, history, and government.....	2	1
7. Grammar.....	1	1
8. Letter writing.....	1	2
9. Penmanship.....	4	4
10. General aptitude.....	5	5
Total.....	25	25

"In making up the final average standing of each candidate, his standing on each subject is multiplied by the weight given such subject, and the sum of all of these products is divided by the total of the weights. It will thus be seen that due prominence is given to the attainment in the more important subjects. The mean of the average standings of the 731 competitors was 69.04.

"An objection made to the system of examination was that none but highly educated persons would present themselves for examination; the results disprove this, as the education of the competitors, as given by themselves, was :

Common school	471
Academic	191
Collegiate	69
Total	731

"Deducting from those included in the common school list, the self-taught, those educated abroad, and those receiving very limited education—some giving only three months—there would remain about 310 as having received an ordinary education in our common, free schools. While a more extended education has obvious advantages, it does not insure success in these examinations, as is shown by experience; for example, a college graduate with subsequent degrees of A. M. and LL. D. passed at 55.68, and another graduate of a college and subsequently of two eminent technical schools passed at 56.21. While the average standing of ten selected from those educated in the common schools is 92.81.

"It was also predicted that only the young men, fresh from school, would compete, but the records give the average age of all the 731 competitors as 39 years, and the average standing of the first 375, were, by age, as follows :

From 18 to 29 years, inclusive	64.30
From 30 to 45 years, inclusive	67.74
Above 45 years	57.93

"The competitors represented between seventy-five and one hundred distinct occupations and professions, and about 10 per cent. were of foreign birth, the remainder representing nearly every State in the Union.

"By the process of desk numbers, the examining board is not acquainted with the names of the competitors in connection with their work until the final standing of each desk number is calculated, and then the sealed envelope is opened and the names are entered in the list, the one having the highest standing placed first and the others in due succession. Whenever a vacancy is to be filled the board certify to the nominating officer the names of the three candidates having the highest standing on the eligible list, and the selection is confined to one of these three names, as provided in the tenth regulation.

"APPOINTMENTS.

"From the 731 candidates for admission to the higher grade there have been selected and appointed to permanent positions 123. The average age of these appointees was thirty-five years, and their final standing ranged from 95.69 to 81.06, with a general average of 88.54. Their education was represented as follows :

Common school	62
Academies	41
Collegiate	20
Total	123

"The mean of the standing of these appointees on the several subjects was as follows :

1. Copying from dictation	94.92
2. Numeration and notation	95.88
3. Addition	96.23
4. Fractions	89.42
5. Problems in applied arithmetic	88.72
6. Geography, history, and government	87.63
7. Grammar	86.30
8. Letter-writing	80.00
9. Penmanship	85.70
10. General aptitude	84.68

"From the 273 competitors for admission to the lower grade there have been selected and appointed 35.

"PROBATION.

"An important and indeed indispensable feature in the system is the rule that all appointments of successful candidates shall be made at first for a probationary term of six months only, at the end of which period the examining board shall report their conduct and efficiency during the term, and if the report is not satisfactory the employment ceases; but if satisfactory a reappointment is made. This probationary term is a practical corrective of any defects in the examinations as a test of the qualification and efficiency of those nominated for appointment. Only four appointees have been dropped at the end of probationary term.

"PROMOTIONS.

"The examinations for promotion are not so important as those for admission, but form an essential part of the system as preventing injustice through undue partiality or prejudice. There have been twenty examinations for promotion with a total of 69 competitors promoted, of whom 45 entered the service under the existing rules.

"GENERAL EFFECT OF THE RULES.

"The appointees selected under the rules have by their conduct and efficiency approved the method of selection, with the few exceptions noted above. The assurance that tenure and promotion depend solely upon their own personal merit and character, and not upon ulterior considerations or influences, has had a happy effect, not only upon these appointees, but also upon the force generally. It must be conceded that there have been those in the service, wedded to old methods, who have had no sympathy with the movements toward reform, and have retarded them as far as possible without giving cause for punishment under the rules as now administered, but neither the indisposition nor unfriendly efforts of these have retarded such a prompt and faithful discharge of the vastly increased business for the last two years as has received the commendation of the great mass of the merchants at this port, and a general expression that the service has been more efficient and satisfactory than at any previous period in their experience.

"Even upon the assumption that the rules are in some respects defective in theory or administration, the results fairly justify them as the best practical method of appointment yet devised."

I have also to state that removals have been made only for causes which have met the approval of the Secretary of the Treasury. The number and designation of those reported and recommended by me between January 1, 1880, and December 1, 1880, is as follows: Inspectors, 4; clerks, 4; assistant weighers, 3; watchmen, 6; night inspectors, 3; messengers, 3; and store-keeper Castle Garden, 1; and deputy collector resigned under charges, 1.

The copies of the Senate resolutions are returned herewith.

I am, very respectfully,

E. A. MERRITT,
Collector.

Hon. JOHN SHERMAN,
Secretary of the Treasury.

SCHEDULE A.

Name.	Date of nomination.	Salary.	Position.	Date of appointment.	Remarks.
Allison, Richard	Sept. 30	\$2,000 00	Liquidating clerk	Oct. 1	Certified by board of examiners (promotion).
Angelo, George Augustus	Nov. 19	p. d. 3 00	Night inspector	Nov. 23	Certified by board of examiners (promotion).
Aslman, Robert M.	July 14	p. d. *3 00	Debuture inspector	July 16	Never before board of examiners; resigned October 4, 1880.
Adams, John Barton	May 8	p. d. 4 00	Inspector	May 14	Examined and certified by board of examiners.
Allaben, William H.	July 19	p. d. 4 00	Inspector	July 22	Examined and certified by board of examiners; appointed permanently October 22.
Allan, Arthur M.	Sept. 30	1,400 00	Clerk	Oct. 1	Examined and certified by board of examiners; previous position, assistant weigher, \$4 per diem.
Axtell, Ezra P.	June 25	1,200 00	Clerk	July 6	Examined, not certified, by board of examiners; temporary; appointed for three months in place of clerk absent on leave; August 3, on return of absent clerk, was appointed for six months.
Annette, James, jr.	May 8	p. d. 4 00	Inspector	May 14	Examined and certified by board of examiners.
Brown, Thomas F.	Nov. 22	p. d. *4 00	Assistant weigher	Nov. 29	Never before board of examiners; ex-soldier; temporary, three months.
Bickford, John L.	Sept. 6	2,200 00	Entry clerk	Sept. 8	Never before board of examiners; entered service, March 26, 1872, as liquidating clerk, \$2,000.
Betts, George W.	Aug. 10	p. d. *3 00	Debuture inspector	Aug. 15	Never before board of examiners; temporary; appointed for three months; ex-soldier.
Britton, Morton	July 14	p. d. 3 00	Watchman	July 17	Never before board of examiners.
Bagley, John H.	July 14	p. d. 4 00	Inspector	July 16	Never before board of examiners; temporary; appointed three months and continued three months longer; served in United States Navy.
Barguet, Pierre	July 8	p. d. 4 00	Inspector	July 13	Examined and certified by board of examiners; temporary; appointed three months and continued three months longer.
Binsse, Edward	May 18	p. d. 4 00	Inspector	May 20	Examined and certified by board of examiners.
Brennan, Edward W.	May 18	p. d. 4 00	Inspector	May 20	Examined and certified by board of examiners.
Bennett, H. D.	Mar. 20	p. d. 4 00	Inspector	Apr. 1	Examined and certified by board of examiners; entered the service June 6, 1879, as night inspector.
Brown, Thomas N.	Feb. 1	1,200 00	Clerk	Feb. 16	(For explanation see elsewhere in this report.)
Barber, Henry, jr.	Feb. 10	p. d. 4 00	Special inspector	Feb. 12	Never before board of examiners; temporary; appointed one month; continued three months July 12; continued two months on special detective duty.
Baldwin, Sylvester	Nov. 22	p. d. 3 00	Night inspector	Nov. 27	Examined but not certified by board of examiners; temporary; appointed three months; served three years in Navy.
Beatty, Hy. A.	Oct. 21	p. d. *4 00	Assistant weigher	Oct. 25	Never before board of examiners; temporary; appointed three months.
Burden, Henry	Oct. 21	p. d. *4 00	Assistant weigher	Oct. 26	Never before board of examiners; temporary; appointed three months.
Bartlett, Samuel R.	Sept. 14	p. d. 4 00	Inspector	Sept. 21	Examined and certified by board of examiners; temporary; appointed four months; clerk, \$1,200, December 21, 1880.
Bender, Hiram	July 19	p. d. 4 00	Inspector	Aug. 3	Never before board of examiners; temporary; appointed three months; did no duty and not on pay-roll.
Buck, Thomas	Aug. 2	p. d. *3 00	Debuture inspector	Aug. 4	Never before board of examiners.
Baxter, Samuel H.	July 12	p. d. 4 00	Inspector	July 19	Examined but not certified by board of examiners; temporary; appointed three months and continued three months longer.
Boylan, James B.	July 7	p. d. 4 00	Inspector	July 9	Examined but not certified by board of examiners; temporary; appointed three months and continued three months longer.
Briggs, James A.	June 28	3,000 00	Deputy collector	July 1	Never before board of examiners.
Beach, J. Dayton	June 23	840 00	Messenger	July 1	Never before board of examiners.

NOMINATIONS, ETC., IN NEW YORK CUSTOM-HOUSE.

