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REPORT

OF THE

Economy and Efficiency Commission

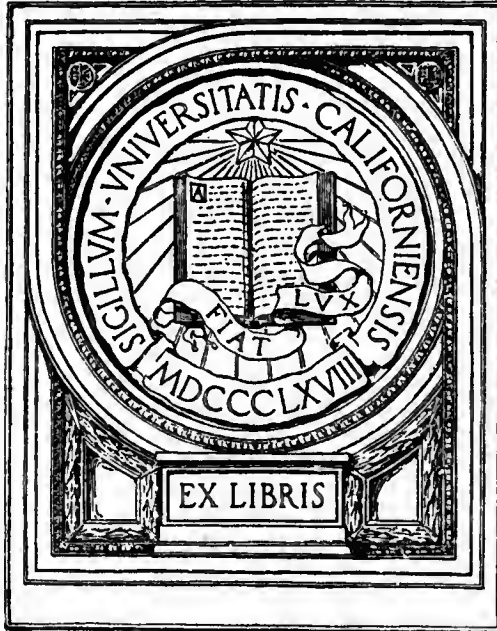
OF THE

COMMONWEALTH OF PENNSYLVANIA



HARRISBURG, PA.:
W. STANLEY RAY, STATE PRINTER
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REPORT

OF THE

Economy and Efficiency Commission

OF THE

COMMONWEALTH OF PENNSYLVANIA

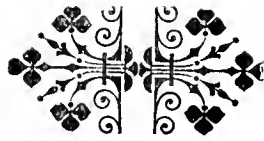


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A JOINT RESOLUTION

Authorizing the appointment and prescribing the duties of a commission to investigate and report on the number, character of duties, and compensation of persons, in the employ of the State Government; directing the co-operation of the various State Departments, boards, bureaus, and commissions; and making an appropriation.

Section 1. Be it enacted, &c., That the Governor is directed to appoint a commission to be known as the Economy and Efficiency Commission. It shall consist of three persons who are well versed in business and governmental affairs, and in systems of economy and efficiency in administration. Each member of the commission shall receive an annual compensation of three thousand dollars (\$3,000), and expenses actually and necessarily incurred in the performance of his duties. The commission may employ such clerical, stenographical, and other assistance as the work may demand. It shall be the duty of the Commission to investigate the number, character of duties and compensation of all persons in the employ of the State; and to ascertain and recommend what changes, if any, may be necessary to secure greater uniformity, economy, and efficiency in the work of the various departments, branches, bureaus, and commissions of the government of this State. Upon the completion of its work the Commission shall report thereon in writing, to the Governor, with such suggestions and recommendations as it may deem proper. Such report shall be made not later than the first day of November, one thousand nine hundred and fourteen; whereupon the work of the commission shall cease. The Governor shall transmit such report to the next General Assembly, with such recommendations as he may deem proper. It shall be the duty of the head of each department, bureau, commission, and other branch of the government to afford the Commission ample opportunity and facility in the performance of their work. The Auditor General shall detail at least one expert from his department to aid the commission in its labors.

Section 2. To carry out the purposes of this resolution the sum of twenty-five thousand dollars (\$25,000), or so much thereof as may be necessary, is hereby specifically appropriated for the use of the commission. Payment shall be made on order of the chairman of the commission, accompanied by itemized and verified vouchers and on warrant of the Auditor General.

Approved—The 25th day of July, A. D. 1913, except as to the item appropriating \$25,000 to carry out the purposes of this Resolution. This item is approved in the sum of \$10,000. I withhold my approval from the remainder of said appropriation because of insufficient State revenues

JOHN K. TENER.

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HARRY S. McDEVITT, Chairman

JACOB SOFFEL

WILLIAM H. FISHER, Secretary

THE ECONOMY AND EFFICIENCY COMMISSION
OF THE
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

LETTER OF TRANSMITTAL

December 24, 1914.

Honorable John K. Tener,

Governor of the Commonwealth of Pennsylvania,

Harrisburg, Pa.

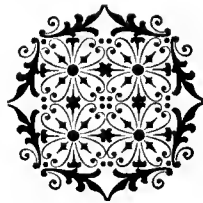
My Dear Sir:—The Economy and Efficiency Commission of the Commonwealth of Pennsylvania respectfully transmits herewith its report made pursuant to the provisions of an Act of the General Assembly entitled: "A Joint Resolution authorizing the appointment and prescribing the duties of a commission to investigate and report on the number, character of duties, and compensation of persons in the employ of the State Government; directing the co-operation of the various State Departments, boards, bureaus and commissions; and making an appropriation," approved the 25th day of July, A. D. 1913; also appendix showing the name of each employe of the State Government, the title of his or her position, duties performed and compensation received.

We have the honor to be, with great respect,

Very truly yours,

The Economy and Efficiency Commission
of the Commonwealth of Pennsylvania.

HARRY S. McDEVITT,
Chairman.



REPORT

The "Economy and Efficiency" Commission commenced its labors with the full knowledge that the task assigned it was stupendous, and early adopted a policy to regulate its investigations, deliberations and conclusions. That is to say, it studied the problems confronting it with the idea that economy was to prevent waste, eliminate duplication of work and prevent conflict of authority if found to exist. The Commission realized that the inauguration of a system of economy at the expense of efficiency would result in the accomplishment of neither.

In order to obtain information and data necessary to enable the Commission to understand in a comprehensive way the responsibilities, duties and internal organization of the various Departments, Boards and Commissions coming under its jurisdiction it inquired especially into the following subjects:

1. The Acts of Assembly creating and relating to the various Departments, also rules and regulations pertaining to or relating to the same.
2. The name, compensation received and duties actually performed by each employe, and the necessity for such employment.
3. Whether or not the position was created by statute, or was a temporary employment made by appropriation from session to session, or paid out of the fund commonly known as the Contingent Fund.
4. Obsolete Departments, Boards and Commissions.
5. Duplication of work and conflict of authority.
6. Methods of centralization and improvement.

It is universally understood in the business world that to command ability, thereby bringing into business enterprises efficiency, it is necessary to provide compensation commensurate with the responsibilities and duties imposed. This principle, however, is not to any great extent found in the administration of state governments.

Well regulated business enterprises in order to prevent waste and duplication of labor undergo a process of reorganization at least every decade, eliminating unnecessary divisions and departments and centralizing and consolidating others. Such a system is just as important, if not doubly important, in the administration of the affairs of a Commonwealth, the necessity for which is emphasized because of the establishment by the General Assembly from time to time of new Departments, Boards and Commissions.

With this thought in mind the Commission has recommended the consolidation of certain branches of the State Government, the elimination of others and the creation of new Departments with a view of putting State affairs on a sound businesslike basis; and it is believed that a study of its report which follows will prove its conclusions and recommendations to be sound and worthy of prompt and favorable legislative enactment.

CIVIL SERVICE

We have given the subject of Civil Service very careful consideration and feel satisfied that such a system established by law to control State positions would be to the best interests of the entire Commonwealth.

The conduction of such examinations should be delegated to the State Board of Examiners recommended in another chapter.

THE STATE BOARD OF EXAMINERS

As a result of every profession conducting its own examinations for admission to practice there is at present a multiplicity of Examining Boards and Commissions in this Commonwealth. Some of them are a source of considerable revenue, from which the Commonwealth derives no benefit. The payment of the fee charged in many instances imposes a hardship upon the applicant for examination, and in our judgment the practice should be discontinued.

We believe that if these examinations were all conducted by the State under one Board the cost would be materially decreased to the advantage of the applicants.

We, therefore, recommend:—

That a State Board of Examiners be created under the direction of the Governor and the State Board of Education, to replace and discharge the duties of the Board for the Examination of Accountant, the State Board of Examiners for the Registration of Nurses, the State Dental Examining Board, The Pharmaceutical Examining Board, the State Board of Veterinary Medical Examiners, the State Osteopathic Examining Board and the State Board of Undertakers.

That an Advisory Board be appointed, to consist of one certified public accountant, one registered nurse, the president of the Pennsylvania State Dental Society, one recognized Pharmacist, the Dean of the Veterinary Department of the University of Pennsylvania, the president of the Pennsylvania Osteopathic Association and the president of the State Association of Undertakers, all of whom should serve without compensation.

That the State Board conduct all examinations for State positions required by a Civil Service law recommended in another chapter.

That the board be authorized to employ expert examiners and given the right to seek the advice of experts in every line of professional activity.

RETIREMENT OF STATE EMPLOYEES

In many of the Departments of the State Government there are attaches who have devoted the best years of their lives to the State service. By reason of their long and faithful application to some particular work they have become unfitted for any other kind and are entirely dependent upon the State service for their existence.

We believe that individuals who have given the State such long and faithful service should enjoy the benefits of a Retirement Act.

We, therefore, recommend that legislation be enacted providing retirement on half pay for any State employe who shall have been in the service of the State for twenty-five or more consecutive years, or for any State employe who shall have reached the age of seventy years and been in the employ of the State for twenty or more consecutive years. The legislation should be such that the application for retirement could be made by the employe himself or by the head of his Department.

We recommend that such a retirement bill subject the beneficiary to such minor duties as the head of his former Department might, under extraordinary circumstances, assign to him.

STATUTES TO COVER POSITIONS

The statistics compiled by this Commission show at the present time that the State service consists of 5,152 positions. Of these 1,168 were created by Statute; 2,752 were created by Legislative Appropriation, and 1,232 are contingent or temporary positions. The total annual pay-roll of the Commonwealth is \$3,613,409.44. Of this amount \$2,000,560.00 is paid for the statutory positions; \$1,162,258.90 for those created by appropriation, and \$450,590.54 is paid from contingent funds.

In view of the large amount of money expended and the many positions required we recommend that legislation be enacted creating and fixing the salary of every position in every Department. We recommend discontinuing the practice of creating positions by simply increasing appropriations.

DUAL OFFICE-HOLDING

From time to time a number of State officials, both elective and appointive, have been given additional offices by legislative enactment. These officials have been designated because of the nature of their Departmental work.

We, therefore, recommend that legislation be enacted making such officials members ex-officio of such Boards and Commissions, and providing one salary for all services.

In some instances a subordinate holds several positions for which he receives additional compensation. In most cases this system has been an economical one. To provide each Board and Commission with the entire services of a clerk or secretary would have cost the State more than under the present system.

We, therefore, recommend that legislation be enacted combining offices wherever their duties are compatible and providing one salary for all services.

The Commission disapproves of the practice of using the contingent fund to increase the compensation of positions created by statute at a fixed salary. If present salaries are inadequate they should be referred to the General Assembly for readjustment.

OFFICE HOURS

In order to facilitate the convenience of the public having departmental business to transact, we recommend that all Departments be open for the transaction of official business from 9 a. m. till 5 p. m., with at least one hour for luncheon, five days in a week, and from 9 a. m. till 12 noon on Saturdays. Also that all Departments be closed on Saturdays during the months of July and August.

OFFICE ACCOMMODATIONS

The crowded condition of the Capitol makes it apparent that with the creation of new and the development of old Departments, additional office accommodations must be provided immediately.

At present the State has leases for offices in Harrisburg, outside of the Capitol building, aggregating approximately \$7,500.00 per annum.

We, therefore, recommend that the next session of the Legislature make an appropriation for the immediate erection of an office building within the area known as the Capitol Park Extension.

AN ACCOUNTING AND BOOKKEEPING SYSTEM

While the moneys of the Commonwealth are expended by many Departments, Bureaus and Commissions, this Commission sees no reason why the necessary accounting and bookkeeping should not be units of a uniform system. In many Departments where the accounting system is carried on upon a large scale, it is very complicated. This is the result of patching old systems when new ones should have been introduced.

We, therefore, recommend that legislation be enacted creating a Commission, consisting of the Banking Commissioner, the Auditor General and the State Treasurer, to investigate accounting and bookkeeping systems and to adopt one that can be used in all Departments of the State Government.

SEMI-MONTHLY PAY

An Act of the General Assembly approved April 24, 1913, reads in part as follows: "Each person, firm or corporation employing any person other than at an annual salary shall pay to such person his or her earnings or wages semi-monthly."

As practically all State employes are entirely dependent upon their salaries for their maintenance, we recommend that legislation be enacted extending the semi-monthly pay system to State employes.

PAY-ROLLS AND APPROPRIATIONS

It is our conclusion that all regular monthly salaries for attaches of State departments and institutions should be paid by checks issued by the Treasury Department. The present practice of all institutions and some departments paying with their individual checks is disapproved by this Commission.

In the case of the State institutions it has been the custom for the Auditor General's Department to audit the accounts quarterly and then to reimburse the institutions for their quarterly expenses. In consequence of this system these institutions have been obliged to borrow money at six per cent. interest to meet their current expenses and pay their monthly salaries. We believe that the State loses more on account of these six per cent. loans than it gains by keeping its money on deposit at two per cent. and paying it out quarterly.

We, therefore, recommend the immediate introduction of a system that will give State institutions monthly instead of quarterly allowances, so that they can meet their bills when due instead of borrowing money at the maximum rate of interest.

A CAPITOL POST OFFICE

The disposition of the incoming and outgoing mail for the State Departments would be greatly facilitated if the Capitol were provided with a sub-post office.

We recommend that the General Assembly petition the Federal Government to provide this accommodation.

THE GOVERNOR'S ELECTION

Section 4 of Article II of the Constitution provides: "The General Assembly shall meet at twelve o'clock noon on the first Tuesday of January, every second year and at other times when convened by the Governor, but shall hold no adjourned annual session after the year 1878."

Section 3 of Article IV of the Constitution provides: "The Governor shall hold his office during four years, from the third Tuesday of January next ensuing his election and shall not be eligible to the office for the next succeeding term."

Section 13 of Article III of the Constitution provides: "No law shall extend the term of any public officer, or increase or diminish his salary or emoluments, after his election or appointment."

The almost simultaneous convening of the General Assembly and the inauguration of the Governor cause considerable confusion every four years. We recommend that the General Assembly give serious consideration to the question of changing the election for Governor from the even to the odd numbered years. Such a change would give the Chief Executive the advantage of a year in office before confronting him with the task of making recommendations to the General Assembly as required under Section 11 of Article IV of the Constitution, which reads as follows: "He (the Governor) shall, from time to time, give to the General Assembly information of the state of the commonwealth, and recommend to their consideration such measures as he may judge expedient."

THE GOVERNOR

The Executive Department consists of eleven positions, nine of which were created by statute and two by contingent fund. In addition to this the Executive Controller's Department, which is directly connected with the Executive Department, has three positions, all created by statute. The combined salaries of these two Departments aggregate \$31,200.00 per annum.