Name	Month	Time	Salary	Position	Remarks
Birdsall, Hyram L.	June 4	1,200 00	Assistant storekeeper	Never before board of examiners; entered service July, 1876, as storekeeper, and transferred to be assistant storekeeper.	
Battelle, H. C.	June 8	p. d. 4 00	Storekeeper Castle Garden Bureau.	Never before board of examiners; entered service as watchman. was found to be, after trial, specially fitted for this exceptional position of trust.	
Bowers, Charles F.	May 25	p. d. 4 00	Inspector	Examined but not certified by board of examiners; temporary; appointed for three months; continued three months longer; ex-soldier.	
Burk, John N.	May 27	840 00	Messenger	Never before board of examiners.	
Bouton, George W.	May 8	p. d. 4 00	Inspector	Examined and certified by board of examiners.	
Bacon, John S.	May 11	1,200 00	Clerk	Never before board of examiners; temporary; appointed for five months and continued three months further; served in place of clerk on leave without pay.	
Boyd, John T.	Apr. 23	840 00	Messenger	Never before board of examiners; entered service in 1871 as superintendent Castle Garden Bureau, \$1,200 per annum.	
Baker, Thomas G.	Apr. 17	2,000 00	Gauger	Never before board of examiners.	
Boylan, Matt. I.	Sept. 30	1,400 00	Clerk	Examined and certified by board of examiners; entered service May, 1879, as assistant weigher, \$4 per diem.	
Beaven, Jesse	Jan. 12	p. d. 2 50	Night inspector	Examined but not certified by board of examiners; temporary; appointed four months; May 16, continued three months; August 16, continued 3 months.	
Clarkson, Smith	Jan. 17	p. d. 2 50	Night inspector	Temporary; examined but not certified by board of examiners; appointed four months; May 21, continued three months; August 21, continued three months; ex-soldier.	
Camp, James W.	Jan. 20	p. d. 4 00	Inspector	Examined and certified by board of examiners; transferred from clerkship naval office, \$1,200.	
Child, James B.	Jan. 20	p. d. *3 00	Debuture inspector	Examined and certified by board of examiners; appointed inspector, \$4 per diem, July 14; October 14, continued three months.	
Cloyes, William O.	Jan. 27	p. d. 2 50	Night inspector	Examined by board of examiners; not certified; transferred to storekeeper, at \$4 per diem, April 1, for three months; continued two months, July 1; appointed inspector August 27, at \$4 per diem, and continued three months, October 27; served as engineer in the Navy during the rebellion.	
Clark, William Hancock	Feb. 13	1,400 00	Clerk	Never before board of examiners; entered service as inspector; at \$4 per diem, February, 1879; same grade.	
Cepperly, William H.	Feb. 14	p. d. 2 50	Night inspector	Was transferred from naval office; same compensation.	
Cashow, Alexander	Apr. 8	720 00	Porter	Temporary; never before board of examiners; appointed usher October 18, at \$1,000 per annum, for three months, vice H. A. Maxwell, on sick leave without pay.	
Cannon, Madison M.	Apr. 23	1,600 00	Clerk	Examined and certified by board of examiners; entered service October, 1876, as clerk, \$1,400.	
Caw, David J.	June 25	1,600 00	Finan, assistant weigher	Examined and certified by board of examiners, May, 1876.	
Caldwell, C. C.	June 23	p. d. *3 00	Debuture inspector	Examined but not certified by board; temporary; appointed inspector, \$4 per diem, for three months, July 17, and continued three months, October 17; ex-soldier.	
Campbell, John H.	June 25	p. d. 3 00	Watchman	Never before board of examiners; July 21, appointed inspector for three months, \$4 per diem; October 21, continued three months; ex-soldier.	
Curran, Francis W.	Aug. 1	900 00	Clerk and messenger	Temporary; never before board of examiners; November 3, continued three months; served in place of his father, on sick leave without pay.	
Chamberling, John	Jan. 20	p. d. *3 00	Debuture inspector	Examined and certified by board of examiners; appointed inspector, customs, \$4 per diem, May 20.	
Cole, William P., Jr.	May 8	p. d. 4 00	Inspector	Examined and certified by board of examiners.	
Chryster, Morgan H.	Aug. 20	p. d. 4 00	Inspector	Examined, not certified, by board; temporary; appointed for three months; November 23, continued three months; ex-soldier.	
Clark, Charles F.	Oct. 25	p. d. *4 00	Assistant weigher	Temporary; never before board of examiners; ex-soldier.	
Collins, John	Nov. 11	p. d. 3 00	Night inspector	Temporary; never before board of examiners; appointed for three months; ex-soldier.	
Clark, Lyman H.	May 18	p. d. 4 00	Inspector	Examined and certified by board of examiners; removed for cause October 18, 1880.	
Cox, Samuel M.	May 18	p. d. 2 50	Night inspector	Examined and certified by board of examiners.	

* When employed.

SCHEDULE A—Continued.

Name.	Date of nomination.	Salary.	Position.	Date of appointment.	Remarks.
Crawford, Charles	May 27	\$1,200 00	Clerk	June 1	Never before board of examiners; entered service in 1864 as clerk.
Clark, Charles N	June 1	p. d. 2 50	Night inspector	June 4	Never before board of examiners; temporary; appointed for three months, and continued three months from September 4.
Campbell, Nicholas L.	June 25	p. d. *4 00	Assistant weigher	July 2	Examined and certified by board of examiners.
Clark, Richard N	July 8	p. d. 4 00	Inspector	July 13	Examined and certified by board of examiners; appointed for three months, and continued three months from October 13.
Culver, Austin B	July 8	p. d. 4 00	Inspector	July 17	Temporary; examined but not certified by board of examiners; appointed for three months, and continued three months from October 17.
Caulfield, W. H.	July 31	p. d. 3 00	Watchman	Aug. 2	Never before board of examiners.
Coffy, Benj. J	Aug. 14	p. d. *3 00	Debenture inspector	Aug. 20	Temporary; examined by board of examiners but not certified; August 26, transferred to night inspector, \$3 per diem, for three months; continued three months from Nov. 26.
Chapman, Benj. F	Aug. 24	p. d. 4 00	Storekeeper	Aug. 27	Temporary; examined by board of examiners but not certified; appointed for three months; November 27, continued three months; ex-soldier.
Cable, George R	Aug. 25	p. d. 4 00	Storekeeper	Aug. 28	Temporary; never before board of examiners; appointed for three months, and continued three months from October 28.
Comstock, Albert	Nov. 23	1,200 00	Clerk	Nov. 29	Examined and certified by board of examiners.
Dehan, Charles	Sept. 11	720 00	Porter	Sept. 15	Never before board of examiners.
Dailey, William A	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Dorning, Philip	Apr. 28	p. d. 3 00	Watchman	May 3	Never before board of examiners; ex-soldier.
Dyckman, Fell V	Oct. 21	p. d. 4 00	Inspector	Oct. 27	Temporary; never before board of examiners.
Denike, Ed. F	Oct. 4	p. d. 2 50	Porter	Oct. 14	Temporary; examined, not certified, by board of examiners; appointed for thirty days, and continued thirty days further; employed in charges and commissions cases.
Dever, John	Oct. 4	p. d. 2 50	Porter	Oct. 14	Temporary; never before board of examiners; appointed for 30 days, and continued thirty days further; employed in charges and commissions cases.
Dickinson, R. H. M.	June 25	1,600 00	Foreman assistant weighers.	July 1	Examined and certified by board of examiners; entered service in 1874 as assistant weigher at \$4 per day when employed.
Dake, Charles B	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Decker, Hudson	Feb. 14	p. d. *3 00	Debenture inspector	Feb. 19	Never before board of examiners; entered service as watchman in 1876.
Darling, William Lee	Jan. 24	2,000 00	Clerk	Jan. 31	Never before board of examiners; entered service in 1871 as clerk, \$2,000.
Delaney, John	May 20	p. d. *3 00	Debenture inspector	May 26	Examined but not certified by board of examiners; previously night inspector for four months.
Doyle, William E.	June 5	p. d. *4 00	Assistant weigher	June 7	Examined and certified by board of examiners; previously held the office of inspector; ex-soldier.
Dunlap, Samuel	July 12	p. d. 4 00	Inspector	July 14	Examined and certified by board of examiners; appointed inspector for three months, and continued for three months from October 14; previously appointed night inspector on certificate of board.
Edmonstone, Archibald	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Elliott, Norman	Jan. 27	p. d. *4 00	Assistant weigher	Jan. 29	Examined and certified by board of examiners; October 9, transferred to clerk at \$1,200.
Eldridge, John W	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Egert, Charles G	Oct. 21	*1,200 00	Clerk	Nov. 12	Temporary; never before board of examiners; appointed for three months.
Ellis, Eliza C	Feb. 26	p. d. 3 00	Female inspector	Mar. 18	Never before board of examiners.
English, William G	May 18	p. d. 4 00	Inspector	May 26	Examined and certified by board of examiners; previously appointed night inspector on examination and certificate by board.

Farrall, Edward	Oct. 25	p. d. 4 00	Night inspector	Oct. 29	Examined and certified by board of examiners
Fitzwilliam, Egbert H.	Aug. 10	p. d. 4 00	Night inspector	Aug. 13	Temporary; examined, not certified, by board of examiners; appointed for three months, and continued further period of three months.
Fingarr, Charles	May 8	p. d. 4 00	Night inspector	May 17	Examined and certified by board; previously appointed night inspector on examination and certificate by board.
Fordred, Frederiek	Jan. 20	p. d. *3 00	Debenture inspector	Jan. 23	Never before board of examiners; transferred from surveyor's office, where he acted as messenger.
Frankenstein, George	Aug. 17	840 00	Messenger	Aug. 27	Never before board of examiners.
Fitzgerald, John	Apr. 28	1,200 00	Clerk	June 12	Temporary; never before board of examiners; appointed three months and continued further period of three months.
Feeles, Charles E.	Jan. 27	3 00	Watchman	Jan. 29	Never before board of examiners.
Gleason, Michael J.	July 13	840 00	Messenger	Aug. 1	Never before board of examiners; entered service July, 1878, as messenger, \$500.
Grierson, Frank H.	June 25	p. d. *4 00	Assistant weigher	June 6	Examined and certified by board of examiners.
Gordon, William	June 9	*720 00	Porter	June 15	Never before board of examiners.
Garby, George	May 20	p. d. 4 00	Inspector	May 22	Entered the service April, 1874, as assistant weigher; May 22, 1879, transferred to inspector, at \$4 per day; March 31, 1880, removed for cause; department, on review of case, reappointed him as stated.
Green, William	Mar. 27	p. d. 2 50	Night inspector	Apr. 3	Never before board of examiners; entered service in 1864, as clerk.
Gordon, Ray T.	Jan. 16	p. d. *3 00	Debenture inspector	Jan. 20	Examined, not certified, by board of examiners; ex-soldier.
Gregory, Thomas A.	Oct. 29	p. d. *4 00	Assistant weigher	Nov. 3	Temporary; never before board of examiners; appointed for three months.
Greenfield, Sigismund	Jan. 12	500 00	Messenger	Jan. 16	Never before board of examiners; August 1, salary increased to \$720.
Gatens, Hugh F.	July 19	1,000 00	Clerk and messenger	Aug. 1	Never before board of examiners; entered service as messenger at \$500 in July, 1878.
Gugel, jr., Fred	Oct. 21	p. d. 4 00	Inspector	Oct. 25	Temporary; never before board of examiners; appointed for three months.
Gardner, James S.	July 13	p. d. *4 00	Assistant weigher	July 16	Examined and certified by board of examiners.
George, Archibald	July 10	p. d. 4 00	Inspector	July 13	Examined and certified by board of examiners, and permanently appointed November 23.
Gelston, Thomas H.	May 8	p. d. 4 00	do	May 12	Examined and certified by board of examiners.
Gleason, George M.	Mar. 10	p. d. 4 00	Special inspector	Mar. 23	Temporary; never before board of examiners; appointed for three months on special duty; ex-soldier.
Hand, Julius L.	Nov. 11	1,000 00	Watchman	Nov. 17	Never before board of examiners; served in Navy during the war.
Howe, Michael	Sept. 11	840 00	Messenger	Sept. 15	Never before board of examiners; entered service as porter at \$720 in March, 1878.
Howan, Charles	Jan. 14	182 50	Constable inspector	Jan. 21	Never before board of examiners.
Homan, Benjamin F.	June 7	1,200 00	Clerk	June 11	Examined and certified by board of examiners.
Hunt, Hiram L.	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Hellerty, Robert S.	May 20	p. d. 2 50	Night inspector	May 26	Examined, not certified, by board of examiners; temporary; appointed for three months and continued for further period of three months.
Harris, George W.	Mar. 10	1,200 00	Clerk	Mar. 19	Examined and certified by board of examiners; promoted to \$1,400 clerkship November 23; ex-soldier.
Howe, Harlan H.	Aug. 20	p. d. 4 00	Inspector	Sept. 11	Never before board of examiners; entered service March 29 as assistant weigher, \$4 per day when employed, from which he was transferred to inspector, as above.
Halliday, Arthur S.	July 13	p. d. *4 00	Assistant weigher	July 16	Examined and certified by board of examiners.
Hubbard, John F.	May 28	720 00	Porter	June 4	Never before board of examiners; June 12 transferred to messenger at \$840.
Hall, George E.	Apr. 16	1,200 00	Clerk	Apr. 20	Never before board of examiners; resigned December, 1880; transferred from appraiser's department, same grade.
Haw, William	Apr. 5	p. d. 4 00	Storekeeper	Apr. 8	Examined, not certified, by board of examiners; temporary; October 13 transferred to inspector for three months.
Humphrey, Edgar T.	Jan. 12	p. d. *3 00	Debenture inspector	Jan. 16	Examined, not certified, by board of examiners; entered service in 1878 as messenger.
Irwil, Thomas G.	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Ives, Frank B.	Jan. 13	p. d. *3 00	Debenture inspector	Jan. 16	Never before board of examiners; entered service as messenger at \$840 September, 1879; transferred April 1 to \$1,200 clerkship.

* When employed.

SCHEDULE A—Continued.

Name.	Date of nomination.	Salary.	Position.	Date of appointment.	Remarks.
Ireland, Oliver B.	Dec. 31, (1879).	*1,200 00	Clerk	Jan. 3	Never before board of examiners; temporary; continued in service nine months.
Johnson, James H.	Oct. 6	1,200 00	Clerk	Sept. 8	Examined and certified by board of examiners.
Jennings, Hy S.	Aug. 28	1,200 00	Assistant storekeeper	Oct. 1	Examined, not certified, by board of examiners; temporary; appointed for three months.
Jones, Herbert E.	Apr. 8	720 00	Porter	Apr. 14	Never before board of examiners; June 4 made messenger at \$80 per annum.
Jones, Edwin T.	Jan. 16	p. d. 2 50	Night inspector	Jan. 19	Examined and certified by board of examiners; appointment made permanent December 18, 1880.
Jayne, Asa S.	Apr. 8	840 00	Messenger	Apr. 16	Never before board of examiners.
Jones, Edward E.	May 8	p. d. 4 00	Inspector	May 12	Examined and certified by board of examiners.
Joseph, Adolph.	Jan. 12	p. d. 2 50	Night inspector	Jan. 16	Examined, not certified, by board of examiners; continued in service ten months; ex-soldier; temporary.
Jacobus, Charles H.	Oct. 21	p. d. *4 00	Assistant weigher	Oct. 25	Never before board of examiners; temporary; appointed for three months.
Johnson, James.	Aug. 6	p. d. 4 00	Inspector	Aug. 10	Examined, not certified by board of examiners; temporary; appointed for three months and continued three months further; ex-soldier.
Knox, Thomas S.	July 8	p. d. 4 00	Inspector	July 14	Examined and certified by board of examiners; appointed for three months and continued three months further.
Kline, Seymour.	Sept. 15	p. d. *4 00	Assistant weigher	Sept. 18	Never before board of examiners; temporary; appointed for three months to serve in place of Morrison, absent on account of sickness, without pay.
Kellogg, Hy. Ward.	May 18	p. d. 4 00	Inspector	May 20	Examined and certified by board of examiners.
Klemm, Otto H.	Mar. 1	1,400 00	Clerk	Mar. 10	Examined and certified by board of examiners; entered service as clerk in 1879 at \$1,200; promoted June 1 and October 1 to \$1,600 and \$2,000 clerkships respectively.
Kidder, Daniel S.	Feb. 13	1,400 00	Clerk	Feb. 21	Examined and certified by board of examiners; promoted October 1 to \$1,600 clerkship.
Laassiter, Richard T.	Oct. 6	1,200 00	Clerk	Oct. 9	Examined and certified by board of examiners; resigned February 11, 1881.
Lloyd, William A.	Oct. 4	p. d. 2 50	Porter (special agent's)	Oct. 6	Never before board of examiners; temporary; appointed for thirty days and continued till date; aiding in charges and commissions cases.
Limerick, Joshua.	May 21	p. d. 3 00	Watchman	May 28	Never before board of examiners; ex-soldier.
Littlejohn, Hugh	Jan. 12	1,400 00	Clerk	Jan. 15	Examined and certified by board of examiners; entered service as clerk, at \$1,200, in March, 1879; October 1, promoted to \$1,600 clerkship.
Laidlaw, George G.	Mar. 27	p. d. 2 50	Night inspector	Apr. 1	Never before board of examiners; temporary; appointed for four months and continued three months further.
Livingston, John L.	Feb. 25	1,200 00	Clerk	Mar. 1	Examined and certified by board of examiners; entered service December, 1879, as clerk; transferred to surveyor's office.
Lefferts, W. C.	Feb. 28	p. d. 4 00	Inspector	Mar. 5	Never before board of examiners; transferred from assistant gauger, at \$4 per diem; entered service in July, 1878.
Lawler, Thomas	Jan. 17	p. d. 2 50	Night inspector	Jan. 21	Examined, not certified, by board of examiners; temporary; appointed for four months and continued six months further.
Letzeiser, Charles H.	June 25	p. d. *4 00	Assistant watchman	July 1	Examined and certified by board of examiners.
Leopold, Charles H.	June 8	p. d. 3 00	Watchman	June 12	Never before board of examiners; entered service in 1878 as assistant storekeeper Castle Garden, from which was transferred as watchman.
Langworthy, George I.	May 18	p. d. 4 00	Inspector	May 20	Examined and certified by board of examiners.
Livingston, Arlington M.	Mar. 27	1,200 00	Clerk	Apr. 1	Examined and certified by board of examiners.
Maxwell, Henry	Feb. 13	1,000 00	Usher	Feb. 18	Never before board of examiners; now on sick leave without pay; ex-soldier.
Myers, Ferdinand W.	Jan. 31	p. d. 2 50	Night-inspector	Feb. 5	Examined and certified by board of examiners.