The Constitution never intended that the Chief Executive should be called upon to discharge fiscal duties. They properly belong to the fiscal officers of the Commonwealth. In view of Section 10 of Article IV of the Constitution, which provides, "He (the Governor) may require information in writing from the officers of the Executive Department, upon any subject relating to the duties of their respective offices," we see no reason why he should be required to audit expenditures of any Department. Nevertheless, under present laws, he is obliged to approve the expenditures of many of the largest Departments, extending into millions of dollars annually, thereby robbing him of much time which should be his for deliberation upon executive problems for the development, prosperity and happiness of all the people of the State.

We recommend that all laws requiring the Governor to approve Departmental expenditures be amended, and that he be relieved from all such duties, which properly belong to the fiscal officers of the Commonwealth.

THE DEPARTMENT OF PUBLIC INSTRUCTION

The Department of Public Instruction, because it moulds the minds of those upon whom the future of this Commonwealth must depend, is probably the most important in the State Government.

The General Assembly has from time to time added Bureaus, Boards and Divisions to it, sometimes without regard as to whether or not there was an overlapping of purpose.

This Department should be afforded every facility for expansion in order to give every child the advantages of the best possible common school education. We feel that a reorganization of it and a readjustment of salaries commensurate with the duties and responsibilities imposed would increase its possibilities.

We, therefore, recommend:—

1. That the State Board of Education be authorized to reorganize the Department of Public Instruction.
2. That the question of vocational education be given most careful consideration by the reorganizing body, and that it be raised to the position it deserves in the educational work of the State.

THE PUBLIC SERVICE COMMISSION

The Public Service Commission should be given ample time to formulate comprehensive policies to secure from public utilities for the benefit of all the people of the State adequate service at reasonable rates.

A study of this Commission indicates that a sufficiently large appropriation was not made at the last session of the General Assembly to pay for the services and expenses necessary to properly perform all the duties imposed upon it.

THE STATE HIGHWAY DEPARTMENT

The present State Highway Department was reorganized under the Act of 1911, at which time the State took over for improvement and maintenance 8,827 miles of highways. The session of 1913 added approximately 1,200 miles to the routes indicated in the Act of 1911, making a total of about 10,000 miles of highway, the responsibility for the improvement and maintenance of which was imposed upon this Department.

Accordingly the Department was organized, comprehensive surveys were undertaken, and equipment was purchased, with the idea of building roads under a bond issue of \$50,000,000.00, resolutions having been passed by the 1911 and 1913 sessions of the General Assembly authorizing the submission of a constitutional amendment to the people of the State. This proposed bond issue having failed of ratification at the November election in 1913, the work of the Department will be interfered with, as appropriations in the future will necessarily have to be made out of current revenues.

Under the circumstances this Commission feels that it will be utterly impossible for the State, with any degree of efficiency, to improve and maintain highways other than those which represent the main or trunk lines. The responsibility for the improvement and maintenance of the smaller highways should be imposed upon the local authorities.

We, therefore, recommend:—

That the General Assembly consider promptly the question of re-routing State highways, in order that the duty imposed upon the State may be in accordance with anticipated revenues:

That the local authorities be required to improve and maintain the highways of lesser importance;

That sufficient appropriations be made for the completion of work heretofore started by the State Highway Department, and for the improvement and maintenance of the re-routed State highways above suggested.

CONSERVATION

As was pointed out in the introductory pages of this report one of the most important things aimed at in investigating the organization and administration of the various Departments composing the State Government was the elimination of duplication of work and encroachment of authority. A tangible example of such a state of affairs is presented by the Forestry Department, the Department of Fisheries and the Department made up of Game Commissioners. We feel that these three present similarity, both in the need of their creation and the duties prescribed and discharged by each.

To conserve and protect natural resources was the primary reason of the Legislature creating these respective Departments. In their infancy each one had its own field of activity. By steady growth and numerous additions they have reached such proportions that we feel their duties have become more or less interchangeable and that they should be combined under one head.

The Game Wardens should be of assistance to the Fish Wardens, and the Forest Rangers should be helpful to both. A combination of these three forces should prove beneficial to all. A combination of the protecting forces of these three Departments and the State Police would provide upwards of 500 men constantly on duty. A distribution of duties and the consequent elimination of duplication should prove valuable for the service and helpful for the public. Three forces working under one head should achieve better results than under the present system.

We, therefore, recommend that a Department to be called the Conservation Department be established, with a Commissioner at \$7,500.00 per annum, and that the Department of Fisheries, the Forestry Department and the Game Wardens be made subdivisions of the Conservation Department with a Director to receive \$3,000.00 per annum at the head of each division. Until a closer study can be made after consolidation we feel that the present forces (with the exception of such recommendations as we have made in discussing the individual Departments), be kept intact. As was pointed out before, the Fish and Game Divisions need but very little office force, while the Forestry Department, as at present constituted, has in our estimation a sufficient force to handle all its work.

We further recommend that an Advisory Commission, to be composed of one recognized forester, one expert fish culturist and one recognized game protectionist be appointed in an advisory capacity to the Conservation Commissioner.

FORESTRY

The Forestry Department consists of 157 positions, 4 of which were created by statute, 152 by appropriation, and one by contingent fund. The annual pay-roll aggregates \$140,050.00.

We feel that a Department the size of this one should have at least two traveling inspectors who should devote all their time to inspecting the work of the men in charge of the State forests. We do not believe that instructions such as these men need can be given by correspondence, nor do we feel that they can be given properly by any except experienced foresters.

One of the necessary elements of protection that we feel should be added to the forest service is the immediate erection and equipping of fire towers or forest look-outs. We believe that money expended along such a line of prevention will save thousands now expended for fighting fires.

We recommend that the force of foresters be increased to 75, and that each forester be provided with at least two forest rangers.

On account of the dissimilarity of conditions in the various forest reserves it is impossible to divide the entire State reservation into equal tracts. We believe, however, that a well wooded tract under the direction of one forester should not exceed 25,000 acres. In cases of barren hills such an area could, of course, be larger and the same care and protection afforded it by a small force.

FISHERIES

The Department of Fisheries consists of 42 positions, 3 of which were created by statute and 39 by appropriation.

The office force of this Department is, by reason of the nature of its business, very small. The field force is the large and important division. We feel that the salaries paid the Superintendent and assistants at the State Hatcheries are inadequate. Considering the demand for expert fish culturists we feel that it behooves the Commonwealth to provide adequate compensation for these officials before private interests entice them by increased salaries.

In view of the recommendations that we have made for combining the Departments of Fisheries, Forestry and Game Wardens, we feel that the present force of ten Wardens supplemented by the forces doing similar work in the other two Departments is sufficient.

GAME

The Department of Game Commissioners consists of 24 positions, 23 of which were created by statute and one by appropriation. The annual pay roll aggregates \$23,760.00.

The duties of the Game Wardens are so similar to those of the Fish Wardens and the Forest Rangers that we see no reason for increasing their number. We believe that the combination of these three forces and the assistance rendered by additional State Police will prove adequate to give the State game all the protection it needs. Cooperation between these branches of the State Government will bring about greater good and more lasting results than indiscriminate increasing of individual forces. We feel that there is unnecessary duplication of work and overlapping of authority by continuing these forces in separate fields, and that their immediate combination or consolidation is essential for the good of the public.

THE WATER SUPPLY COMMISSION

The Water Supply Commission consists of five members, three of whom receive \$3,000.00 each per annum, the Commissioner of Health and the Commissioner of Forestry, neither of whom receives compensation for this service. The force of the Commission consists of 71 positions, 5 of which were created by statute and 66 by appropriation. The annual pay-roll aggregates \$110,180.00.

In accordance with recommendations contained in the message of His Excellency the Governor of the Commonwealth to the last session of the General Assembly, comprehensive legislation was enacted to prevent such catastrophies as those at Johnstown and Austin, caused by reason of the failure of dams impounding large quantities of water, also in order that an inventory of the water resources might be taken to determine their best uses—imposing upon the Commission important duties and responsibilities. The study of this Commission has disclosed the fact that because of this legislation and increased appropriations the Commission has accomplished more during the years 1913-14 toward the conservation and equitable distribution of the waters of the State and the regulation of obstructions in, along and across the various water courses than during the entire previous history of its existence.

In order to prevent what appears to be duplication of work, certain duties now performed by the Water Supply Commission relative to the incorporation of water and water power companies, mergers and consolidations, and sales of property and franchises should be transferred to the Public Service Commission, and the Water Supply Commission should confine its activities to the improvement of stream regulation, including the supervision over obstructions placed in, along and across streams of the Commonwealth; the maintenance of a Hydrographic Division; the completion of the inventory of the water resources of the State, for the purpose of determining their best uses for all of the people, and the completion of the Pymatuning Reservoir Project.

This Commission, therefore, recommends:—

That the functions of the Water Supply Commission of Pennsylvania be confined to the inspection of existing dams; that no dam be erected in the future for the impounding or storing of water, or for the development of water power, without first making application to, and receiving the approval of said Commission, in accordance with such conditions as it may impose.

The improvement of stream regulation, including the supervision over all obstructions placed in, along or across the streams of the State.

The completion of an inventory of all the water resources of the State—authorized by the General Assembly of 1913.

The maintenance of a Hydrographic Division.

The completion of the Pymatuning Reservoir Project, for the storing and impounding of waters, in order to improve and regulate the flows of the Shenango and Beaver Rivers.

THE WATER WAYS

The Commonwealth of Pennsylvania is particularly fortunate in having natural waterway outlets at the eastern and western ends of the State. The Ohio River with its tributaries provides excellent facilities in the west, while the Delaware River in the east should be an avenue of commerce of which the entire State could boast.

Philadelphia is the logical outlet for a great export and the natural inlet for a great import trade. In fact, even the coastwise trade to and from Philadelphia could be increased three-fold if local conditions were improved. Existing conditions should receive the attention not only of the city of Philadelphia, but of the State and Federal Governments.

The port of Philadelphia is in need of improved terminal facilities; more wharves and docks; a deeper river and closer co-operation between shipping and railroad interests.

A study of the revenue derived from the port of Philadelphia by the Federal Government and a comparison of the same with the money expended by the Federal Government for improvements along the Delaware River is very interesting. In value of imports and exports of merchandise at Philadelphia during the year 1913, the city stood fifth in the list of Atlantic and Gulf ports. In tonnage it ranked second. The Custom duties collected that year at the port of Philadelphia totaled \$18,000,875.00.

For improving and maintaining the harbor of Philadelphia between 1890 and 1914 the combined city, state and Federal appropriations totaled \$17,000,293.00. Between 1836 and 1913 the appropriations for improving the Delaware River from Philadelphia to the sea, approximately 90 miles, aggregated \$17,000,523.

The Custom duties collected at this port during the year 1913 surpassed the entire amount appropriated by the United States Government for improving the Delaware River and Philadelphia Harbor during the preceding three quarters of a century.

Below Philadelphia the Delaware River has been improved to a depth of 30 feet at low water and is now being deepened to a depth of 35 feet at mean low water. It has a width of 800 to 1,200 feet. The city of Philadelphia is making minor improvements along the river front. The State of Pennsylvania has been very generous in dealing with the city and its river problems. We feel, however, that the day is at hand when the State must take the lead and improve her natural water courses in every particular.

We recommend that the State build wharves and warehouses provided with the best mechanical trans-shipping equipment; that she take steps for the completion and improvement of the belt line railway and its connections with wharves, warehouses and railroads; that she maintain wharves for transient or independent vessels; that she build a dry dock to accommodate ocean steamers of the largest type; that she keep the docks dredged and that she provide deeper channels in the Delaware and Schuylkill Rivers. If the initial steps for elaborate improvements are taken at this time, Philadelphia, with its natural advantages, will be restored to the position of commercial supremacy that she once occupied.

The opening of the Panama Canal will stimulate sea coast commercial activity. The tonnage on the Allegheny and Monongahela Rivers is steadily increasing. The handicaps to navigation in these channels are numerous. Their advantages as natural outlets for commerce are too great in number to be ignored. The improvement by the State of these natural advantages will enure to the benefit of all her people.

We, therefore, recommend liberal appropriations for the improvement of the waterways in the east, and the inauguration of a comprehensive system that will increase the facilities in the west.

THE TOPOGRAPHIC AND GEOLOGIC SURVEY COMMISSION

From a strictly economic point of view the importance of geologic work in the State should be proportionate with the mineral wealth, and the necessity for immediate work is indicated by the rate at which these resources are being exhausted. Compared with other states Pennsylvania occupies a position peculiarly its own as a mineral producer. In 1913 the total value of the mineral production of the State, excluding pig iron, coke and derived products, was \$500,923,377.00, almost four times that of West Virginia or Illinois, the second and third states in order of production. This output is almost one-fourth that of the entire United States.

In 1913 Pennsylvania produced over 173,000,000 tons of bituminous coal, about 700,000 tons each working day, equivalent to the exhaustion of 35,000 acres. It needs no prophet to see the rapid exhaustion of our best fuels. The end of the great Pittsburgh bed of coal, which has been called the most valuable mineral deposit in the United States, will be seen, experts predict, by a large portion of the present generation.

Pennsylvania owes its preeminent position as a mineral producer to its coal, but if all the coal production is disregarded, our own State will still continue the leading mineral producer, exceeding California in 1913 by over \$12,000,000.00.

Of the fourteen leading metals, fuels and structural materials, with a value of two-thirds of the total mineral output of the United States, Pennsylvania leads in seven, and is second in one. Of the remaining six, petroleum is the only mineral we produce.

The average mineral production per square mile of area in the United States in 1912 was \$530.00, while that of Pennsylvania was \$9,981.00 (in 1913 it was \$11,100.00), nineteen times the average and almost twice that of West Virginia, the second state on a basis of unit production.

The above facts not only serve to indicate the enormous quantity and value of the Pennsylvania minerals, but they equally show how fast this mineral wealth is being drawn upon and emphasize the increasing importance of careful study which will lead to true conservation.

Comparing the aid and assistance Pennsylvania and its adjoining States are giving toward the development and encouragement of the mineral industry, Pennsylvania falls far behind. The total appropriation for the current year for both topographic and geologic work is but \$15,000.00, which is \$0.33 per square mile, while in Ohio the appropriation is \$0.78, in Maryland \$1.22, in West Virginia \$1.24, and in New Jersey \$2.00 per square mile of area.