Name	Month	Rank	Salary	Notes
Marrin, Oliver W.	June 25	p. d. *4 00	Assistant weigher	Examined and certified by board of examiners; ex-soldier; resigned January 14, 1861; now clerk in the naval office.
Morrison, Thomas H.	June 25	p. d. *4 00	Assistant weigher	Examined and certified by board of examiners; ex-soldier.
MacIvor, James P.	May 27	1, 200 00	Clerk	Examined and certified by board of examiners; ex-soldier.
Morris, Peter F.	Mar. 27	p. d. 2 50	Night-inspector	Never before board of examiners; temporary; appointed for four months, and continued for three months further.
McDonald, Peter	July 19	720 00	Messenger	Never before board of examiners; entered service July, 1878, as messenger, at \$500.
Marront, Charles	June 28	p. d. 2 50	Night-inspector	Examined and certified by board of examiners; ex-soldier.
Mitchell, George E.	June 20	1, 600 00	Foreman ass't weigher	Examined and certified by board of examiners; appointed as assistant watchman at \$4 per day, when employed, in 1879.
Magill, Henry W.	June 17	p. d. 4 00	Inspector	Never before board of examiners; temporary; appointed for three months.
McGreire, Michael	Jan. 28	p. d. 2 50	Night-inspector	Examined but not certified by board of examiners; temporary; appointed for four months, and continued six months further.
McMahon, William H.	Feb. 27	3, 000 00	Deputy collector	Never before board of examiners; previously chief clerk at \$3,000 per annum.
Mason, William Howe	Oct. 4	1, 200 00	Clerk	Examined and certified by board of examiners; entered service in 1879 as assistant weigher, \$4 per day when employed.
Miller, John	Aug. 3	p. d. 4 00	Inspector	Never before board of examiners; temporary; appointed for three months; ex-soldier.
McMillan, William J.	Jan. 14	840 00	Messenger	Examined and certified by board of examiners; appointed inspector at \$4 per diem, May 14, 1880.
Martin, Chancellor	May 8	p. d. 4 00	Inspector	Examined and certified by board of examiners; transferred September 22, to clerk, \$1,500; promoted October 1 to \$1,400 clerkship.
McCarthy, James	Mar. 13	720 00	Assistant engineer	Never before board of examiners.
Mulligan, Thomas	Jan. 30	p. d. 3 00	Watchman	Never before board of examiners; not now in service.
Morher, Simon J.	June 23	p. d. 4 00	Inspector	Examined and certified by board of examiners.
Munson, Benjamin H.	July 7	p. d. 4 00	Inspector	Examined, not certified, by board of examiners; temporary; appointed for three months, continued for three months.
Moore, Abram D.	June 25	*4 00	Assistant weigher	Examined and certified by board of examiners; ex-soldier.
Millard, Harrison	June 1	2, 200 00	Entry clerk	Never before board of examiners; resigned position of entry clerk September, 1879, and restored to same in June, as before stated.
Mally, William	May 20	p. d. 2 50	Night-inspector	Never before board of examiners; temporary; appointed for three months, and continued three months further.
Merritt, Levi	Oct. 15	p. d. *3 00	Debenture inspector	Never before board of examiners
Metzgar, George H.	Aug. 23	p. d. *3 00	Debenture inspector	Examined but not certified by board of examiners; temporary; appointed for three months, and continued three months further.
Magee, Charles A.	Aug. 5	1, 400 00	Clerk	Never before board of examiners; entered service in 1876 as clerk at \$1,200.
McDross, Horace	Aug. 3	p. d. 4 00	Inspector	Never before board of examiners; temporary; appointed for three months, and continued three months more.
McLaughlin, Denis	July 15	p. d. 3 00	Watchman	Never before board of examiners.
New, Edwin A.	Aug. 24	1, 200 00	Clerk	Examined and certified by board of examiners; ex-soldier.
Neville, Michael	July 8	p. d. 4 00	Inspector	Never before board of examiners; temporary; appointed for three months; transferred to watchman July 19; failed to qualify.
NeSmith, Frank M.	July 24	p. d. 4 00	Inspector	Examined, not certified, by board of examiners; temporary; appointed for three months, and continued three months; resigned January 3, 1881.
Noonan, John G.	June 25	1, 600 00	Foreman asst. weigher	Examined and certified by board of examiners; entered the service in April, 1874, as assistant weigher; \$4 per diem when employed.
Newton, Isaac, Jr.	May 18	p. d. 4 00	Inspector	Examined and certified by board of examiners; appointed permanently December 17.
Nugent, Harry	Jan. 31	p. d. *3 00	Debenture inspector	Examined, not certified, by board of examiners; entered the service in 1874 as night inspector.
O'Bryon, William	July 8	p. d. 4 00	Inspector	Never before board of examiners; temporary; appointed three months and continued three months further.

*When employed.

SCHEDULE A—Continued.

Name.	Date of nomination.	Salary.	Position.	Date of appointment.	Remarks.
Osborn, Albert E.....	Feb. 25	p. d. *\$3 00	Debenture inspector.....	Mar. 4	Never before board of examiners.
O'Byrne, Thomas G.....	Aug. 17	1, 200 00	Clerk.....	Aug. 21	Examined, not certified, by board of examiners; entered service July, 1879, as messenger, at \$840 per annum, performing clerical duty, and his pay increased for reasons stated to department.
Ostrander, Titus O.....	June 27	p. d. *4 00	Assistant weigher.....	July 29	Examined and certified by board of examiners.
O'Hara, John Thomas.....	Jan. 25	p. d. *4 00	Assistant weigher.....	Jan. 29	Examined and certified by board of examiners; resigned February 25.
Oppenheimer, Henry.....	Jan. 13	p. d. 2 50	Night inspector.....	Jan. 24	Never before board of examiners; temporary; appointed for four months and continued six months further; ex-soldier.
Osdoll, David Van.....	Jan. 12	900 00	Janitor.....	Jan. 16	Never before board of examiners; had previously been in same department; entered service in 1866.
Patten, Henry S.....	Oct. 6	1, 200 00	Clerk.....	Oct. 12	Examined and certified by board of examiners.
Pollock, Jos. B.....	June 25	p. d. *4 00	Assistant weigher.....	July 1	Examined and certified by board of examiners; ex-soldier.
Palmer, Lynde.....	June 15	1, 200 00	Clerk.....	July 18	Examined and certified by board of examiners.
Patterson, E. T.....	Feb. 3	p. d. 2 50	Night inspector.....	Feb. 5	Never before board of examiners; temporary; appointed for four months and continued six months longer.
Peaslee, Ira W.....	Jan. 20	p. d. 2 50	Night inspector.....	Jan. 26	Examined, not certified, by board of examiners; temporary; appointed for four months and continued six months longer.
Pilsworth, David J.....	Jan. 16	p. d. 2 50	Night inspector.....	Jan. 20	Examined and certified by board of examiners; appointed for four months and continued six months; examined and certified by board of examiners and permanently appointed January 19, 1881.
Pitcher, Horace H.....	Jan. 17	p. d. 2 50	Night inspector.....	Jan. 21	Never before board of examiners; temporary; appointed for four months.
Perry, William A.....	Jan. 29	1, 200 00	Clerk.....	Feb. 2	Examined, not certified, by board of examiners; temporary; appointed for two months and continued ten months longer.
Peck, L. M.....	Oct. 5	p. d. 4 00	Storekeeper.....	Oct. 7	Never before board of examiners; temporary; ex-soldier.
Perry, Edwin A.....	Sept. 6	2, 200 00	Clerk.....	Sept. 8	Examined and certified for promotion by board of examiners; entered the service in 1865.
Peck, Walter H.....	Aug. 5	p. d. 4 00	Inspector.....	Aug. 9	Examined and not certified by board of examiners; temporary; appointed for three months; continued three months; died before expiration of term.
Paulding, John C.....	June 3	p. d. *4 00	Storekeeper.....	June 8	Never before board of examiners; temporary; to serve for such time as increase in business shall continue; not now in service.
Quinn, George W.....	Jan. 12	p. d. 2 50	Night inspector.....	Jan. 16	Examined and not certified by board of examiners; temporary; appointed for four months; continued six months longer; entered service in 1876.
Richardson, William E.....	Apr. 23	p. d. *3 00	Debenture inspector.....	May 1	Never before board of examiners.
Randolph, Fred. W.....	Mar. 27	840 00	Messenger.....	Apr. 1	Never before board of examiners.
Rogers, A. H.....	Feb. 9	p. d. 4 00	Inspector.....	Feb. 19	Transferred from clerkship naval officer.
Russell, Benjamin.....	July 30	1, 200 00	Clerk.....	Aug. 2	Examined and certified by board of examiners; previously served as inspector.
Ryan, Michael.....	June 16	p. d. *4 00	Assistant weigher.....	June 19	Never before board of examiners; appointed for two months and continued four months longer; temporary.
Robinson, Hy. L.....	June 3	p. d. 4 00	Inspector.....	June 5	Examined, not certified, by board of examiners; appointed for four months and continued three months longer; temporary; ex-soldier.
Richardson, R. L.....	Apr. 16	1, 400 00	Clerk.....	Apr. 19	Never before board of examiners; entered service in 1878 as assistant weigher.
Robinson, John H.....	Sept. 14	1, 200 00	Clerk.....	Sept. 20	Never before board of examiners; temporary; appointed for three months.
Ridley, Clarence W.....	July 8	p. d. 4 00	Inspector.....	July 15	Examined and certified by board of examiners; appointed temporarily for three months.
Rodrigo, John A.....	July 8	p. d. 4 00	Inspector.....	July 14	Never before board of examiners; temporary; appointed for three months and continued three months longer.

Row, Paul V.	July	8	p. d.	4 00	Inspector.	July 13	Never before board of examiners; temporary; appointed for three months and continued three months longer.
Routon, Peter.	Aug. 12	p. d.	4 00	Inspector.	Aug. 14	Examined, not certified, by board of examiners; temporary; appointed for three months and continued three months longer.	
Reynolds, A. H.	June 25	1,600 00	Foreman asst. weighers.	July 1	Examined and certified by board of examiners; removed for cause December 13, 1880; entered service as assistant weigher before present collector was appointed.		
Robinson, Charles E.	June 25	p. d. *4 00	Assistant weigher.	July 2	Examined and certified by board of examiners.		
Ruth, Dudley L.	Feb. 24	1,600 00	Clerk.	Mar. 1	Examined and certified by board of examiners; promoted March 20 to \$2,000 clerkship; entered the service in 1872.		
Robertson, Lucius M.	Jan. 31	1,400 00	Clerk.	Feb. 6	Examined and certified by board of examiners; appointed temporarily during absence of Gardner; May 3, appointed permit clerk at \$1,200, and promoted to \$1,400 clerkship October 1.		
Rynhart, William.	Jan. 12	2 50	Night inspector.	Jan. 16	Temporary; appointed for four months and continued six months longer; examined and certified by board, and subsequently appointed permanently.		
Sullivan, Garritt J.	Sept. 11	p. d.	4 00	Special inspector.	Sept. 15	Examined, not certified, by board of examiners; temporary; appointed for two months and continued three months further.	
Sheldon, John.	July 19	p. d.	4 00	Inspector.	July 26	Never before board of examiners; temporary.	
Swift, Theo. H.	May 18	1,200 00	Clerk (special agent).	June 15	Never before board of examiners; temporary; appointed for three months and continued three months, September 15; employed on charges and commissions cases.		
Symonds, Frank B.	Feb. 13	1,200 00	Clerk (special agent).	Mar. 1	Never before board of examiners; entered service March, 1878, as assistant weigher, from which he was transferred, as before stated.		
Southworth, Joseph, Jr.	Feb. 24	2,000 00	Clerk (special agent).	Mar. 1	Examined and certified by board of examiners; in the service since 1862.		
Schwagerl, Peter.	Feb. 14	1,200 00	Clerk (special agent).	Feb. 19	Examined, not certified, by board of examiners; November 19 permanently appointed, and salary reduced to \$1,000 for special reasons duly transmitted to department.		
Schaefer, Charles A.	Jan. 24	p. d.	2 50	Night inspector.	Jan. 29	Examined, not certified, by board of examiners; temporary; appointed four months and continued three months longer.	
Sloan, William H.	Jan. 15	p. d.	2 50	Night inspector.	Jan. 17	Examined and certified by board of examiners; May 28 appointed inspector, at \$4 per diem.	
Sutherland, Schnyler.	Jan. 20	p. d.	2 50	Night inspector.	Jan. 19	Examined and certified by board of examiners.	
Smith, George W.	Jan. 20	p. d.	2 50	Night inspector.	Jan. 28	Never before board of examiners; temporary; appointed for four months and continued six months longer.	
Stairn, David H.	Nov. 22	p. d.	*4 00	Assistant weigher.	Nov. 30	Never before board of examiners; temporary; appointed for three months.	
Sangster, John M.	Nov. 10	p. d.	3 00	Watchman.	Nov. 12	Never before board of examiners; ex-soldier.	
Stinwell, William H.	July 12	2,000 00	Clerk.	July 14	Never before board of examiners; private secretary to collector since August, 1878.		
Sweet, George H.	July 12	2,500 00	Private secretary to collector.	July 14	Never before board of examiners.		
Strong, Charles L.	June 28	720 00	Clerk (special agent).	July 12	Never before board of examiners; temporary; appointed three months, continued three months longer; employed on charges and commissions cases.		
Simonds, Edward W.	July 7	p. d.	4 00	Inspector.	July 9	Examined, not certified, by board of examiners; temporary; appointed three months; continued three months longer.	
Strong, Charles H.	June 25	p. d.	*4 00	Assistant weigher.	July 2	Examined and certified by board of examiners.	
Steers, James W.	June 25	p. d.	*4 00	Assistant weigher.	July 1	Examined and certified by board of examiners.	
Stratton, Elmer O.	May 18	1,400 00	Clerk.	June 1	Examined and certified by board of examiners; promoted October 1 to clerk, at \$2,000; entered service November, 1879, as clerk, at \$1,200.		
Sabuson, Frederick.	June 8	1,000 00	Assistant storekeeper at Castle Garden.	June 12	Never before board of examiners; was appointed messenger May, 1880, at \$840.		
Scotfield, Jesse.	May 8	p. d.	4 00	Inspector.	May 14	Examined and certified by board of examiners.	
Snow, Edward M.	May 27	1,200 00	Clerk.	June 1	Never before board of examiners; entered the service 1876 as messenger, at \$840; in April, 1879, made clerk and messenger, at \$1,000.		
Sherman, John S.	Apr. 8	p. d.	3 00	Watchman.	Apr. 22	Never before board of examiners.	

* When employed.

SCHEDULE A—Continued.

Name.	Date of nomination.	Salary.	Position.	Date of appointment.	Remarks.
Snyder, Benjamin	Mar. 27	p. d. \$3 00	Watchman	Apr. 1	Never before board of examiners.
Slater, Samuel M.	Feb. 13	p. d. 2 50	Night inspector	Feb. 16	Examined, not certified, by board of examiners; appointed four months and continued six months longer.
Saxton, Albert G. C.	Feb.	1, 600 00	Clerk	Feb. 16	Examined and certified by board of examiners; October 1, promoted to \$2,000 clerkship; entered service September, 1879, as clerk, at \$1,200.
Sammis, Nathan W.	Jan. 20	p. d. *3 00	Debuture inspector	Jan. 22	Examined and certified by board of examiners; appointed inspector, at \$4 per diem. April 7, on expiration of probationary term board declined to recommend permanent appointment.
Springsteen, Daniel S.	Jan. 16	p. d. 2 50	Night inspector	Jan. 22	Never before board of examiners; temporary; appointed for four months and continued six months longer.
Stebbins, Nicholas L.	Jan. 12	p. d. *3 00	Debuture inspector	Jan. 16	Never before board of examiners; previously employed as messenger.
Tirchitt, Ed. W.	July 13	p. d. *4 00	Assistant weigher	July 16	Examined and certified by board of examiners.
Thompson, Ezekiel R.	July 8	p. d. 4 00	Inspector	July 15	Examined and certified by board of examiners; temporarily appointed for three months and continued three months longer.
Tonhay, Saint Leeger	July 8	p. d. 4 00	Inspector	July 15	Never before board of examiners; temporary; appointed for three months.
Tillotson, Isaac, jr.	Mar. 10	1, 000 00	Engineer	Mar. 13	Never before board of examiners; entered service in 1875 as assistant engineer.
Thompson, Harry M.	Oct. 13	1, 200 00	Clerk	Oct. 18	Never before board of examiners; was appointed assistant weigher in April, 1879, from which he was transferred in October to clerk. (See note below.)
Thurber, Nelson	June 3	1, 200 00	Clerk	June 5	Examined but not certified by board of examiners; temporary; appointed for six months.
Thompson, Samuel H.	May 18	p. d. 2 50	Night inspector	May 26	Examined and certified by board of examiners.
Towner, James E.	Mar. 27	p. d. *3 00	Debuture inspector	Apr. 3	Examined but not certified by board of examiners; July 14, appointed inspector, at \$4 per diem, for three months; October 14, continued three months longer.
Thomas, William D.	Jan. 2	720 00	Fireman	Jan. 6	Never before board of examiners.
Ullman, William	Aug. 10	p. d. 3 00	Night inspector	Aug. 13	Never before board of examiners; temporary; appointed three months; continued three months longer.
Valentine, Benjamin S.	Jan. 15	p. d. 2 50	Night inspector	Jan. 19	Examined and certified by board of examiners.
Van Buren, Jno. H.	Aug. 6	p. d. 4 00	Storekeeper	Aug. 10	Examined and certified by board of examiners.
Voight, A. G.	May 27	p. d. 4 00	Special inspector	June 1	(See explanation accompanying this report.)
Van Lien, Henry	Oct. 21	p. d. 4 00	Inspector	Oct. 27	Never before board of examiners; temporary; appointed for three months and continued three months longer; ex-soldier.
Voorhees, Victor M.	Aug. 19	p. d. *3 00	Debuture inspector	Aug. 23	Examined, not certified, by board of examiners; temporary; appointed for three months and continued three months longer.
Vance, William G.	June 25	p. d. *4 00	Assistant weigher	July 1	Examined and certified by board of examiners.
Vanderbilt, George K.	Mar. 27	1, 200 00	Engineer	Apr. 2	Never before board of examiners.
Washington, Gratoit	Jan. 24	1, 600 00	Clerk	Feb. 1	Never before board of examiners; entered service in 1876 as clerk, at \$1,400; in 1878 salary increased to \$1,600, to which now restored.
Wild, Joseph M.	Jan. 12	900 00	Telegraph operator	Jan. 16	Never before board of examiners; entered service in 1866.
Watman, Henry	July 1	1, 400 00	Clerk	July 3	Never before board of examiners; temporary; appointed for three months; resigned July 31.
Williamson, Chris. T.	Feb. 12	1, 600 00	Clerk	Feb. 16	Examined and certified by board of examiners; May 1, promoted to \$2,000 clerkship; entered the service in 1874.
Wyatt, Jno. M.	Aug. 6	p. d. 4 00	Inspector	Aug. 10	Examined, not certified, by board of examiners; temporary; appointed three months; continued three months longer.
Walters, Jr., Samuel D.	Nov. 10	p. d. 3 00	Night inspector	Nov. 13	Never before board of examiners; temporary; appointed three months.