Comparing the several appropriations with the total mineral production we find the amount appropriated for each \$1,000 of output in New York is \$3.35, in Maryland \$1.37, in New Jersey \$0.45, in Ohio \$0.29, in West Virginia \$0.24 and in Pennsylvania but \$0.03.

The above comparisons show that while Pennsylvania stands at the top of the list as regards total mineral production, when compared with our neighboring states it stands at the bottom of the list as regards any attempt to maintain this ranking position. Our expenditures for the encouragement of our mining industries are but $1/8$ as much as West Virginia, $1/9$ as much as Ohio, $1/4$ as much as New Jersey, $1/40$ as much as Maryland, and but one per cent. of the amount expended by New York.

The importance of the completion of the topographic map of the State needs no argument. Slightly more than one-half of the State has been mapped. Under the provisions of the contract with the United States Geologic Survey that body pays one-half of the field and office expenses of this work and the entire cost of engraving the finished maps.

The present Topographic and Geologic Survey Commission of Pennsylvania was created in 1909, and since that time has received \$80,000.00 in appropriations. With these limited funds we feel that the Commission has made substantial progress.

We, therefore, recommend:—

That the present system of compensating the President of the Commission for perfunctory services be discontinued;

That the headquarters of this Commission be moved to Harrisburg;

That the General Assembly make a substantial appropriation in order to complete the topographic map of the State and to further the geologic work.

A PUBLICITY BUREAU

Pennsylvania should adopt more aggressive methods for keeping the public advised of her growth and development, her natural resources, her industrial prowess, her commercial strength, her geographical and climatic advantages, her agricultural superiority, her conservation policies, the accomplishments of her people and the protection afforded by her laws.

Every Department in the State Government is doing something of interest and benefit to the entire population of the State. It does not become a Commonwealth as great as Pennsylvania to forge steadily ahead in silence. We do not approve of carefully planned publicity campaigns, nor do we feel that she should resort to the every-day methods of commercial advertising. We are convinced, however, that Pennsylvania should give the public complete and timely information concerning things being done and accomplishments daily achieved within her borders.

The industrial activities and occupations peculiar to Pennsylvania provide in themselves a subject of world wide interest. The attention given the public schools and their development stands out conspicuously. This Commonwealth annually appropriates more for the support of

her educational institutions than half the States of the Union enjoy as their entire revenues. Her mining production equals approximately fifty per cent. of the output of the United States. Her charities are better cared for than elsewhere. Her legislation has been more progressive on sane lines than that of any other State. She is free of debt and does not collect one penny of land tax.

The Commonwealth of Pennsylvania is and always should be the leader in everything that is for the best interests of all her people. For that reason we recommend a Bureau of Publicity; one that could keep continually before the public what Pennsylvania is accomplishing, not only in her official or public capacity, but also in the private fields of commercial and industrial activity.

PUBLIC GROUNDS AND BUILDINGS

This Commission after careful study and consideration is convinced that the present system of purchasing supplies, under direction of the Board of Commissioners of Public Grounds and Buildings, and the erection of buildings and additions to existing and new State Institutions, under the direction of numerous and temporary Commissions created from time to time by the General Assembly, should be discontinued; and that these functions should be performed by a State Board of Public Property, to consist of three members, who should be required to devote their entire time and attention to the duties of the Board, one of whom should be appointed by the Governor, one by the Auditor General and one by the State Treasurer.

The approval of all supply contracts by the Governor, the Auditor General and the State Treasurer is required by Section 12 of Article III of the Constitution. It is a safeguard for the public, and this Commission is in entire accord with this provision.

The Board of Commissioners of Public Grounds and Buildings is composed of the Governor, the Auditor General and the State Treasurer. This Board has "entire control and supervision of the public grounds and buildings, including the Executive Mansion, and all the repairs, alterations and improvements made and all work done, or expenses incurred in and about such grounds and buildings, including the furnishing and refurnishing of the same, and are authorized to enter into contracts for stationery, supplies, furniture, fuel, repairs, alterations or improvements and other matters needed by the Legislature, the several Departments, Boards and Commissions of the State Government and Executive Mansion." The Board employs a Superintendent of Public Grounds and Buildings, and has 172 employees whose annual salaries aggregate \$173,560.00.

At present Commissions are at work considering the erection of a Pennsylvania Home for Inebriates, a Village for Feeble Minded Women, and an Industrial Home for Women. The Feeble Minded and Epileptic Institutions at Spring City and Polk are making extensive additions and considerable public money is being expended in the construction of a new Western Penitentiary in Centre County.

It is our opinion that all planning and building of State Institutions should be centralized in one body, as the employment of individual architects and other experts by each building Commission has developed into an expensive luxury.

When the Board of Commissioners of Public Grounds and Buildings was created the supply needs of the various Departments were slight. These have increased continually until this question is probably the most important one now imposed upon the Public Grounds and Buildings Commission. Section 12 of Article III of the Constitution provides: "All stationery, printing, paper and fuel used in the legislative and other departments of government shall be furnished, and the printing, binding and distributing of the laws, journals, department reports, and all other printing and binding, and the repairing and furnishing the halls and rooms used for the meetings of the General Assembly and its committees, SHALL BE PERFORMED UNDER CONTRACT to be given to the lowest responsible bidder below such maximum price and under such regulations as shall be prescribed by law." The detail incident to preparing schedules, receiving bids, awarding

contracts and purchasing supplies under them has become enormous. The members of the Board of Public Grounds and Buildings, by reason of their other important duties, are unable to give the matter of supplies the time and close attention it deserves. Therefore this responsibility is delegated almost entirely to the Superintendent of Public Grounds and Buildings.

The supplies furnished State Institutions have also received consideration. Their wants are identical, but the prices entirely different. In the matter of food stuffs the location naturally affects some Institutions. In the matter of staple supplies location should have no influence. If a central body purchased these supplies it is our opinion that the appropriations to these Institutions could be more economically handled. A central body could also be used as a clearing house for the products of State Institutions. Those that provide more food, livestock and workshop products than they require for their own needs could send them to another State Institution not so productive. This applies particularly to the new Western Penitentiary with its 5,000 fertile acres and its contemplated elaborate work shops.

We, therefore, recommend:—

That a Board of Public Property be created;

That the duties now imposed upon the Board of Commissioners of Public Grounds and Buildings be transferred to this Board of Public Property;

That the Board of Public Property be given supervision over the planning and erection of all State Institutions;

That the purchasing of supplies for all State Departments be imposed upon this Board of Public Property, and that the purchasing of supplies by the various Departments be discontinued;

That this Board be required to study the supply, furniture and equipment wants of the various State Institutions as well as their products in order to determine whether or not their purchase and distribution could be made more advantageously and more economically through such a centralized Board, and report the result of such study to the General Assembly;

That all contracts entered into by this Board in the matter of supplies or buildings be invalid until ratified by the Governor, the Auditor General and the State Treasurer.

The Commission has grave doubt as to the propriety of continuing the present system of requiring the Commonwealth to replace bridges destroyed by flood, fire or other casualty as it seems to be more in the interest of bridge building companies than the State.

A MULTIGRAPHING AND ADDRESSING DIVISION

If all the mechanical apparatus now distributed through the various Departments were assembled in one division and put at the service of one force for use by all departments, we feel confident that the State as a whole would get much better results than from the present un-systematic arrangement.

For instance, there are fifteen multigraphing and two printing machines scattered through the various Departments. There are eleven addressing machines and one graphotype or plate-making equipment. The cost of this entire equipment amounts to many thousand dollars. The statistics compiled by this Commission show that the 140,000 forms produced by all these machines in a month is far below the maximum output of such an elaborate equipment.

We, therefore, recommend:—

1. That all multigraphing and addressing equipment be centralized in one Division.

2. That a force of three experts be provided to handle the multigraphing and three to handle the addressing equipment.

3. That this division for multigraphing and addressing be made a part of the State Board of Property recommended in another chapter.

THE AUDITOR GENERAL'S DEPARTMENT

The Auditor General's Department consists of 76 positions, 72 of which were created by Statute and 4 by the Contingent Fund. The annual pay roll aggregates \$141,810.00.

The Auditor General's office was created by the Act of March 17, 1809, P. L. 71, and succeeded the Comptroller General and Register General created respectively by the Act of April 13, 1782, and the Act of March 28, 1789. The creating Act provided in part "From and after the first of May next there shall be appointed an officer to be called the Auditor General, who shall be invested with all the powers now possessed by the Register General, and shall perform all the duties, etc." The Comptroller General was authorized and empowered "to liquidate and settle, according to law and equity, all claims against the Commonwealth, . . . , for any purpose whatever." A later Act, approved April 4, 1792, provided "All public accounts shall be submitted to, and in the first instance examined, liquidated and adjusted by the Register General; and the Register General shall, after liquidation and adjustment of every such account, transmit the same, . . . , to the Comptroller General."

This dual arrangement of auditing the public accounts by the Register General and the Comptroller General has been continued by the Acts creating and regulating the Auditor General and now vests that authority in the Auditor General and State Treasurer. Section 3 of an Act approved March 30, 1811, provides "That when any public account is examined and adjusted, entered in the books of the office and signed by the Auditor General, it shall be submitted, . . . , to the State Treasurer for his revision and approbation." At the same time Section 5 of this Act provides that the State Treasurer shall return such public accounts submitted to him with his approval or disapproval, and in the event of these two officers failing to agree the said account shall be submitted to the Governor, whose decision shall be conclusive as to the said officers. It has not been necessary to submit such accounts to the Chief Executive on many occasions, but it appears to be a wise precaution on the part of the framers of the Act.

In addition to the auditing duties imposed upon the Auditor General and the State Treasurer by various Acts of the General Assembly they have also been invested with the authority to assess and collect taxes. The corporate taxes collected by this State comprise sixty per cent. of the State's revenue. The centralizing of these assessing, collecting and auditing duties in the Auditor General and State Treasurer places them in the anomalous position of assessing and collecting States revenues, disbursing them and then auditing the assessments and disbursements made and authorized by themselves. Centralization of authority and responsibility seems to have been carried to extremes in this matter.

Bouvier's Law Dictionary defines "Auditor": "An officer of the government whose duty it is to examine the accounts of officers who have received and disbursed public moneys by lawful authority."

Black's Law Dictionary defines "Auditor": "A public officer whose function it is to examine and pass upon the accounts and vouchers of officers who have received and expended public moneys by lawful authority."

Webster's Dictionary defines "Auditor": "A person appointed and authorized to audit and examine an account (or accounts), compare charges with vouchers, examine parties and witnesses, allow or reject charges and state the balance."

When these authoritative definitions are compared with the duties imposed upon and discharged by the Auditor General it is sufficient proof to justify a redistribution of duties.

When the vast amount of work entailed by the discharge of these duties is considered it is apparent that no man can discharge them with the highest efficiency.

We, therefore, recommend:—

That a Commission be created to be known as the State Tax Commission, composed of three persons, one to be appointed by the Governor, one by the Auditor General and one by the State Treasurer.

That the assessing and collecting of all State taxes be transferred from the Auditor General and State Treasurer to the Tax Commission.

That for the better auditing of the accounts of Institutions receiving State money the force of traveling auditors in the Auditor General's Department be increased.

THE ATTORNEY GENERAL'S DEPARTMENT

The Attorney General's Department consists of 11 positions, whose salaries aggregate \$36,250.00 per annum. As at present constituted, with its limited force, the Department has discharged its duties efficiently and creditably. Few Attorneys General have had more important legislation to pass upon than has the present incumbent of that office, and he has acquitted himself with credit and distinction.

On account of the limited force in this Department and the growing needs of the other Departments the practice of employing individual counsel for certain Departments has come into use. This Commission disapproves of this system. It is both expensive and unsatisfactory. The legal forces of this Commonwealth should be centralized in one Department, under one head. The outside service has cost as much during the past year as has the entire Attorney General's Department. In past years the collection of delinquent taxes has cost vast sums of money.

We, therefore, recommend that a Department of Justice similar to that operated successfully by the Federal Government be created by legislative enactment to take the place of the present Attorney General's Department and to provide all legal services for all Departments comprising the State Government.

We recommend the following force for the proposed Department:—

1 Attorney General,	\$12,000 00 per annum.
1 Solicitor General,	7,500 00 per annum.
5 Deputies,	5,000 00 each per annum.
5 Assistant Deputies,	3,000 00 each per annum.
5 Stenographers,	1,200 00 each per annum.
3 Law Clerks,	2,400 00 each per annum.
1 General Clerk,	1,800 00 per annum.
1 Messenger,	1,200 00 per annum.

In recommending that the Attorney General's Department be changed into a Department of Justice we have not lost sight of Section 8, Article IV, of the Constitution, which provides: "He (the Governor) shall nominate and by and with the advice and consent of two-thirds of all the members of the Senate appoint ..., ..., ..., an Attorney General during pleasure."

By changing the Attorney General's Department to a Department of Justice with an Attorney General at the head of it, subject to appointment by the Governor, such legislation would not be in conflict with the Constitution.

THE REVENUE AND FINANCE BOARD

One of the defects in the organization of a State Government is the creation from time to time of different Boards to transact similar business. There are, for instance, at the present time four Boards or Commissions with separate and distinct memberships dealing with questions affecting the finances and revenues of this State. They are the Board to License Private Bankers, the Board of Public Accounts, the Board of Revenue Commissioners and the Sinking Fund Commission.

The Board to License Private Bankers consists of the Banking Commissioner, the State Treasurer and the Secretary of the Commonwealth.



The Board of Public Accounts consists of the Auditor General, the State Treasurer, the Attorney General and a clerk who receives \$500.00 a year.

The Board of Revenue Commissioners consists of the Auditor General, the State Treasurer and the Secretary of the Commonwealth, who receive \$300.00 each per annum, and one clerk who receives \$1,000.00 per annum.

The Sinking Fund Commission consists of the Auditor General, the State Treasurer and the Secretary of the Commonwealth, who receive \$300.00 each per annum, and one clerk who receives \$1,000.00 per annum.

We, therefore, recommend that legislation be enacted consolidating these four Boards into one, to be called the Revenue and Finance Board, and to consist of the Auditor General, the State Treasurer, the Commissioner of Banking and the Attorney General; and that they be given the entire services of one clerk at \$1,800.00 per annum.

THE DEPARTMENT OF PUBLIC PRINTING AND BINDING

The Department of Public Printing and Binding consists of 14 positions, 7 of which were created by Statute, 3 by Appropriation and 4 by the Contingent Fund. The annual pay roll aggregates \$18,300.00.

The Superintendent of Public Printing and Binding must possess a thorough knowledge of printing, binding, engraving, embossing and the other branches of printing, as well as a general knowledge of the composition of papers.