Name	Rank	Salary	Appointed	Terminated	Remarks
Watson, E. M.	Clerk	\$1,200 00	Oct. 4	Oct. 7	Never before board of examiners; temporary; appointed three months; never before board of examiners; entered the service in March, 1878, as assistant weigher; \$4 per diem when employed; transfer.
Williams, William H.	Inspector	p. d. 4 00	Aug. 5	Aug. 9	Examined and certified by board of examiners; served in Navy.
Wells, Winthrop	Watchman	p. d. 3 00	July 30	Aug. 2	Never before board of examiners; served in Navy.
Woodruff, A. M.	do	p. d. 3 00	July 19	July 21	Never before board of examiners.
Walsh, Jno. H.	Assistant weigher	p. d. 4 00	June 25	July 2	Examined and certified by board of examiners.
Wanser, Peter F.	Inspector	p. d. 4 00	May 18	May 24	Examined, not certified by board of examiners; temporary; appointed four months and continued three months longer.
Winslow, Francis D.	Clerk	1,400 00	Mar. 27	Apr. 1	Examined and certified by board of examiners; October 1, appointed clerk, \$2,000 per annum; entered service November, 1879, as clerk, at \$1,200.
Wilkes, Edward	Foreman asst. weighers	1,600 00	June 25	July 1	Examined and certified by board of examiners; entered the service April, 1874.
Woodward, John	Assistant weigher	p. d. 4 00	June 25	July 1	Examined and certified by board of examiners.
Watson, E. M.	Clerk	1,200 00	Apr. 23	May 1	Examined and certified by board of examiners.
Wagner, Mohlon M.	do	1,200 00	Apr. 16	Apr. 20	Examined and certified by board of examiners; appointed, October 1, clerk, \$1,400.
Webster, Cornelius H.	Watchman	p. d. 3 00	Feb. 14	Feb. 19	Examined, not certified, by board of examiners; July 21, appointed inspector, \$4 per diem, for three months and continued three months longer; temporary.
Whalen, Michael H.	Debuture inspector	p. d. *3 00	Jan. 30	Feb. 5	Never before board of examiners; appointed March 25, 1879, night inspector, \$2.50 per diem.
Wachter, Henry C.	do	p. d. *3 00	Mar. 4	Mar. 12	Never before board of examiners.
White, H. B.	Clerk	1,200 00	Jan. 2	Jan. 5	Examined, not certified, by board of examiners; temporary; February 19, salary increased to \$1,400 for six months and continued six months longer.
Weaver, George S.	do	1,200 00	June 23	June 30	Never before board of examiners; confidential clerk, collector's office; entered the service October, 1879, as clerk and messenger.
Young, George	Assistant storekeeper	1,200 00	Aug. 6	Aug. 10	Never before board of examiners; temporary office; authorized by department letter, July 16, 1880, "to serve during increase of business"; service now discontinued.
Zehdan, R. M.	Clerk	1,200 00	Mar. 27	Apr. 16	Never before board of examiners; entered service July, 1879, as messenger, at \$840, performing duty as clerk and messenger; his work proving so satisfactory, he was made clerk upon the recommendation of the deputy in charge.

NOTE.—The following named assistant weighers, who were serving under temporary appointment at the time of the adoption of the rules, were subsequently examined by the board of examiners, in connection with the weighers' force, while in the performance of duty, and were ordered to be permanently continued: William J. Willson, Frederick L. Skidmore, Harry M. Thompson, John McKenzie, Arthur M. Stambury, Henry Q. Ames, Harlan H. Howe, Almoro W. Gould, Benjamin Kirk, William S. Dick. *When employed.



REGULATIONS GOVERNING APPOINTMENTS AND PROMOTIONS IN THE CUSTOMS SERVICE AND SUBTREASURY IN THE CITY OF NEW YORK.

[Approved by the President, March 6, 1879.]

I. Every application for appointment to a vacancy in the lowest grade of any group in the offices of the collector and the surveyor of customs, the naval officer, the appraiser, and the assistant treasurer of the United States in the city of New York, must be made in the handwriting of the applicant to the head of the office in which employment is desired. It must state: (1) the position to which the applicant desires to be appointed;* (2) applicant's name in full; (3) place and date of birth; (4) legal residence, and how long it has been such; (5) education; (6) occupation, past and present; (7) whether ever employed in the civil service, and, if so, when, how long, in what branch and capacity, and reasons for leaving the service; and (8) whether ever in the regular or volunteer Army or Navy, and, if so, when, and in what organization and capacity.

II. The applicant must certify to having composed and written the application without assistance; to the truth of the statements which it contains; to being a citizen of the United States, and faithful to the Union and the Constitution; and, if ever in the regular or volunteer Army or Navy, to having been honorably discharged.

III. Every application must be accompanied by a certificate, signed by two trustworthy and responsible persons, well known in the community in which they reside, that the applicant is personally well known to them to be of good moral character and of temperate and industrious habits, and to be faithful to the Union and the Constitution of the United States.

IV. Every application must also be accompanied by the certificate of a practicing physician as to the applicant's general health and physical capacity to perform the duties of the position to which he desires to be appointed.

V. Applications filed previously to the adoption of these regulations must be renewed or perfected in accordance therewith to entitle them to consideration. No applications for appointment as day or night inspectors in the custom-house from persons under twenty-one years of age, or for other positions under these regulations from persons under eighteen years of age, will be considered.

VI. All applications upon their receipt will be carefully examined by the board of examiners, and those which do not conform in every particular to the foregoing requirements, and such as show that the applicants are manifestly not qualified for the duties of the position desired, will be rejected and the applicants so notified. All other applicants will be designated as eligible for examination, and will be so notified. Inasmuch as applications are to be made in writing, and each case is to be decided upon its merits, personal importunity will have no weight.

VII. Not less than five days prior to each examination a notification to appear at a time and place to be stated will be mailed to the eligible candidates, unless it shall be found impracticable to examine all of them, in which case a practicable number will be selected under the second regulation for the civil service, promulgated April 16, 1872, and notified to appear for examination. Those not selected for examination will remain on the eligible list.

VIII. All candidates for appointment to positions the annual salary of which is \$1,200 or more, who shall appear in accordance with such notification, will be subjected to a competitive written examination upon the following subjects:

(1) Penmanship; (2) writing and briefing letters; (3) elements of English grammar, chiefly orthography and syntax; (4) arithmetic: fundamental rules, fractions, percentage, interest, and discount; (5) elements of accounts and bookkeeping; (6) history and geography: general questions, principally such as relate to the United States; and (7) prominent features of the Government of the United States.

Candidates for appointment to positions the salary of which is less than \$1,200 will be examined in like manner upon the following subjects: (1) Penmanship; (2) copying; (3) elements of English grammar, chiefly orthography and syntax; and (4) fundamental rules of arithmetic.

Proficiency in penmanship, orthography, and punctuation will be determined principally by a review of the examination papers, and as far as possible the examination in all the branches will be confined to practical exercises.

*The positions for which applications may be made in the several offices are: Collector's and surveyor's office: (1) inspector, at salary of \$4 per day; (2) clerk, at annual salary of \$1,200; (3) clerk, at annual salary of less than \$1,200; (4) night inspector, at salary of \$2.50 per day. Naval office: (1) clerk, at annual salary of \$1,200; (2) clerk, at annual salary of less than \$1,200. Assistant treasurer's office: (1) clerk, at annual salary of \$2,000; (2) clerk, at annual salary of \$1,200; (3) clerk, at annual salary of less than \$1,200. Appraiser's office: (1) examiner, at annual salary of \$1,800 or more; (2) clerk, at annual salary of \$1,200; (3) clerk, verifier, or sampler, at annual salary of less than \$1,200; and openers and packers, at \$3 per day.

In examinations for appointments to positions requiring special or technical knowledge, such additions may be made by the board of examiners to the list of subjects as the nature of the case may require.

IX. The various subjects of the examination may be subdivided, if thought desirable, into classes, and to each subject or class a relative weight, according to its importance in the examination, will be assigned by each board of examiners. The mode of ascertaining the result of the examination will be as follows: The degree of accuracy with which each question shall be answered will first be marked by the board on a scale of 100. The average of the marks given to the answers to the questions in each subject or class will next be ascertained. Each average will then be multiplied by the number indicating the relative weight of the subject or class, and the sum of the products will be divided by the sum of the relative weights; the quotient will determine the candidate's standing in the examination. Relative weight will be assigned not merely to the special qualifications of the candidates, but to their general aptitude, as shown in the course of examination. Candidates will be examined during office hours, and in no case will their examination be continued more than one day.

X. The board of examiners will prepare a list of the persons examined in the order of their excellence, as proved by such examination, beginning with the highest, and will then certify to the head of the office the names standing at the head of such list, not exceeding three. When more than one appointment is to be made the vacancies will be numbered, and the first three names will be certified for the first vacancy, the remaining two and the fourth for the second vacancy, the remaining two and the fifth for the third vacancy, and so on for the whole number of vacancies; but if, after selecting one of any three certified for appointment, the head of the office shall object to another presentation of either of the remaining names, it shall not be again certified.

XI. The examination papers of any candidate who shall have passed a minimum standard of seventy per centum, but who shall fail to be appointed, will, if requested by the candidate, be brought into competition with those candidates who shall compete for vacancies of the same class and nature occurring within one year: *Provided, however,* That the candidate shall not have been specially objected to by the head of the office under the last preceding regulation.

XII. All examination papers will be filed, and will at all times be open to the inspection of those interested, under such restrictions as may be imposed by the head of the office.

XIII. There shall be one examining board for all appointments and promotions under these rules in the offices of the collector, surveyor, and naval officer, which shall consist of the surveyor and one representative to be nominated, each by the collector and the naval officer, and three alternates to be nominated, one each by the collector, the naval officer, and the surveyor: *Provided, however,* That in examinations for positions in the surveyor's office, the surveyor's alternate shall act on such board. The examining boards, in the offices of the assistant treasurer and the appraiser, shall consist of three persons, with three alternates to be nominated by the assistant treasurer and the appraiser, respectively. All nominations as members and alternates on the examining boards shall be submitted to the Secretary of the Treasury for his approval. The heads of the several offices shall constitute a board of revision and appeal, which, upon appeal from any person examined, or from any member of an examining board, shall revise the decision of said board.

XIV. Whenever the head of an office shall notify the board of examiners for such office that a vacancy, which he desires to fill, exists in any grade above the lowest, not excepted from the rules and regulations for the civil service, the board will fix a time for holding an examination for the purpose, and, at least five days before the same is to take place, will cause a notice to be posted in a conspicuous place in the office, stating the grade and group of the vacancy, the date of the examination, and that the vacancy is to be filled by a competitive examination of applicants from the next lower grade, unless none in such lower grade be found qualified, when those in the next lower grade may compete, or if there be none in any of the lower grades qualified, competition will be open to applicants. No person who has been examined in any grade for promotion, and failed to receive such promotion, shall again be admitted to examination within six months, but, in the mean time, his general average, as ascertained by such examination, may be brought into competition, as provided in Regulation XI.

XV. The examination will be held upon the general subjects fixed for examinations for admission to the lowest grade of the group, and upon such other subjects as the general nature of the business of the office, and the special nature of the position to be filled, may seem to the board of examiners to require. Due weight will be given to the efficiency with which the several candidates shall have previously performed their duties in the office; but no one who shall fail to pass a minimum standard of seventy per centum in the written examination will be certified for appointment.

XVI. If no applicants from within the group shall be found competent, an exami-

nation will be held of all who shall make application, in accordance with the regulations governing applications for admission to the office, after due public notice by the head of the office. The examination will be conducted in accordance with the provisions for admission to the office, as required by the fourth rule for the civil service promulgated December 19, 1871, but the nature of the examination will be the same as in any previous examination for the same vacancy.

XVII. The list of names from which the appointment is to be made will be prepared and certified in the manner provided for admission to the lowest grade.

XVIII. Persons employed in any of the offices to which these rules are applicable may be transferred, without examination, from one office to a grade no higher in another office, with the consent of the heads of the respective offices, and the approval of the Secretary of the Treasury.

XIX. Under the provisions of Rule II, of August 5, 1873, and the operation of these regulations, the power of suspension and of recommendation for discharge from the service shall remain with the nominating officer unrestricted. If, however, in his judgment it be deemed advisable, he may direct any person in his department to be cited before the regular examining board, and such board shall examine into and report upon the qualifications, efficiency, and general fitness for the position held, or for any position in the same or a lower grade, of the person so cited to appear.

XX. The sessions of the examining boards shall not be open to the public, but the board of revision and appeal may select such number of prominent citizens as may be deemed advisable, who shall have free access to the examining rooms, and who shall take no part in the conduct of the examination, but may, by inspection and inquiry, assure themselves regarding its thoroughness and impartiality, and may publicly certify the results of their inspection.

Seventh Rule for the Civil Service, under the Executive Order of April 16, 1872.

The appointment of all persons entering the civil service in accordance with these regulations (excepting persons appointed by the President, by and with the advice and consent of the Senate, postmasters and persons appointed to any position in a foreign country) shall be made for a probationary term of six months, during which the conduct and capacity of such persons shall be tested; and if, at the end of such probationary term, satisfactory proofs of their fitness shall have been furnished by the board of examiners to the head of the department in which they shall have been employed during said term, they shall be reappointed.

[N. Y. Cat. 1119.]

REGULATIONS GOVERNING APPOINTMENTS AND PROMOTIONS IN THE CUSTOMS SERVICE AND SUBTREASURY IN THE CITY OF NEW YORK.

Approved by the President, March 6, 1879, as amended with his approval, January 13, 1880.

I. Every application for appointment to a vacancy in the lowest grade of any group in the offices of the collector and the surveyor of customs, the naval officer, the appraiser, and the assistant treasurer of the United States in the city of New York, must be made in the handwriting of the applicant to the head of the office in which employment is desired. It must state: the position to which the applicant desires to be appointed; * (2) place and date of birth; (3) legal residence, and how long it has been such; (4) education; (5) occupation, past and present; (6) whether ever employed in the civil service, and, if so, when, how long, in what branch and capacity, and reasons for leaving the service; (7) whether ever in the regular or volunteer Army or Navy, and, if so, when, and in what organization and capacity; (8) applicant's name in full.

II. The applicant must certify to having composed and written the application without assistance; to the truth of the statements which it contains; to being a citizen

* The positions for which applications may be made in the several offices are:

Collector's and surveyor's office: (1) inspector, at salary of \$4 per day; (2) clerk, at annual salary of \$1,200; (3) weigher's clerk, at annual salary of \$1,200; (4) gauger's clerk, at annual salary of \$1,200; (5) night inspector, at a salary of \$2.50 per day, and clerk, at an annual salary of less than \$1,200.

Naval office: (1) clerk, at an annual salary of \$1,200; (2) clerk, at an annual salary of less than \$1,200.

Assistant treasurer's office: (1) clerk, at an annual salary of \$2,000; (2) clerk, at an annual salary of \$1,200; (3) clerk, at an annual salary of less than \$1,200.

Appraiser's office: (1) examiner, at an annual salary of \$1,800; (2) clerk, verifier, or sampler, at an annual salary of \$1,200; (3) clerk, verifier, or sampler, at an annual salary of less than \$1,200; (4) openers and packers, at a salary of \$3 per day.

of the United States, and faithful to the Union and the Constitution; and, if ever in the regular or volunteer Army or Navy, to having been honorably discharged.

III. Every application must be accompanied by a certificate, signed by two trustworthy and responsible persons, well known in the community in which they reside, that the applicant is personally well known to them to be of good moral character and of temperate and industrious habits, and to be faithful to the Union and the Constitution of the United States.

IV. Every application must also be accompanied by the certificate of a practicing physician as to the applicant's general health and physical capacity to perform the duties of the position to which he desires to be appointed: *Provided, however*, That no appointment will be made to any position in active out-door service unless a surgeon of the United States marine-hospital service shall certify that he has made a physical examination of the applicant and found him fit for such position. Such surgeon's examination may be postponed until required by the nominating officer.

V. Applications filed previously to the adoption of these regulations must be renewed or perfected in accordance therewith to entitle them to consideration. No applications for appointment as day or night inspectors in the custom-house from persons under twenty-one years of age, or for other positions under these regulations from persons under eighteen years of age, will be considered. In compliance with section 1031 of the Treasury Regulations now in force, persons over forty-five years of age are not eligible to any group the lowest grade of which is confined to persons receiving an annual salary of less than \$1,800. This prohibition, however, shall not be applied to those who have been honorably discharged from the service and are otherwise qualified.

VI. All applications, upon their receipt, will be carefully examined by the board of examiners, and those which do not conform in every particular to the foregoing requirements, and such as show that the applicants are manifestly not qualified for the duties of the position desired, will be rejected and the applicants so notified. All other applicants will be designated as eligible for examination, and will be so notified. Inasmuch as applications are to be made in writing, and each case is to be decided upon its merits, personal importunity will have no weight.

VII. Not less than five days prior to each examination, a notification to appear at a time and place to be stated will be mailed to the eligible candidates, unless it shall be found impracticable to examine all of them, in which case a practicable number will be selected under the second regulation for the civil service, promulgated April 16, 1872, and notified to appear for examination. Those not selected for examination will remain on the eligible list. If any person notified to appear shall be unable to do so on account of sickness or other causes, he must promptly advise the board of examiners, in person or by mail, of his inability to attend, and his name will remain upon the eligible list; but any person attending an examination will not be allowed to subsequently plead sickness or other disabling causes as an excuse for defects in examination.

VIII. All candidates for appointment to positions the annual salary of which is \$1,200 or more, who shall appear in accordance with such notification, will be subjected to a competitive written examination upon the following subjects: (1) Copying from dictation; (2) arithmetic; fundamental rules, fractions, proportion, percentage and interest, reduction; (3) elements of accounts and bookkeeping; (4) geography, history, and government; general questions, principally such as relate to the United States; (5) elements of English grammar, chiefly orthography and syntax; (6) writing and briefing letters; and (7) penmanship.

Candidates for appointment to positions, the salary of which is less than \$1,200, will be examined in like manner upon the following subjects: (1) Penmanship; (2) copying; (3) elements of English grammar, chiefly orthography and syntax; and (4) fundamental rules of arithmetic.

Proficiency in penmanship, orthography, and punctuation will be determined principally by a review of the examination papers, and as far as possible the examination in all the branches will be confined to practical exercises.

In examinations for appointments to positions requiring special or technical knowledge, such additions may be made by the board of examiners to the list of subjects as the nature of the case may require.

For temporary employment, to meet casual exigencies in the public business, or for special service as experts, appointments may be made without examination, but no such appointment shall be made for a term exceeding three months, which may be specially extended for a similar term only; and no such appointment shall be made to any regular or permanent position.

IX. The various subjects of the examination may be subdivided, if thought desirable, into classes, and to each subject or class a relative weight, according to its importance in the examination, will be assigned by each board of examiners. The mode of ascertaining the result of the examination will be as follows: The degree of accuracy with which each question shall be answered will first be marked by the board on a

scale of a hundred. The average of the marks given to the answers to the questions in each subject or class will next be ascertained. Each average will then be multiplied by the number indicating the relative weight of the subject or class, and the sum of the products will be divided by the sum of the relative weights; the quotient will determine the candidate's standing in the examination. Relative weight will be assigned, not merely to the special qualifications of the candidates, but to their general aptitude, as shown in the course of examination. Candidates will be examined during office hours, and in no case will their examination be continued more than one day.