We, therefore, recommend that the salary of the Superintendent of Public Printing and Binding be increased from \$3,000.00 to \$5,000.00 per annum.

Under the provisions of Article 3 of Section XII of the Constitution all printing and binding for the State must be done under contract. The length of this contract has been fixed by statutory enactment at four years. The vast amount of work required by the Commonwealth demands an expensive and complete equipment. The cost of this is so great that in the past few contractors have been able to meet the demand, and as a result the State's work has been greatly hampered. The needs of the Commonwealth in this direction are steadily increasing, and unless the Constitution is amended and the State establish its own printing plant, we believe that the only solution is an extension of the contract period.

We, therefore, recommend that hereafter all contracts for printing and binding be made for six instead of four years, so that successful contractors will be justified in furnishing equipment necessary to do the State's work.

We further recommend that legislation be enacted giving the Superintendent of Public Printing and Binding direct supervision over the printing and binding furnished for all State Institutions.

In another chapter we have recommended that the Superintendent be given additional authority in the matter of forms and letter heads for the Departments.

DEPARTMENTAL REPORTS

The annual reports published by the different Departments are for the purpose of informing the public, and for assisting the members of the General Assembly in determining the necessity for certain legislation.

The cost of printing and distributing these reports is out of all proportion to the value and importance of the information contained in them.

In view of the fact that under the present Constitution the Legislature meets biennially there does not appear to be any good reason why the cost of their issuance should not be reduced fifty per cent.

We, therefore, recommend that legislation be enacted requiring the various Departments to issue bi-annual instead of annual reports with June 1st as the beginning of the bi-annual period.

FORMS AND LETTERHEADS

The nature of the business transacted by many Departments in the State Government makes it necessary to adopt numerous forms. It has become the practice to print conspicuously on each one the name of the head of the Department. Frequent changes in elective and appointive positions have caused thousands of these forms to be wasted annually.

We, therefore, recommend that in all such cases the printing of officials' names on forms be discontinued. The title of the office is all that is necessary.

The dissimilarity of paper used for letterheads in the various Departments is also worthy of mention. As the present law does not give the Superintendent of Printing sufficient authority, we recommend that legislation be enacted authorizing him to standardize the paper used for all letterheads and forms.

We also recommend that legislation be enacted giving the Superintendent of Public Printing and Binding supervision over the printing and binding furnished State Institutions.

THE DEPARTMENT OF HEALTH

The Department of Health was created by an Act of the General Assembly of 1905.

The laws of Pennsylvania impose grave duties upon the Department and the Commissioner in preserving the purity of waters of the State, protecting the public health, suppressing epidemics of disease and in caring for indigent persons suffering from tuberculosis. In order to best meet these requirements, the Department has been organized in eight divisions, each having its peculiar duties to perform, each at the same time working in conjunction with the other divisions in the varying health problems which are constantly arising in a great Commonwealth.

The following divisions comprise the Health Department: The Medical Division, composed of an office force of twenty and a field force of sixty-six County Medical Inspectors and six hundred and eighty-two Health Officers; the Division of Laboratories and Experimental Station, with an office force of thirteen, bacteriologists, assistants, stenographers, clerks and helpers; the Division of Distribution of Biological Products, composed of a chief, two stenographers, two clerks and six hundred and sixty-seven distributors,—druggists in the various towns in the State who serve without compensation; the Division of Vital Statistics, under the State Registrar, with an office force of twenty-seven clerks and stenographers, and twelve hundred and fifty-six registrars and sub-registrars in the various registration districts of the State, paid by the counties or by special legislative appropriation; the Division of Sanitary Engineering, composed of forty-two engineers, assistants, draftsmen, stenographers and clerks, and fifty-nine inspectors; the Division of Accounting and Purchasing, with a chief and twenty-four bookkeepers, stenographers and clerks; the Division of Supplies, composed of a superintendent, a stenographer and three clerks; and the Division of Dispensaries and Sanatoria, employing an office force of ten, physicians, nurses and clerks. It has one hundred and ninety-seven physicians working in its one hundred and fifteen dispensaries and twenty nurses attending dispensary patients and doing sociological work. The Sanatoria at Mont Alto, Cresson and Hamburg employ twenty-four physicians, seventy-four nurses and four hundred and seventy-seven other help.

In addition to these several divisions, the Commissioner has an Assistant, a Secretary, a General Inspector, an Auditor, two stenographers, night clerk, messenger and janitor, whose work extends to all of the several divisions.

An additional division, to be known as the Bureau of Housing, authorized by an Act of 1913, is about to be established by the Commissioner of Health. It was not possible to start the work of this division earlier owing to the fact that no appropriation for such purposes had been made by the Legislature in 1913.

The work of the Department is operated on strictly business principles. The Health Officers, County Medical Inspectors and Dispensary Physicians are paid in fees for the hours actually engaged at their work, and the Medical Inspectors of Schools are paid according to the

number of school rooms they inspect. Every voucher for time or expense is carefully examined by competent auditors before it is paid or allowed to pass to the Auditing Divisions of the State.

Since 1905 the death rate from typhoid fever in Pennsylvania has decreased 67 per cent., and the general death rate has decreased from sixteen to fourteen per thousand population. This means a great saving of life and an increase of happiness to our people.

Pennsylvania's health laws and the organization of its Health Department have attracted the attention of the world. The trained organization of the Department of Health is of inestimable value in times of emergency occasioned by disasters which from time to time may visit our Commonwealth, as was illustrated at Austin in 1911, and on occasions when great crowds of people assemble, such as the Fiftieth Anniversary of the Battle of Gettysburg.

The Commission, therefore, recommends:—

1. That a liberal appropriation be made at the next session of the Legislature for the work of the Bureau of Housing in the Department of Health;

2. That a larger appropriation be made for medical inspection of schools, the rate which the Department of Health is able to pay under the present appropriation being hardly sufficient to recompense the inspector for the time that should be devoted to this very important work;

3. That the Commissioner of Health be authorized to extend the work of the dispensaries and the physicians and nurses connected therewith in preventive and sociological work to such communicable diseases other than tuberculosis as in the judgment of the Commissioner of Health might be included. With very little additional expense beneficial results might be thus secured for the people of the State;

4. That the capacity of the Sanatoria at Hamburg and Cresson be increased. The size of the waiting lists and the number of patients being treated at the Sanatoria indicate that greater benefits to the people of the State can thus be obtained with largely the same over-head charges and with a lower per capita cost of treatment.

THE HEALTH OFFICER OF THE PORT OF PHILADELPHIA

Because of the efficient work that is being done by the State Quarantine Board and the State Department of Health, in addition to the activity of the Federal officers who patrol the Delaware River, we feel that the position of Health Officer of the Port of Philadelphia is entirely unnecessary.

We recommend that the Statutes creating and regulating this office be repealed, and that all duties incident to or a part of that office be transferred by legislation to the State Department of Health.

THE STATE QUARANTINE BOARD

The State Quarantine Board consists of 7 members who serve without compensation. The Quarantine Station is located at Marcus Hook and the office in Philadelphia. There are twenty salaried positions connected with the Board, four of which were created by Statute and sixteen by appropriation. The annual pay roll aggregates \$21,520.00.

The cooperation at Marcus Hook between the State and Federal authorities has been advantageous to the entire State of Pennsylvania. We feel, however, that since the State Commissioner of Health is charged with the duty of protecting the health of the entire citizenship of the Commonwealth the Quarantine Station should also be under his direct supervision.

We, therefore, recommend:—

That legislation be enacted placing all work now carried on by the State Quarantine Board under the direct supervision of the State Commissioner of Health.

That the General Assembly provide a liberal appropriation for the immediate construction of proper and sanitary houses of detention at Marcus Hook.

THE DEPARTMENT OF AGRICULTURE

The Department of Agriculture, including the Bureau of Chemistry, but excluding the Dairy and Food Division, the Livestock Sanitary Board and the Division of Economic Zoology, consists of 32 positions, 18 of which were created by Statute, 13 by appropriation and one by the Contingent Fund. The annual pay roll aggregates \$56,880.00.

This Commission feels that maintaining a Board of Agricultural Instructors and Demonstrators, consisting of ten persons at \$2,100.00 each per annum, is not the best method for helping the agriculturists of the State. We believe that practical demonstrations are productive of better results than mere answering of questions. State College carries on a satisfactory course of this kind and there is no need for a Board to duplicate the work.

We, therefore, recommend that this Board be abolished; that four experimental farms be established, one in each corner of the State, and that a recognized expert agriculturist be placed in charge of each. We believe that the practical results thus obtained would be much more far-reaching and beneficial than the present system.

The Division known as the Farmers' Institute in this Department calls attention to the inspectors and demonstrators connected with the Division of Economic Zoology. The present staff of employed lecturers numbers thirty-four. Their charges vary from \$3.00 to \$8.00 each per day and expenses. The twenty-eight Nursery Inspectors and Demonstrators in the Division of Economic Zoology receive from \$1,200.00 to \$1,700.00 each per annum. During the closed months of the year these men are practically idle. It is our opinion that if they are worth retaining in the public service they should be assigned to the Farmers' Institute work.

We, therefore, recommend that these expert Nursery Inspectors and Demonstrators, who are familiar with the soil and products of Pennsylvania, be utilized by the Director of the Farmers' Institute, and that the services of imported lecturers be dispensed with.

We believe that the Dairy and Food Division and the State Livestock Sanitary Board call for work that concerns the health of the Commonwealth more than it does agricultural products. We have recommended in another chapter that these be made subdivisions of the State Department of Health.

THE DAIRY AND FOOD DIVISION

THE LIVESTOCK SANITARY BOARD

The Dairy and Food Division of the State Government is at present connected with the Department of Agriculture and consists of thirty positions, twenty-nine of which were created by Statute and one by Contingent Fund, with an annual pay roll of \$46,604.00.

The Livestock Sanitary Board is also a sub-division of the Department of Agriculture, and consists of 72 positions, 14 of which were created by Statute and 58 by appropriation. The annual pay roll aggregates \$95,170.00.

As indicated in our discussion of the Department of Agriculture, we feel that these two divisions should be connected with the State Department of Health instead of the Department of Agriculture. We feel that much of the inspection work of these two departments is carried on to a great extent by the Sanitary Inspectors of the State Department of Health. By adding these two divisions to the Department of Health, the combined force of inspectors from all three departments could perform more efficient service for the entire Commonwealth and eliminate expensive duplication.

The Health Department inspectors should handle the sanitary problems connected with dairy farms, and the Veterinarians the question of cattle.

The combination recommended above would also make possible the utilization of one laboratory by these three departments instead of the use of three or four scattered all over the State.

We, therefore, recommend:—

1. That the inspection force of the Dairy and Food Division so far as the regulation of food stuffs is concerned, be increased from 19 to 25, the salaries of the additional agents to be \$1,500.00 each per annum;

2. That legislation be enacted placing all the agents and inspectors of the Livestock Sanitary Board on one plane, and relieving the Department of its present handicap by having certain inspectors regulated as to their duties by Acts of the General Assembly. We feel that the assignment of duties should be made by the Head of the Department;

3. That legislation be enacted giving the Livestock Sanitary inspectors the same supervision over retail as they exercise over wholesale butchers and meat dealers. Under the present law these are exempted, and insanitary and unsatisfactory establishments are permitted to exist;

4. That legislation be enacted transferring the Dairy and Food Division and the Livestock Sanitary Division from the Department of Agriculture to the State Department of Health;

5. That the Commissioner of Dairy and Food and the State Veterinarian be made the heads of their respective divisions without the assistance of their advisory Boards.

THE DEPARTMENT OF LABOR AND INDUSTRY

The Department of Labor and Industry is less than two years old and consists of 94 positions, 75 of which were created by Statute and 19 by the Contingent Fund. The annual pay roll aggregates \$153,936.00.

This Department absorbed the Department of Factory Inspection and has made considerable progress along the new lines prescribed for its activity.

In view of the fact that the State Department of Health has developed a very satisfactory system for examining school children throughout the Commonwealth we recommend that the physicians employed for this work also be used by the Department of Labor and Industry to examine the children who apply for certificates entitling them to go to work at the age of fourteen.

The Bureau of Statistics has developed rapidly, and we feel embodies the foundation for considerable enlargement. All statistics should be compiled by this Bureau. It is duplicating work to permit the various Departments dealing with industrial service to compile separate statistics.

The Bureau of Inspection in this Department is an important one. The inspectors must anticipate conditions that might cause accidents or loss of life, and where such occur they must devise methods for preventing their recurrence. They should be men and women of sound judgment. The present force of fifty Inspectors is inadequate. In many districts the inspectors can make but one inspection a year. We feel that this is little better than no inspection.

We recommend doubling the present force of Inspectors and shifting them about from time to time. It is a mistake to keep any Inspector in the same district for too long a time.

We also recommend that the inspection of the products of mattress factories, and the sanitary condition of bake shops and ice cream plants be transferred to the Department of Health, where it properly belongs.

THE ADJUTANT GENERAL'S DEPARTMENT

The Adjutant General's Department is composed of 39 positions, of which 38 were created by Statute and one by the Contingent Fund. The annual salaries aggregate \$47,484.00.

The force in this office is inadequate and the compensation paid is not commensurate with the responsibility of the service performed.

We, therefore, recommend:—

That one clerk and one stenographer be added to the force.

That the salary of the Deputy Adjutant General be increased from \$2,500.00 to \$4,000.00 per annum; the salary of the bookkeeper from \$1,400.00 to \$1,800.00 per annum; and the salary of each stenographer to \$1,200.00 per annum.

THE BANKING DEPARTMENT

The Banking Department consists of 34 positions, 33 of which were created by Statute and one of which is paid from the Contingent Fund. This Department expends \$84,400.00 annually for salaries. The work requires eternal vigilance, for upon this Department the public must depend for the safety of its financial institutions. Its growth since its creation in 1892 is best shown by a comparison of figures compiled at that time with those available June 1st, of the present year.

The Institutions supervised by the Banking Department follow:—

	1892		June 1st, 1914
Banks,	84	Banks,	179
Savings Institutions,	16	Savings Institutions,	11
Trust Companies,	72	Trust Companies,	294
Total,	172	Total,	484

In 1892 the aggregate assets of these Institutions were \$310,807,411.88; on June 1, 1914, \$1,286,904,136.84.

The Trust Funds, kept separate and apart from the companies, in 1892 were \$20,685,480.31. On June 1st, 1914, Private Trust Funds aggregated \$1,121,981,228.44.