X. The board of examiners will prepare a list of the persons examined in the order of their excellence, as proved by such examination, beginning with the highest, and will then certify to the head of the office the names standing at the head of such list, not exceeding three. When more than one appointment is to be made the vacancies will be numbered, and the first three names will be certified for the first vacancy, the remaining two and the fourth for the second vacancy, the remaining two and the fifth for the third vacancy, and so on for the whole number of vacancies; but if, after selecting one of any three certified for appointment, the head of the office shall object to another presentation of either of the remaining names, it shall not be again certified.

XI. The examination papers of any candidate who shall have passed a minimum standard of seventy-five per centum, but who shall fail to be appointed, will, if requested by the candidate, be brought into competition with those candidates who shall compete for vacancies of the same class and nature occurring within one year: *Provided, however,* That the candidate shall not have been specially objected to by the head of the office under the last preceding regulation. No candidate who, upon examination, has been marked below the minimum will be allowed to again compete within one year from the date of such examination, unless for admission to a lower group.

XII. All examination papers will be filed, and will at all times be open to the inspection of those interested, under such restrictions as may be imposed by the head of the office.

XIII. There shall be one examining board for all appointments and promotions under these rules in the offices of the collector, surveyor, and naval officer, which shall consist of the surveyor and one representative to be nominated, each by the collector and the naval officer, and three alternates to be nominated, one each by the collector, the naval officer, and the surveyor: *Provided, however,* That in examinations for positions in the surveyor's office, the surveyor's alternate shall act on such board. The examining boards, in the offices of the assistant treasurer and the appraiser, shall consist of three persons, with three alternates to be nominated by the assistant treasurer and the appraiser, respectively. All nominations as members and alternates on the examining boards shall be submitted to the Secretary of the Treasury for his approval. The heads of the several offices shall constitute a board of revision and appeal, which, upon appeal from any person examined, or from any member of an examining board, shall revise the decision of said board.

XIV. Whenever the head of an office shall notify the board of examiners for such office that a vacancy, which he desires to fill, exists in any grade above the lowest, not excepted from the rules and regulations for the civil service, the board will fix a time for holding an examination for the purpose, and, at least five days before the same is to take place, will cause a notice to be posted in a conspicuous place in the office, stating the grade and group of the vacancy, the date of the examination, and that the vacancy is to be filled by a competitive examination of applicants from the next lower grade, unless none in such lower grade be found qualified, when those in the next lower grade may compete, or if there be none in any of the lower grades qualified, competition will be open to applicants. In any examination for promotion, if the competitors from the next lower grade shall not exceed three in number, the board may, at its discretion, open the competition to the next lower grade, or below, as they may deem best; and furthermore, if such promotion would probably occasion vacancies requiring other promotions, the board may combine in one the necessary examinations for such promotions. No person who has been examined in any grade for promotion and failed to receive such promotion shall again be admitted to examination within six months, but in the mean time his general average, as ascertained by such examination, may be brought into competition, as provided in Regulation XI.

XV. The examination will be held upon the general subjects fixed for examinations for admission to the lowest grade of the group, and upon such other subjects as the general nature of the business of the office, and the special nature of the position to be filled, may seem to the board of examiners to require. Due weight will be given to the efficiency with which the several candidates shall have previously performed their duties in the office; but no one who shall fail to pass a minimum standard of seventy-five per centum in the written examination will be certified for appointment.

XVI. If no applicants from within the group shall be found competent, an examination will be held of all who shall make application, in accordance with the regulations

governing applications for admission to the office, after due public notice by the head of the office. The examination will be conducted in accordance with the provisions for admission to the office, as required by the fourth rule for the civil service promulgated December 19, 1871, but the nature of the examination will be the same as in any previous examination for the same vacancy.

XVII. The list of names from which the appointment is to be made will be prepared and certified in the manner provided for admission to the lowest grade.

XVIII. Persons employed in any of the offices to which these rules are applicable may be transferred, without examination, from one office to a grade no higher in another office, with the consent of the heads of the respective offices, and the approval of the Secretary of the Treasury.

XIX. Under the provisions of Rule II, of August 5, 1873, and the operation of these regulations, the power of suspension and of recommendation for discharge from the service shall remain with the nominating officer unrestricted. If, however, in his judgment it be deemed advisable, he may direct any person in his department to be cited before the regular examining board, and such board shall examine into and report upon the qualifications, efficiency, and general fitness for the position held, or for any position in the same or a lower grade, of the person so cited to appear. And furthermore, any person in the service engaged in active out-door duties, may be cited to appear before a surgeon of the United States marine hospital service, and be examined by such surgeon as to the physical abilities of such person to perform the duties of the position occupied or of a position of less exposure, if otherwise qualified.

XX. The sessions of the examining boards shall not be open to the public, but the board of revision and appeal may select such number of prominent citizens as may be deemed advisable, who shall have free access to the examining rooms, and who shall take no part in the conduct of the examination, but may by inspection and inquiry, assure themselves regarding its thoroughness and impartiality, and may publicly certify the results of their inspection.

SEVENTH RULE FOR THE CIVIL SERVICE, UNDER THE EXECUTIVE ORDER OF APRIL 16, 1872.

The appointment of all persons entering the civil service in accordance with these regulations (excepting persons appointed by the President, by and with the advice and consent of the Senate, postmasters and persons appointed to any position in a foreign country) shall be made for a probationary term of six months, during which the conduct and capacity of such persons shall be tested; and if, at the end of such probationary term, satisfactory proofs of their fitness shall have been furnished by the board of examiners to the head of the department in which they shall have been employed during said term, they shall be reappointed.

FOURTH REGULATION FOR THE CIVIL SERVICE UNDER THE EXECUTIVE ORDER OF APRIL 16, 1872.

The appointment of persons to be employed exclusively in the secret service of the government, also of persons to be employed as translators, stenographers, or private secretaries * * * may be excepted from the operation of these rules.

NINTH RULE FOR THE CIVIL SERVICE UNDER THE EXECUTIVE ORDER OF APRIL 16, 1872.

Any person who, after long and faithful service in a department, shall be incapacitated by bodily or mental infirmity for the efficient discharge of the duties of his position, may be appointed by the head of the department, at his discretion, to a position of less responsibility in the same department.

SEVENTH RULE FOR THE CIVIL SERVICE UNDER THE EXECUTIVE ORDER OF AUGUST 5, 1873.

Applicants for appointment as cashiers of collectors of customs, cashiers of assistant treasurers, cashiers of postmasters, superintendents of money-order divisions in post-offices, and other custodians of large sums of public money, for whose fidelity another officer has given official bonds, may be appointed at discretion; but this rule shall not apply to any appointment to a position grouped below the grade of assistant teller.

GROUPING.

OFFICES OF COLLECTOR AND SURVEYOR.

GROUP A.

- Grade 1.—Deputy collectors.
 2.—Deputy surveyors and clerks whose annual salary is \$2,500 or more.
 3.—Clerks whose annual salary is \$2,000 or more, but less than \$2,500.
 4.—Clerks whose annual salary is \$1,800 or more, but less than \$2,000.
 5.—Clerks whose annual salary is \$1,600 or more, but less than \$1,800.
 6.—Clerks whose annual salary is \$1,400 or more, but less than \$1,600.
 7.—Clerks whose annual salary is \$1,200 or more, but less than \$1,400.

GROUP B.

- Grade 1.—Weighers.
 2.—Assistant weighers and clerks whose annual salary is \$1,600 or more.
 3.—Assistant weighers and clerks whose annual salary is \$1,200 or more, but less than \$1,600.

GROUP C.

- Grade 1.—Gaugers.
 2.—Assistant gaugers and clerks whose annual salary is \$1,200 or more.

GROUP D.

Inspectors of customs.

GROUP E.

Night inspectors and clerks whose annual salary is less than \$1,200.

NAVAL OFFICE.

GROUP A.

- Grade 1.—Deputy naval officers.
 2.—Clerks whose annual is \$2,500 or more.
 3.—Clerks whose annual salary is \$2,000 or more, but less than \$2,500.
 4.—Clerks whose annual salary is \$1,600 or more, but less than \$2,000.
 5.—Clerks whose annual salary is \$1,200 or more, but less than \$1,600.

GROUP B.

Clerks whose annual salary is less than \$1,200.

OFFICE OF THE APPRAISER OF MERCHANDISE.

GROUP A.

Examiners of merchandise.

GROUP B.

- Grade 1.—Clerks whose annual salary is \$2,000 or more.
 2.—Clerks whose annual salary is \$1,800 or more, but less than \$2,000.
 3.—Clerks whose annual salary is \$1,600 or more, but less than \$1,800.
 4.—Clerks, verifiers, and samplers whose annual salary is \$1,400 or more, but less than \$1,600.
 5.—Clerks, verifiers, and samplers whose annual salary is \$1,200 or more, but less than \$1,400.

GROUP C.

Clerks, verifiers, and samplers whose annual salary is less than \$1,200.

GROUP D.

Openers and packers.

OFFICE OF THE ASSISTANT TREASURER.

GROUP A.

- Grade 1.—Officers and clerks whose annual salary is \$3,000 or more.
2.—Officers and clerks whose annual salary is \$2,500 or more, but less than \$3,000.
3.—Officers and clerks whose annual salary is \$2,000 or more but less than \$2,500.

GROUP B.

- Grade 1.—Clerks whose annual salary is \$1,800 or more, but less than \$2,000.
2.—Clerks whose annual salary is \$1,600 or more, but less than \$1,800.
3.—Clerks whose annual salary is \$1,400 or more, but less than \$1,600.
4.—Clerks whose annual salary is \$1,200 or more, but less than \$1,400.

GROUP C.

Clerks whose annual salary is less than \$1,200.

S. Ex. 61.—3

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