Corporate Trust Funds, not examined in 1892, but which now form a large part of the business of Trust Companies, amounted to \$3,621,860,075.56.

In 1892 the Capital invested represented \$44,934,641.68. On June 1st, 1914, \$120,467,819.95.

The Surplus Fund in 1892 was \$19,388,296.52. On June 1st, 1914, \$172,410,717.89.

The Undivided Profits in 1892 were \$12,890,144.10. On June 1st, 1914, \$33,509,249.25.

The Deposits in 1892 were \$201,795,429.28. On June 1st, 1914, they were \$923,269,499.71.

The number of deposit accounts under the supervision of the Examiners in this Department on June 1st, 1914, was 2,260,469.

The work of supervising Building and Loan Associations was made the duty of this Department by legislative enactment in 1895, at which time the number of Associations was 1,131 and the total assets \$99,519,917.50. Statistics for the year 1913 show that there are 1710 Associations at the present time with total assets of \$233,564,455.60.

In addition to the Building and Loan Associations this Department has been given supervision over the private bankers of the State. To date 108 licenses have been issued. At the present rate of increase this work will soon become of sufficient importance to demand the entire attention of several Examiners.

We, therefore, recommend that the force of Examiners be increased from 21 to 30, and that the rate of compensation for new Examiners be made the same as that of the old ones.

We also recommend that instead of the present expensive system of receiverships the Commissioner of Banking be authorized by legislative enactment to settle the affairs of Institutions that become impaired. This, we believe, would be a more expeditious and inexpensive manner of conducting the public's affairs.

We also recommend that the Department be given an additional Deputy at \$4,000.00 per annum and one additional clerk at \$1,400.00.

THE DEPARTMENT OF STATE FIRE MARSHAL

The State Fire Marshal's Department consists of 26 positions, 6 of which were created by Statute, 9 by Appropriation, and 11 depend upon the Contingent Fund. The Act creating this Department provides a per diem rate for the clerks. This, we believe, was intended to cover temporary and not permanent attaches.

With this Department still in its infancy we are reluctant to recommend additional power. We do recommend, however, that legislation be enacted abolishing the per diem basis of compensation and specifying an annual salary for each position needed for the efficient administration of the Department.

THE INSURANCE DEPARTMENT

The Insurance Department consists of 35 positions, 30 of which were created by Statute, 3 by appropriation, and 2 by the Contingent Fund. The annual pay roll aggregates \$74,360.00.

This Department was reorganized by the General Assembly of 1911, and under the circumstances we feel should be given adequate time to prove its efficiency. For that reason we withhold recommendations and criticism.

THE DEPARTMENT OF INTERNAL AFFAIRS

Inasmuch as one Legislature has spoken and expressed its approval of abolishing the Department of Internal Affairs, we feel this matter and the future of the Department is without the pale of our jurisdiction and should be left to the superior wisdom of the General Assembly soon to convene.

THE DEPARTMENT OF INTERNAL AFFAIRS

BUREAU OF STANDARDS

The Bureau of Standards in the Department of Internal Affairs consists of three offices, a chief, a stenographer and a clerk. The annual pay roll aggregates \$4,200.00.

The Bureau was created by an Act of the General Assembly of 1911, and its scope enlarged by an Act of 1913.

This Bureau exercises supervisory jurisdiction over the Sealers of Weights and Measures in the 67 counties of the State.

We recommend that the salary of the Chief of the Bureau be increased from \$2,000.00 to \$3,000.00 per annum; that the salary of the clerk be increased to \$1,800.00 per annum; and that the stenographer be continued at \$1,200.00 per annum.

THE DEPARTMENT OF MINES

The Department of Mines consists of 63 positions, 61 of which were created by Statute and two by the Contingent Fund. The annual pay roll aggregates \$167,436.00.

The Department is divided into an office force and a field force: the latter consisting of 21 Anthracite and 28 Bituminous inspectors, each of whom receives \$3,000.00 per annum for his services. In the examination of this Department it has come to our notice that the Anthracite inspectors are elected by the voters of the various Anthracite counties in the State. We regard this as a bad practice, and feel that men doing work of this kind should be appointed so as to enable them to devote their entire time to the discharge of their duties.

We, therefore, recommend that the law be amended so that Anthracite as well as Bituminous inspectors will be appointed by the Governor.

In the matter of Bituminous inspectors we feel that the increasing tonnage in that region warrants our recommendation to increase the number of inspectors from twenty-eight to thirty. Too much safety cannot be provided for the men who earn their livelihood beneath the surface of the earth, and the greatest precaution is a system of frequent and thorough inspection.

Large quantities of stone, slate, ore and other minerals are mined and quarried in this State with practically no supervision. These industries annually produce millions of dollars worth of

materials, and employ thousands of men in their operation. For the protection of these employees we recommend that legislation be enacted providing for two inspectors to supervise the mining and quarrying of all minerals other than coal. We recommend that the salaries of these be fixed at \$2,000.00 each per annum.

THE OFFICE OF THE SECRETARY OF THE COMMONWEALTH

The Department of State consists of 31 positions, 27 of which were created by Statute, and 4 by Contingent Fund. The annual pay roll aggregates \$49,568.00.

We have no criticism to offer of the organization or administration of this Department. We feel, however, that some of the salaries are inadequate.

The office of Corporation Clerk, for instance, is a very important one. Through his hands daily pass many applications for charters for corporations. The salary of \$2,200.00 per annum is, in our opinion, inadequate for such an office. We recommend that it be increased to \$4,000.00 per annum.

We also offer the following recommendations for increases in salaries:

Assistant Corporation Clerk,	\$1,800.00 to \$2,000.00 per annum;
Charter Clerk,	\$1,400.00 to \$1,600.00 per annum;
Registry Clerk,	\$1,500.00 to \$1,800.00 per annum;
Assistant Chief Clerk,	\$1,400.00 to \$1,800.00 per annum;
Assistant Commission Clerk,	\$1,400.00 to \$1,800.00 per annum.

THE DEPARTMENT OF STATE POLICE

The State Police Department, including officers, office force and field force, consists of 230 men. The annual pay roll aggregates \$234,950.00. Considering the vast amount of territory these minions of the law cover, the moral effect they have on the community in which they operate, and the protection they afford the entire State, the cost in comparison is infinitesimal.

We recommend that the present force be increased by two troops, or 110 men, and that the Department establish substations of three men each, twenty-five miles apart, throughout the entire State. This would provide patrols from each sub-station that would be in constant touch with the patrols from other sub-stations, thus providing a net work of sub-stations and patrols over the entire State with the exception of the larger cities.

These sub-stations could be established, and salaries and equipment provided for the additional troopers, for approximately \$90,000.00 per annum. We, therefore, recommend that the necessary legislation be enacted to provide for this increase.

An increased force of State Police would be invaluable to the Fire Wardens, Game Wardens, Forest Rangers and Fish Wardens. We believe that such a force would also put an end to the speeding automobiles that now make many of our highways extremely dangerous to pedestrians.

THE STATE TREASURY DEPARTMENT

The Treasury Department consists of 29 positions, 23 of which were created by Statute, 4 by appropriation and 2 by the Contingent Fund. The annual salaries aggregate \$55,444.00.

If the State Treasurer is to have the protection that he deserves in the disbursement of millions of dollars, the Auditor General's Department should be so constituted that it could give the accounts careful and prompt auditing. In our discussion of the Auditor General's Department we have recommended the removal of tax matters from that Department for that reason.

The General Assembly has from time to time imposed additional duties upon the State Treasury Department. This Commission has seen fit to recommend a semi-monthly pay system for State employees, which will increase the duties of the Treasury employees. In view of recent increases and the recommended change we feel that the force of this Department should be increased and that certain salaries should be readjusted.

The grade of employees in this Department must always be the highest, and the salaries should be commensurate with the qualifications required.

We, therefore, recommend that the following positions be created:—

1 Assistant Warrant Clerk, at.....	\$2,000 00
1 Assistant Appropriation Clerk, at.....	\$1,800 00

We also recommend increases in the salaries of the following positions:—

Corporation Clerk,	\$3,000.00 to \$3,500.00
Assistant Cashier,	\$2,500.00 to \$3,500.00
Assistant Corporation Clerk,	\$2,200.00 to \$2,500.00
Bond Clerk,	\$2,500.00 to \$3,000.00
Revenue Clerk,	\$1,600.00 to \$1,800.00
Warrant Clerk,	\$1,600.00 to \$2,400.00
Payment Clerk,	\$1,400.00 to \$1,800.00
Mailing Clerk,	\$1,500.00 to \$2,400.00

THE STATE BOARD OF PUBLIC CHARITIES

The State Board of Public Charities consists of eleven members, one of whom, the General Agent and Secretary, receives a salary of \$5,000.00 per annum. Under the Act of 1869, amended by the Act of 1913, this Board has unlimited authority to supervise the management of all charitable, eleemosynary and correctional Institutions within this State. Its employees number seven. The two assistant General Agents are required to make annual inspections of the Institutions receiving State aid.

When the size of this State and the number of Institutions annually examined are considered, it is apparent that a force of two inspectors is entirely inadequate. We, therefore, recommend that this force be increased to six; that two of them devote their time to hospitals, two to homes and the remaining two to correctional institutions. We also recommend that the districts covered by these inspectors be changed from time to time so that they will not examine the same institutions continually, and that they be relieved of all office duties.

Under the present system the supervision of the books and accounts of the various State-aided Institutions is left entirely in the hands of the traveling auditors of the Auditor General's Department. We have recommended elsewhere that this force of auditors be increased sufficiently to enable them to make monthly examination of these books.

THE STATE BOARD OF PUBLIC CHARITIES

THE COMMITTEE ON LUNACY

The Committee on Lunacy, which is composed of five members of the State Board of Public Charities and employs one secretary at \$3,000.00 per annum, one clerk at \$1,500.00 per annum, and one stenographer at \$1,000.00 per annum, is one of the most important Commissions now attending to State business. To it is intrusted the discharge of many important duties. The members of the Committee serve without compensation, and since the creation of this body have given the Commonwealth the benefit of untiring and efficient service.

Since the creation of this body, however, this branch of the State's care for her wards has greatly increased, and now calls for an increased force to properly carry it on.

We, therefore, recommend that the Commission be given the service of an expert investigator at an annual salary of \$5,000.00. The Secretary of the Board, by reason of the qualifications required to fill the office, is in position to render efficient assistance to the Investigator as well as to the State Insane Asylums.

We also recommend that legislation be enacted giving the Committee on Lunacy supervision over all State wards mentally defective.

THE STATE INSTITUTIONS

On account of the limited time afforded this Commission to conduct the investigations intended by the Joint Resolution creating it we were unable to give State institutions the thorough examinations that they merited. By propounding a series of questions, however, concerning their management and the salaries paid their attaches, and by examining the reports made to the State Board of Charities and the Auditor General, we have gained a general knowledge of the administration of this branch of the Government.

We were impressed with the fact that in most instances the boards of directors or trustees are secondary rather than paramount to the superintendents of the institutions. In several instances the latter have lost entire sight of the fact that they are public servants and that the institutions under their direction belong to the people. Their correspondence is indifferently treated, while visitors frequently have difficulty in securing even courteous treatment.

This kind of management is inexcusable. Efficiency at the sacrifice of courtesy should not be tolerated. Whether it is due to lack of legislation on the subject of the superintendent's tenure in office, or whether it is the personality in each instance we were unable to ascertain.

The question of supplies for these institutions has developed into a very important one. In most cases the general supplies are similar, but the prices entirely different.

There is also a great dissimilarity in the compensation paid attaches. We have not lost sight of the fact that individual merit and ability should be to a great extent the measure of payment, but we do feel that there should be some restriction on amounts to which these salaries may grow.

We recommend that the printing and binding required by State institutions be supplied by the Department of Public Printing and Binding in Harrisburg.

THE PENNSYLVANIA STATE COLLEGE

The Pennsylvania State College is a State institution founded under joint agreement between the Federal Government and the Commonwealth of Pennsylvania.

This college has in a large measure answered the demand of the poor boys of Pennsylvania for a higher education along certain lines. For this reason, coupled with the fact that as an educational institution it has made praiseworthy progress, we commend it.

The property connected with State College and owned by the same is valued at \$2,000,000.00. It includes approximately 1,200 acres of farm land which is utilized for the instruction of about 3,500 students in scientific agricultural, engineering and mining work. The agricultural training supplied by this institution is not restricted to the student body, but by a system of correspondence reaches a large part of the population of Pennsylvania.

The faculty of this institution consists of 260 persons. The average salary is \$1,256.00 per annum. The salaries are lower than those of most state colleges.

We, therefore, recommend that the trustees make such increases as are possible under existing conditions.

Much can be said in commendation of the Agricultural Experiment Station connected with the college. The co-operation of this station with the Dairy and Food Division of the State Government has brought about good results.

We also recommend that Forest Academy, now connected with State Forestry Department, be consolidated with State College.

While this institution has been successfully developed so far, we wish to caution the trustees not to advance along too many lines, but to bear in mind that State College was created primarily as an agricultural institution, and that its development should be principally along that line. It was never intended to assume the proportions of a university. There is plenty for it to do in its own restricted sphere.

In conclusion we recommend that the General Assembly continue to deal generously with this institution.

THE NEW WESTERN PENITENTIARY

In undertaking the construction of a modern penitentiary in Centre county, the Commonwealth of Pennsylvania has taken an important step toward improvement in the management of her penal institutions. The comprehensive plan on which this institution is being constructed provides for both outdoor and indoor employment for the inmates. The 5,000 acres of fertile land connected with the institution will be tilled by the inmates, and the products should supply the wants of many State institutions. The workshops, equipped with up-to-date apparatus, will not only provide employment but also instruction for the 1,200 inmates who will be transferred from the Western Penitentiary now located in Allegheny county.

The construction of this institution is being carried on under the direction of John Francies, Warden of the Western Penitentiary, and the plans are largely the product of his brain.

THE STATE'S INSURANCE

The geographical location of State institutions and State buildings relieves them from much of the danger to which other buildings are subjected. In spite of this they are all protected by elaborate insurance systems at an enormous cost.

The destruction of State institutions by fire is unknown in this State. Some of them have suffered loss from time to time, but to no appreciable extent. We see no reason why the Commonwealth of Pennsylvania should not carry its own insurance instead of supporting private enterprises.

We, therefore, recommend that the next General Assembly appropriate \$1,000,000.00 as the nucleus of a sinking fund; that the General Assembly of 1917 appropriate \$500,000.00 additional for this fund; and that immediately thereafter insurance policies on all State institutions be cancelled, and the sinking fund increased from time to time to such proportions as in the wisdom of the revenue and finance board (proposed in a previous chapter), would provide ample protection for the money invested in State property.

THE LEGISLATURE AND JUDICIARY

The resolution creating this Commission provides: "It shall be the duty of this Commission to investigate the number, character of duties, and compensation of all persons in the employ of the State."

On account of the limited time given the Commission to conduct its investigations, we have found it impossible to pursue our work beyond the Departments comprising the Executive branch of the Government. Most of the employees of the Legislative branch are paid on a per diem basis and the proper time to examine their efficiency and the economy of the system is during a session of the Legislature.

THE LEGISLATIVE REFERENCE BUREAU

The Legislative Reference Bureau consists of 21 positions, 19 of which were created by statute and two by the contingent fund. The annual pay-roll is \$30,360.00.

The assistance it gives the members of the General Assembly during the biennial session and the assistance it gives the public and the Departments of the State Government between sessions of the General Assembly is worth the money expended for its maintenance.

THE STATUTES-AT-LARGE COMMISSION

The work of compiling and publishing the Statutes-at-Large has been going on since 1891. Between 1891 and 1911 the appropriations for this work aggregated \$84,000.00. The Legislature of 1913 appropriated an additional \$5,000.00 to complete the work, which makes the total appropriation \$89,000.00.

The statutes when compiled will comprise sixteen volumes. The first volume has not yet been completed and is to contain the index. The fifteenth volume has just appeared. The first thirteen volumes cost approximately \$84,000.00, or \$6,461.00 per volume. The delay in publishing these statutes is, in the opinion of this Commission, without justification.

We, therefore, recommend that legislation be enacted repealing the acts concerning the Commission for the compilation and publication of the statutes-at-large and transferring the work to the Legislative Reference Bureau.

THE BOARD OF PARDONS

The Board of Pardons consists of the Lieutenant Governor, the Attorney General, the Secretary of the Commonwealth and the Secretary of Internal Affairs, each of whom receives \$500.00 per annum for his services; a secretary at \$1,000.00 per annum, a clerk at \$500.00 per annum, a recorder at \$500.00 per annum, a tipstaff and a messenger at \$400.00 each per annum.

We recommend that the office of secretary be continued at \$1,000.00 per annum, that the offices of recorder and clerk be combined at one salary of \$500.00, and that the offices of tipstaff and messenger be combined at one salary, namely, \$500.00. This force will be entirely adequate to take care of the clerical duties of the Board of Pardons.

THE STATE BOARD OF CENSORS OF MOTION PICTURES

The Pennsylvania State Board of Censors of Motion Pictures has been in existence so short a time, that in justice to the officials and subordinates we withhold criticism and recommendations.

THE ELEVATED AND UNDERGROUND PASSENGER RAILWAYS BOARD

The Board to pass upon the Necessity for the Construction of Elevated and Underground Passenger Railways, created by an Act approved June 20, 1901, and composed of the Governor, the Secretary of the Commonwealth and the Attorney General, who serve without compensation, and a clerk who receives \$750.00 per annum, should be abolished.

We recommend that the Public Service Commission absorb and discharge all duties that may have been imposed upon this Board, and that legislation to that end be enacted.

THE BOARD OF PROPERTY

The Board of Property, which consists of the Secretary of the Commonwealth, the Secretary of Internal Affairs and the Attorney General, and a clerk at \$400.00 per annum, is, in the opinion of this Commission, a body without duties to perform.

We, therefore, recommend that the act creating it be repealed and that all duties heretofore exercised by it be transferred by Act of the General Assembly to the Commissioner of Forestry.

THE COMMISSION OF SOLDIERS' ORPHAN SCHOOLS

The Commission of Soldiers' Orphan Schools is composed of eleven persons, who serve without compensation. The Commission has three employees, whose annual salaries aggregate \$3,150.00. The work of these employees has been reduced to a minimum and we, therefore, recommend that the Legislature consider the advisability of transferring the duties of this Commission to the State Board of Education and abolishing the clerical force now employed by it.

Respectfully submitted,

HARRY S. McDEVITT,
Chairman.

WM. H. FISHER,
Secretary.

JACOB SOFFEL,
Member.



APPENDIX

This Appendix is intended to show :

Reference to the Acts of Assembly, giving the years and page numbers, creating and relating to each Department.

The name, compensation received and position held by each officer and employee.

The Act regulating each position and indicating whether it was created by statute, by appropriation or by contingent fund.

THE ADJUTANT GENERAL'S OFFICE

THOS. J. STEWART, AD- JUTANT GENERAL (a), \$5,000.	ADJUTANT GENERAL'S OFFICE.	Benjamin W. Demming, chief clerk (a), .. \$1,800	Frederick J. Smith, bookkeeper (a), \$1,400 Stephen G. Glass, clerk (a), 1,400 Asael S. Vadkin, clerk (a), 1,400 Jacob B. Stauffer, clerk (a), 1,400 David C. Gotwals, stenographer (a), 1,000 Ralph L. Miller, stenographer (a), 900 James N. Robbin, stenographer (a), 900 John M. Kimmel, messenger (a), 1,000 Mrs. Maggie Boyer, janitress, 264
	FRANK D. BEARY, DEPUTY ADJUTANT GENERAL (a), \$2,400.	Enos M. Russell, attendant, flag room (a), \$800	
		National Guard Department,	Elmer E. Bitner, stenographer (c), \$900 Lawrence E. Showalter, clerk (c), 900 George W. Allen, clerk (c), 840
	STATE ARSENAL, LIVINGSTON V. RAUCH, KEEPER, (b), \$2,500.	William L. Hicks, foreman (b), \$1,200	John Gill, tent maker (b), \$1,000 John Keenan, tent maker (b), 1,000 Leo A. Luttringer, stockkeeper (b), 1,000 Lindsey J. McCleaf, shipping clerk (b), 1,000 Theobald S. Patterson, carpenter (b), .. 1,000 G. W. Green, carpenter (b), 900 Harry Millar, machinist (b), 1,000 Richard W. Hayward, painter (b), 900 M. Hollam, tailor (b), 900 Ralph C. Davies, canvassman (b), 900 G. Schellhas, canvassman (b), 900 John Whitmoyer, laborer (b), 900 Charles Simmons, laborer (b), 900 Joseph Bechtel, laborer (b), 900 Harry E. Eby, laborer (b), 900 Thomas D. Caldwell, watchman (b), 840 Thomas H. Clark, watchman (b), 840
		George G. Rote, bookkeeper (b), \$1,000 Frank E. Williams, clerk (b), 900 Edison Henry, clerk (b), 900 George P. Drake, stenographer (b), 1,000 Roy B. Blacksmith, stenographer (b), 900	
	STATE MILITARY BOARD (d).	Gen. Thos. J. Stewart, Adjutant General, \$600 Hon. Archibald W. Powell, Auditor General, 600 Hon. Robert K. Young, State Treasurer, .. 600	Benjamin W. Demming, recorder, (No salary).
	STATE ARMORY BOARD (e).	Hon. John K. Tener, Governor, (No salary) Gen. Thos. J. Stewart, Adjutant Gen- eral, (No salary) Gen. Albert J. Logan (f), \$1,200 Major Gen. C. R. Dougherty (f), 1,200 Brig. Gen. Wm. G. Price, Jr. (f), 1,200 Col. Louis A. Watres (f), 1,200 Col. Geo. E. Rickards (f), 1,200	Benjamin W. Demming, Sec'y to Board (f), \$100 mo. W. Edward Sieger, Steno. to Treas. (f), 25 mo. James N. Robbin, Steno. to Sec'y (f), 10 mo. John M. Kimmel, messenger to Board (f), 120 mo.

(a)—Act June 1, 1911, P. L. 624.
 (b)—Act June 1, 1911, P. L. 625.
 (c)—Act May 5, 1911, Sec. 31, P. L. 146.
 (d)—Act May 5, 1911, Sec. 36, P. L. 146.
 (e)—Board created by Act of May 11, 1905, P. L. 442.
 (f)—Act of Assembly, June 9, 1911.

THE BUREAU OF CHEMISTRY OF THE DEPARTMENT OF AGRICULTURE

N. B. CRITCHFIELD, SECRETARY OF AGRICULTURE.	JAMES W. KELLOGG, CHIEF CHEMIST, \$2,400.	Geo. G. Hutchison, general agent,	\$2,000
		V. B. Hausknecht, assistant chemist,	1,500
		J. E. Small, assistant chemist,	1,200
		H. E. Gensler, assistant chemist and seed analyst,	1,200
		W. E. Huber, laboratory assistant,	840
		John F. St. Clair, special agent,	1,500
		W. J. Stiteler, special agent,	780
		Frances Sawyer, stenographer,	720
		Ruth T. Meitzer, clerk,	540
		A. E. Berkheimer, charwoman,	360

This Division is operated under the Act of May 3, 1909, P. L. 395; Act of April 29, 1913, P. L. 123; Act of April 29, 1913, P. L. 127.

THE DAIRY AND FOOD DIVISION OF THE DEPARTMENT OF AGRICULTURE

N. B. CRITCHFIELD, SECRETARY OF AGRICULTURE.	JAMES FOUST, COMMISSIONER (j), \$4,000.	Mary E. Senman, secretary to Commissioner (k), ..	\$1,800
		J. Herbert Thomas, voucher auditor (k),	1,500
		W. H. Schwartz, editor of Monthly Bulletin (k), ..	1,500
		May V. Rhone, clerk (k),	1,500
		Alice Foust, clerk (k),	1,320
		William R. Swartz, messenger (k),	900
		Mrs. Marg. E. Miller, janitress,	204
		Hon. J. A. Langfitt, Sr., attorney (k),	2,100
		Hon. Chas. J. Roney, Jr., attorney (k),	2,100
		Hon. J. D. Hicks, attorney (k),	1,200
		Robert M. Simmers, agent (k),	1,800
		George M. Pelton, agent (k),	1,500
		H. L. Banzhoff, agent (k),	1,500
		E. D. Miller, agent (k),	1,500
		James McGregor, Sr., agent (k),	1,500
		Charles C. Linton, agent (k),	1,500
		Archie Billings, agent (k),	1,500
		W. F. Hill, agent (k),	1,500
		E. P. Jones, agent (k),	1,500
		Mrs. J. Jamison, agent (k),	1,180
		E. F. McCann, agent (k),	1,500
		J. B. Kienlewski, agent (k),	1,500
		M. J. Walsh, agent (k),	1,500
		John Jenkins, agent (k),	1,500
		James H. Gaunt, agent (k),	1,500
		R. G. Cahill, agent (k),	1,500
		W. E. Supplee, agent (k),	1,500
		H. M. Gooderham, agent (k),	1,500
Jere Brennan, agent (k),	1,500		

(a)—Act of March 13, 1895, P. L. 17-19.
 (j)—Act of June 27, 1913.
 (k)—Act of May 26, 1893.

THE STATE LIVESTOCK SANITARY BOARD OF THE DEPARTMENT OF AGRICULTURE

N. B. CRITCHFIELD, SECRETARY OF AGRICULTURE.

C. J. MARSHALL, STATE VETERINARIAN, (a. m.), \$4,000.

		John J. Kehoe, stenographer to Secretary (o),	\$1,200																				
		Mary E. Chadwick, chief stenographer (o), \$1,200.	<table border="0"> <tr> <td colspan="2">Stenographers, Class A (o):</td> </tr> <tr> <td>Sara G. Kauffman,</td> <td>\$900</td> </tr> <tr> <td>Ashton K. Kelley,</td> <td>900</td> </tr> <tr> <td>Jobu Snoddy,</td> <td>720</td> </tr> <tr> <td colspan="2">Stenographers, Class B (o):</td> </tr> <tr> <td>Alice B. Cusack,</td> <td>780</td> </tr> <tr> <td>Hannah Crump,</td> <td>780</td> </tr> <tr> <td>Jean Ranch,</td> <td>780</td> </tr> <tr> <td>Sara Weitzel,</td> <td>720</td> </tr> <tr> <td>Mary E. Lutes,</td> <td>600</td> </tr> </table>	Stenographers, Class A (o):		Sara G. Kauffman,	\$900	Ashton K. Kelley,	900	Jobu Snoddy,	720	Stenographers, Class B (o):		Alice B. Cusack,	780	Hannah Crump,	780	Jean Ranch,	780	Sara Weitzel,	720	Mary E. Lutes,	600
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Sara Weitzel,	720																						
Mary E. Lutes,	600																						
T. E. Munce, Deputy State Veterinarian (c), \$3,000			<table border="0"> <tr> <td colspan="2">Clerks, Class A (o):</td> </tr> <tr> <td>Mary M. Burkholder, ...</td> <td>900</td> </tr> <tr> <td>E. Celia Hinkley,</td> <td>900</td> </tr> <tr> <td colspan="2">Clerks, Class B (o):</td> </tr> <tr> <td>Martha N. Buchner, ...</td> <td>720</td> </tr> <tr> <td>Dorothy H. Dyer,</td> <td>720</td> </tr> <tr> <td>Katherine R. Spoffard, ..</td> <td>720</td> </tr> <tr> <td>Mabel P. Shelley,</td> <td>720</td> </tr> <tr> <td>Elizabeth I. Wingard, ..</td> <td>720</td> </tr> </table>	Clerks, Class A (o):		Mary M. Burkholder, ...	900	E. Celia Hinkley,	900	Clerks, Class B (o):		Martha N. Buchner, ...	720	Dorothy H. Dyer,	720	Katherine R. Spoffard, ..	720	Mabel P. Shelley,	720	Elizabeth I. Wingard, ..	720		
Clerks, Class A (o):																							
Mary M. Burkholder, ...	900																						
E. Celia Hinkley,	900																						
Clerks, Class B (o):																							
Martha N. Buchner, ...	720																						
Dorothy H. Dyer,	720																						
Katherine R. Spoffard, ..	720																						
Mabel P. Shelley,	720																						
Elizabeth I. Wingard, ..	720																						
		M. C. Rutterworth, Auditor (o), \$1,200.																					
		George K. Richards, messenger (o),	900																				
		Harry U. Myers, night watchman (o),	900																				
		Lillian Potter Janitress (o),	600																				
Russell T. Whitsom, clerk to veterinarian (c),	1,200																						
Adeline V. Greathead, stenographer to veterinarian (c),	900																						
Carl W. Gay, Director, Horse Breeding Division (o),	\$1,500	Almee Stone, stenographer (o),	\$1,200																				
R. M. Staley, Director, Division of Transmissible Diseases (o),	2,400																						
W. S. Gimper, Director, Division of Milk Hygiene (o),	2,400	Louis A. Klein, Director of Milk Hygiene Laboratory (o),	No salary.																				
		H. C. Campbell, Associate Director (o),	\$1,000																				
		M. F. Barnes, V. M. D., laboratory assistant (o),	1,800																				
		Fred E. Boerner, Jr., V. M. D., laboratory assistant (o),	1,500																				
		B. M. Underhill, V. M. D., laboratory assistant (o),	1,440																				
		E. L. Stubbs, V. M. D., laboratory assistant (o),	1,200																				
J. B. Hardenbaugh, Director of Laboratory (o),	2,400	W. J. Crocker, V. M. D., laboratory assistant (o),	350																				
		Joseph Doyle, laboratory assistant (o), ..	120																				
		Linda Hill, laboratory assistant (o),	780																				
		Edward Redowitz, laboratory assistant (o),	840																				
		George Schwartz, laboratory assistant (o), ..	480																				
		John Kazenwadel, laboratory assistant(o), ..	600																				
		George W. Smith, janitor (o),	600																				
		S. E. Bruner, V. M. D.																					
		A. O. Cawley, D. V. S.																					
		H. R. Church, V. S.																					
		Chas. S. Gelbert, V. M. D.																					
		G. M. Graybill, V. M. D.																					
Meat Hygiene Agents each (n),	1,800	M. P. Hendricks, V. S.																					
		D. E. Hickman, V. M. D.																					
		Ira Mitterling, V. M. D.																					
		Otto G. Noack, F. U. S., C. V. A.																					
		John H. Turner, V. M. D.																					
Dr. P. K. Jones, agent in charge Pittsburgh office (o),	\$2,000																						
Dr. Joseph Johnson, agent in charge Lancaster office (o),	2,000																						
Dr. D. B. Fitzpatrick, agent in charge Philadelphia office (o),	2,000																						
Howard Rhoads, farm foreman (o),	600																						
		Warren T. Edwards, V. M. D.,	\$1,500																				
		J. O. Reed, V. M. D.,	1,800																				
		Williams V. McGroarty, V. M. D.,	1,800																				
		H. B. Mitchell, V. M. D.,	1,800																				
		Chas. O. Nehaus, V. M. D.,	1,800																				
		W. H. Ridge, V. M. D.,	1,800																				
		Fred'k Stehle, Jr., V. M. D.,	1,800																				
		H. W. Turner, V. M. D.,	1,800																				
		John Winstanley, V. M. D.,	1,800																				
Field Agents (o),		J. D. Hamlin,	1,200																				
		Baynton Hickman,	1,080																				
		J. L. Passmore,	1,200																				
		A. W. Pfarr,	780																				
		Harvey Roberts,	720																				
		E. A. Seaman,	1,200																				
		J. B. Stevin,	1,200																				

(a)—Act March 13, 1895, P. L. 19.
 (m)—Act June 27, 1913, P. L. 641.
 (c)—Act May 25, 1907, P. L. 257.
 (o)—Act July 22, 1913, P. L. 928.
 (n)—Act May 25, 1907, P. L. 234.

THE DIVISION OF ZOOLOGY OF THE DEPARTMENT OF AGRICULTURE

<p>N. B. CRITCHFIELD, SEC- RETARY OF AGRICUL- TURE.</p>	<p>H. A. SURFACE, ECO- NOMIC ZOOLOGIST (a), \$4,000.</p>	<p>John K. Musgrave, Asst. Eco- nomic Zoologist (p), \$2,000. Nursery and Orchard Inspection Service.</p>	<p>Miss H. M. Nesbit, stenographer (1), \$900 Miss M. E. Evans, stenographer (1), 600 E. B. Engle, chief nursery inspector (1), 1,700</p>	<p>B. P. Allaman, \$1,500 P. T. Barnes, 1,500 M. L. Benn, 1,500 James Bergy, 1,500 E. C. Bowers, 1,500 J. S. Briggs, 1,320 A. W. Buckman, 1,320 W. H. Bullock, 1,560 J. W. Cox, 1,560 Carl Ebert, 1,560 F. R. Fertig, 1,560 A. C. Flinn, 1,560 T. C. Foster, 1,560 C. T. Fox, 1,560 Orchard Inspectors (5), } F. L. Holdridge, 1,440 S. W. Kerr, 1,440 D. A. Knuppenburg, 1,560 E. L. Lohx, 1,560 B. S. Moore, 1,560 D. E. Murray, 1,560 E. F. Pierce, 1,560 M. E. Shay, 1,560 G. B. Stichter, 1,560 H. E. Taylor, 1,440 J. C. Willson, 1,560 Francis Windle, 1,560 G. W. Martin, 1,200 S. H. Wertz, 1,200 J. S. Hochlander, 1,200</p>
		<p>Miss A. L. Boyer, clerk, in charge Bee Inspection Service (1), \$720</p>		
		<p>V. A. E. Daecke, clerk (a), 1,500 Insect Collection and Classification Service.</p>		<p>H. B. Kirk, clerk (1), \$1,500</p>
		<p>Miss K. F. First, stenographer (p), \$1,200 J. C. Simmons, messenger (p), 900 Mrs. Lizzie Eitla, janitress, 72 Mrs. Lillian Symonds, janitress, 150</p>		

(a)—Act March 13, 1885, P. L. 17-19.
(p)—Act May 4, 1906.
(1)—General Appropriation Act, P. L. 776.
(5)—Nursery Inspection Fund.

THE OFFICE OF THE ATTORNEY GENERAL

JOHN C. BELL, ATTORNEY GENERAL (a),	\$12,000	Jesse E. B. Cunningham, First Deputy Attorney General (b),	\$5,000
		William M. Hargest, Second Deputy Attorney General (b),	4,250
		Morris Wolf, Third Deputy Attorney General (b),	3,500
		Guy H. Davies, chief clerk (b),	2,400
		Charles P. Adams, law clerk (b),	2,400
		Howard M. Hoke, private secretary (b),	2,000
		Marion G. Raymond, stenographer (b),	1,800
		Caroline B. Haffleigh, stenographer (b),	1,200
		Margaret Tilghman, stenographer (b),	1,200
		Daniel W. Brubaker, messenger (b),	1,100
		Lorenzo Taylor, janitor (c),	240
		Maria Foulke, janitress (c),	180

(a)—Act of April 21, 1857, P. L. 266.

(b)—Act of April 29, 1913, P. L. 131.

(c)—Contingent Fund.

THE BANKING DEPARTMENT

WILLIAM H. SMITH, COMMISSIONER OF BANKING (a, b), \$6,000.	JOHN W. MORRISON, DEPUTY COMMISSIONER (b), \$3,000.	W. O. Kennedy, chief clerk (e),	\$1,800	I. K. Reifsnider, clerk (b, f, g),	\$1,400
		James A. McGlinchey, bank examiner (d),	\$2,400	J. W. Crider, clerk (b, f, g),	1,400
		Albert L. Taber, bank examiner (b, h, k),	3,000	J. V. Miller, clerk (b, f, g),	1,400
		Joseph H. Riley, bank examiner (b, h, k),	3,000	O. G. Brown, clerk (b, f, g),	1,400
		John C. McClain, bank examiner (b, h, k),	3,000	H. H. Eshbach, clerk (b, f, g),	1,400
		James W. MacBurney, bank examiner (b, h, k),	3,000	Marie L. Baillie, stenographer (b, g), ..	1,000
		Albert Wagner, bank examiner (b, h, k),	3,000	Agnes M. Keane, stenographer (b, g), ..	1,000
		H. A. Groman, bank examiner (b, h, k), ..	3,000	George H. Orth, stenographer (b, g), ..	1,000
		C. E. Gebhard, bank examiner (b, h, k), ..	3,000	E. L. Jenkins, messenger (e),	1,200
		Robert R. Moore, bank examiner (b, h, k), ..	3,000	Mrs. Lillie Frey, janitress (i),	300
		Albert V. Lees, bank examiner (b, h, k), ..	3,000		
		G. H. Getty, bank examiner (b, h, k),	3,000		
		Charles Cavett, bank examiner (b, h, k), ..	3,000		
		Frank W. Jackson, bank examiner (b, h, k),	3,000		
		J. Wesley Conn, bank examiner (b, h, k), ..	3,000		
		Peter G. Cameron, bank examiner (b, h, k),	3,000		
		Glenn C. Page, bank examiner (b, h, k), ..	3,000		
		Howard R. Moyer, bank examiner (b, h, k),	3,000		
		Robert Ostermaier, bank examiner (b, h, k),	3,000		
		Charles H. Barlow, bank examiner (b, h, k),	3,000		
		Robert P. Ferguson, bank examiner (b, h, k),	3,000		
		J. T. Henry, bank examiner (b, h, k),	2,700		

(a)—Act June 8, 1891, P. L. 217.

(b)—Act February 11, 1895, P. L. 4.

(c)—Act May 11, 1901, P. L. 345.

(d)—Act June 19, 1911, P. L. 1060.

(e)—Act May 13, 1909, P. L. 537.

(f)—Act April 8, 1903, P. L. 159.

(g)—Act May 23, 1913, P. L. 334.

(h)—Act June 1, 1907, P. L. 385.

(i)—Contingent Fund.

(k)—Act March 7, 1905, P. L. 33.

THE CAPITOL PARK EXTENSION COMMISSION

COMMISSION:

Spencer C. Gilbert (a),	No salary.	{ Samuel C. Todd, secretary of the Commission (a), C. A. Dunn, clerk of the Commission (a), Emma A. Keeny, stenographer of the Commission (a), George E. Etter, real estate expert (a),	\$3,600
Samuel Kunkel (a),	No salary.		1,000
Samuel C. Todd (a),	No salary.		1,000
			5,000

(a)—Act of June 16, 1911, No. 738.

THE BOARD OF COMMISSIONERS OF NAVIGATION

GEO. F. SPROULE, SEC- RETARY (a), \$3,600.	{ THOS. W. RUDDEROW, PORT CAPTAIN (a), \$2,200.	Frederick B. Brooks, harbor master (Chester), (a),	\$900	{ Alexander Updike, engineer (a), \$1,200 Frank Wandel, fireman (a), 720 George Powell, deckhand (a), 720 Frank Nolen, deckhand (a), 720 John McVey, steward (a), 900
		Samuel W. Milnor, harbor master (Bristol), (a), ..	900	
		George A. Hall, captain Tender "M. S. Quay" (a),	1,200	
	{ ARTHUR F. RENNER, STATISTICIAN (a), \$2,000.	Geo. W. R. Carteret, vessel clerk (a),	1,500	
		Alfred Lynch, clerk (a),	1,000	
		Mary B. Shaffer, stenographer (a),	900	

MEMBERS OF THE BOARD:
 George W. Norris, President.
 J. S. W. Holton.
 Coleman Sellers, Jr.
 W. H. Sproul.
 H. H. H. Poole.

(a)—Act of June 8, 1907.

THE EXECUTIVE DEPARTMENT

JOHN K. TENER, GOVERNOR,	\$10,000	} WALTER H. GAITHER, PRIVATE SEC- RETARY (a),	\$5,000	} James C. Deininger, asst. executive clerk (b),	\$1,800
(a)—Act of February 28, 1911, P. L. 7. (b)—Act of May 14, 1874, P. L. 151. (c)—Act of February 14, 1883, P. L. 5. (d)—Act of April 8, 1903, P. L. 159. (e)—Act of May 13, 1876, P. L. 178. (f)—Contingent Fund.					
				C. A. Dunn, stenographer (d),	1,200
				Herbert D. Harry, commission clerk (d, f),	1,500
				J. M. Auter, messenger (e),	1,200
				John Czerniski, night watchman (b),	900
				Robert E. Seal, page (b, f),	600
				E. C. Gray, janitor (f),	600
				Mrs. E. Smith, janitress (f),	300

THE EXECUTIVE DEPARTMENT
THE OFFICE OF THE EXECUTIVE CONTROLLER

SAMUEL C. TODD, EXECUTIVE CONTROLLER (a),	\$3,000	} Fred Beach, assistant executive controller (a),	\$1,800
(a)—Act April 22, 1909, P. L. 123. (b)—Contingent Fund.			

THE DEPARTMENT OF THE FIRE MARSHAL

JOSEPH L. BALDWIN, STATE FIRE MARSHAL (a), \$5,000.	Charles D. Wolfe, chief assistant State Fire Marshal (a), \$4,000	Robert Miller, Deputy, acting chief clerk (a), \$1,500	Benj. K. Spangler, clerk (b),	\$1,080
			Chas. R. Bowen, clerk (h),	1,080
			Percy C. Moor, clerk (b),	1,080
			May Jackson, stenographer (a),	1,200
			Edw. C. Smith, stenographer (a),	1,200
			Mary E. Bonsall, stenographer (c),	900
			Lois Dew. Seidel, stenographer (c),	900
			Sanford D. Coe, acting clerk (c),	1,000
			William A. Kitchen, acting clerk (c), ..	1,080
			Wm. M. Rohn, acting clerk (c),	1,080
			William H. Capell, acting clerk (c),	1,080
			Miriam K. Sourbeer, stenographer (c), ...	900
			Edna Pear Comp, stenographer (c),	900
	William W. Wilkens, First Deputy State Fire Marshal (a),	\$3,000	Charles H. Cohn, deputy (b),	\$1,500
	Claude W. Seanor, Second Deputy State Fire Marshal (a),	3,000	William W. Wonder, deputy (b),	1,500
			Thos. G. Leddon, deputy (b),	1,500
			Thos. G. Ryan, deputy (b),	1,500
			Edward McCarey, asst. deputy (c),	1,080
			Washington Hackett, asst. deputy (c), ..	1,080
			John G. Lowers, asst. deputy (c),	1,080
	J. William Morgan, deputy, acting statistician (b),	1,500		

(a)—Act June 3, 1911, P. L. 658.
 (b)—General Appropriation Act, 1913.
 (c)—Contingent Fund.

THE DEPARTMENT OF FISHERIES

N. R. BULLER, COMMISSIONER OF FISHERIES (c, a),	\$4,500	Philip H. Hartman, Supt., Erie Hatchery (c),	1,500	Miss Anna Metz, stenographer (c, a),	\$1,200
				Barton D. Evans, stenographer (d, a),	1,200
				W. E. Shoemaker, warden (h),	900
				C. R. Holland, warden (b),	900
				W. J. Acker, warden (b),	900
				Raymond C. McIntosh, warden (b),	900
				Frank B. Whitman, warden (b),	900
				J. E. Conklin, warden (b),	900
				J. D. Sizer, warden (b),	900
				J. P. Albert, warden (b),	900
				Alex McDonald, warden (b),	900
				C. G. Smith, warden (b),	900
	William Buller, Supt., Corry Hatchery (c),	1,500	Herman Getz, assistant (c),	900	
			D. W. Houser, assistant (c),	720	
			R. E. Joy, assistant (c),	720	
			W. L. Hennel, assistant (c),	720	
			Ernest Craig, assistant (c),	600	
			Thorwald Nickelson, captain tug "Commodore Perry" (c),	1,320	
			Alex H. Barry, engineer (c),	1,200	
			Senius Johnson, seaman (c),	900	
	J. R. Berkous, Supt., Torresdale Hatchery (c),	1,500	C. B. Place, assistant (c),	720	
			Horace Rowland, assistant (c),	600	
			Charles B. Eastburn, assistant (c),	600	
	G. W. Buller, Supt., Wayne County Hatchery (c),	1,500	F. K. Reidel, assistant (c),	780	
			C. R. Buller, field work (c),	720	
			Albert Foster, teamster (c),	600	
			Frank Kerlin, teamster (c),	600	
	A. G. Buller, Supt., Erie Auxiliary (c), ...	1,500	John Dingle, assistant (c),	720	
			Bert Holden, assistant (c),	600	
			C. J. Driscoll, assistant (c),	600	
			Ward M. Smiley, assistant (c),	720	
	William F. Haas, Supt., Bellefonte Hatchery (c),	1,500	W. E. Kreps, assistant (c),	720	
			C. S. Hazel, assistant (c),	660	
			Clayton Kelsch, assistant (c),	600	

(a)—Act May 23, 1913, P. L. 387.
 (h)—Act May 1, 1909, P. L. 353.
 (c)—Act April 2, 1902, P. L. 128.
 (d)—Act May 28, 1907, P. L. 287.

DEPARTMENT OF FISHERIES:
 Nathan R. Buller, Commissioner of Fisheries.
 John Hamburger.
 Henry C. Cox.
 John C. Ogden.
 William A. Leisenring.

THE DEPARTMENT OF PUBLIC GROUNDS AND BUILDINGS

James C. Patterson, deputy superintendent (a), \$2,500.	H. M. Evans, bookkeeper (a),	\$1,500	
	George R. Hoyer, clerk (a),	1,800	
	James B. Wheeler, clerk (a),	1,400	
	Chas. E. Davis, stenographer (a),	1,200	
	B. F. Smeltzer, stenographer (a),	1,200	
	A. M. Porter, storekeeper (a),	2,000	{Geo. K. Chambers, Asst. storekeeper (a), \$1,200 {Edw. H. Smith, Asst. storekeeper (a), .. 1,200 {Jacob Kimmel, night watchman (a), 1,020 {Harry Burrs, messenger (a),, 1,000 {Frank Washington (a),, 840
C. A. Keyworth, draftsman (a),	\$1,500		
			{John E. Barr, policeman (a),, \$1,020 {Wm. F. Burchfield, policeman (a),, 1,020 {John Rice, policeman (a),, 1,020 {Thos. S. Cook, policeman (a),, 1,020 {John T. Fitzpatrick, policeman (a),, 1,020 {Daniel F. Graham, policeman (a),, 1,020 {Job Hart, policeman (a),, 1,020 {E. M. Householder, policeman (a),, 1,020 {Wm. H. Huffman, policeman (a),, 1,020 {Samuel H. Lapp, policeman (a),, 1,020 {Cornelius O'Shea, policeman (a),, 1,020 {G. W. Rhinehart, policeman (a),, 1,020 {A. V. Rogers, policeman (a),, 1,020 {J. H. Santo, policeman (a),, 1,020 {James W. Towell, policeman (a),, 1,020 {Jesse M. Vailes, policeman (a),, 1,020 {Chas. M. Washburn, policeman (a),, 1,020 {E. B. Wilson, policeman (a),, 1,020 {William H. Witts, policeman (a),, 1,020 {John B. Zigner, policeman (a),, 1,020 {B. F. Drake, night watchman (a),, 1,020 {Harry H. Gibbs, night watchman (a),, 1,020 {Truman Heicher, night watchman (a),, 1,020 {Robert Honafins, night watchman (a),, 1,020 {John B. McKee, night watchman (a),, 1,020
F. F. Rohm, sergeant of police (a),	1,200		
			{John Bateman, caretaker (a),, \$840 {W. H. Etter, caretaker (a),, 840 {S. G. Gingerich, caretaker (a),, 840 {A. P. Longenecker, caretaker (a),, 840 {Benj. Ellenberger, caretaker (a),, 840 {Daniel Potter, Sr., caretaker (a),, 840
John Loban, foreman grounds (a), \$1,200.	B. W. Kurtz, Asst. foreman of grounds (a),	\$1,100	
	Oscar B. Baker, assistant florist (a),	1,020	
	Morris H. Garvin, assistant florist (a), ..	1,020	
	H. C. Stroh, assistant florist (a),	1,020	
Freeman C. Gerberich, foreman of maintenance (a), ...	\$1,800		
			{Elmer E. Brickley, carpenter (a),, \$1,020 {Albert Crane, carpenter (a),, 1,020 {Geo. W. Griffith, carpenter (a),, 1,020 {August Hoff, carpenter (a),, 1,020 {Eli Hollinger, carpenter (a),, 1,020 {J. E. Pentz, carpenter (a),, 1,020 {Fred Hueter, cabinet maker (a),, 1,020 {Edw. F. Wurtzer, upholsterer (a),, 1,020
E. T. Oswald, foreman of carpenters (a),	1,500		
			{Elmer E. Eshenour, painter (a),, 1,020 {Ira B. Espenshade, painter (a),, 1,020 {J. J. Hartman, painter (a),, 1,020 {Chas. A. Floveter, painter (a),, 1,020
Geo. F. Lutkens, foreman of painters (a),	1,500		
John H. Boath, marble mechanic (a),	1,200	John Beatty, assistant marble mechanic (a),	1,020
Robert W. Dixon, hardwood floor expert (a),	1,200	{Leonard Harr, hardwood floor finisher (a),, 1,020 {Samuel Karper, hardwood floor finisher (a),, 1,020 {Edward Stewart, hardwood floor finisher (a),, 1,020 {John Hogan, hardwood floor finisher (a),, 1,020	
S. Lee Emswiler, bronze and metal mechanic (a),	1,200		
T. K. Rife, locksmith (a),	1,020		
Joseph Payne, clock repairman (a),	1,020		
J. W. Albright, elevatorman (a),	1,080		
Simon C. Bertram, elevatorman (a),	1,080		
J. W. Caldwell, elevatorman (a),	1,080		
Angus Cameron, elevatorman (a),	1,080		
Harry G. Deitzler, elevatorman (a),	1,080		
John S. Tress, elevatorman (a),	1,080		
Joseph Hennig, elevatorman (a),	1,080		
Charles Krall, elevatorman (a),	1,080		
W. D. Miller, elevatorman (a),	1,080		
Wm. T. Pritchard, elevatorman (a),	1,080		
A. D. Rodman, elevatorman (a),	1,080		
Joseph F. Ripley, elevatorman (a),	1,080		
			{Daniel Boston, charman (a),, 720 {Eugene Proctor, charman (a),, 720 {Reuben Davis, charman (a),, 720 {Harrison L. Dean, charman (a),, 720 {Andrew Flekes, charman (a),, 720 {A. S. Fields, charman (a),, 720 {John Finley, charman (a),, 720 {William First, charman (a),, 720 {Joseph W. Fortney, charman (a),, 720 {Robert Frechurn, charman (a),, 720 {Wm. W. Gingerich, charman (a),, 720 {Chas. E. Green, charman (a),, 720 {Chas. P. Haney, charman (a),, 720 {Aaron Hauenshine, charman (a),, 720 {C. M. Hess, charman (a),, 720 {William Hicks, charman (a),, 720 {Chas. H. Hunter, charman (a),, 720 {A. C. Johnson, charman (a),, 720 {Floyd Johnson, charman (a),, 720 {Geo. W. Keller, charman (a),, 720 {Z. F. Kelm, charman (a),, 720 {John H. Kriber, charman (a),, 720 {Daniel G. Potter, Jr., charman (a),, 720 {George Potter, charman (a),, 720 {Harry M. Yinger, charman (a),, 720 {Chas. Shoemaker, charman (a),, 720 {Steve Stigler, charman (a),, 720 {Samuel D. Tharp, charman (a),, 720 {Wm. F. Thompson, charman (a),, 720 {C. B. Williamson, charman (a),, 720
Samuel Springer, foreman of charmen (a),	1,020		
Wm. F. Willis, foreman of charmen (a),	1,020		

SAMUEL B. RAMBO,
Supt. of Public
Grounds and Build-
ings (b), \$5,000.

PUBLIC GROUNDS AND BUILDINGS

SAMUEL B. RAMBO,
Supt. of Public
Grounds and Build-
ings.

MRS. JOHN K. TENER,
Executive Mansion.

		J. J. Canfield, guide (a),	\$900
		John G. Bobb, guide (a),	900
		Harry I. Gerberich, guide (a),	900
		Harry S. Mahon, guide (a),	900
		Boyd Magbeck, guide (a),	900
		Bernard C. Dunn, guide (a),	900
		Mrs. T. Hogentogler, matron (a),	480
		Mrs. Mary Moore, matron (a),	480
		Elizabeth Eitla, female attendant, public toilet (a), ..	480
		Mrs. Kate A. McLaughlin, female attendant, public	
		toilet (a),	480
		Ben Owens, male attendant, public toilet (a),	720
		Clarence E. Coles, male attendant, public toilet (a), ..	720
		John W. Miller, assistant chief engineer (a),	1,800
		Frank Lewis, night engineer (a),	1,200
		J. C. Busch, assistant engineer (a),	1,200
		T. C. Smith, assistant engineer (a),	1,200
		T. J. Bretz, engine room helper (a),	720
		S. Frank Weston, elevator machinist (a),	1,500
		Wm. Ahlborn, helper (a),	900
		O. Blenhauer, fireman (a),	1,020
		James Duclap, fireman (a),	1,020
		C. L. Hyers, fireman (a),	1,020
		Harry Morrison, fireman (a),	1,020
		G. C. Smith, fireman (a),	1,020
		William Lindle, fireman (a),	1,020
		Lewis H. Bolton, pump runner (a),	1,020
		H. Rickabaugh, pump runner (a),	1,020
		Fred Boyer, steam fitter (a),	1,200
		George E. Adams, helper (a),	900
		J. Wesley Neill, plumber (a),	1,200
		Jacob H. Boyd, vacuum motor tender (a),	900
		John D. Cameron, vacuum motor tender (a),	900
		Frank H. Hoffman, electrician (a),	1,500
		J. L. Fisher, assistant electrician (a),	1,020
		Gus Ahlborn, wireman (a),	1,020
		James C. Delaney, wireman (a),	1,020
		(William Hippensteel, night watchman (c),	900
		George C. Jack, inspector demolition of buildings (c), ..	1,500
		Harry S. Winger, carpenter (c),	900
		Alexander H. Lee, butler (a),	720
		George W. Page, houseman (a),	540
		Wm. M. Slentz, night watchman (a),	1,020
		Enma Simms, housemaid (a),	360
		Mrs. Margaret Wireman, landress (a),	360
		Lizzie Page, cook (a),	600
		Laura Stephens, housekeeper (a),	480
		Harry R. Duffin, footman (a),	720
		Edgar Patterson, chauffeur (a),	1,200

(a)—Act of 1913, P. L. 124.
(b)—Act of 1907, P. L. 332.
(c)—Contingent Fund

THE DEPARTMENT OF PUBLIC INSTRUCTION

NATHAN C. SCHAEFFER,
SUPERINTENDENT OF
PUBLIC INSTRUCTION
(a, b), \$5,000.

		C. D. Koch, high school inspector (d, e),	\$2,000
		Thos. S. March, high school inspector (d, e),	2,000
		W. M. Denison, high school inspector (d, e),	2,000
		James G. Pentz, high school inspector (d, e),	2,000
		R. M. McNeal, financial clerk (c),	1,900
		H. H. Fleisher, recording clerk (c),	1,400
		U. G. Fry, statistical clerk (c),	1,400
		J. O. Knauss, messenger (c),	900
		Mary Y. McKeynolds, stenographer (e, f, g),	1,000
		Edith L. Breitinger, stenographer (e, f, g),	1,000
		Ethel K. Baldwin, stenographer (e, f, g),	1,000
		Ruth L. Grissinger, stenographer (e, f, g),	1,000
		Byron Taylor, janitor,	420
A. D. Gleason, deputy superintendent (b),	\$2,000		
Reed B. Teitrick, deputy superintendent (h),	2,000		
Vocational Education Division,		Nathan C. Schaeffer, executive officer (no salary), d, e),	
		Rose M. Petteroff, expert assistant in drawing (l, m, d, e),	1,200
		L. H. Dennis, expert assistant in agricultural educa- tion (l, m, d, e),	2,000
		Millard B. King, expert assistant in industrial educa- tion (l, m, d, e),	2,000
		Susan Garver, stenographer (m),	1,000
		Byron Taylor, janitor,	96
Bureau of Medical Educa- tion and Licensure.		Nathan C. Schaeffer, ex-officio member (j), no salary,	\$500
		Samuel G. Dixon, ex-officio member (j), no salary,	
		Dr. J. M. Baldy, member by appointment (j),	1,500
		Dr. D. P. Maddux, member by appoint- ment (j),	1,500
		Dr. C. L. Johnstonhangh, member by ap- pointment (j),	1,500
		Dr. Adolph Koenig, member by appoint- ment (j),	1,500
		Dr. Wm. A. Stewart, member by appoint- ment (j),	1,500
		Nathan C. Schaeffer, secretary (j),	300
		Nathan C. Schaeffer, treasurer (j),	500
		Mary Y. McKeynolds, clerk (o),	500
		Edith L. Breitinger, stenographer (o),	50
		Alice Jones, stenographer (o),	1,000
		U. G. Fry, clerk (o),	200
		Jennie Wagner, stenographer (o),	600
Dental Council of Penn- sylvania.		Henry Houck, Sec. of Internal Affairs, No salary	
		Samuel G. Dixon, Commiss. of Health, No salary	
		Nathan C. Schaeffer, Supt. of Public Instruction,	No salary
		Howard E. Seip, President of Penna. Dental Society,	No salary
		Alexander H. Reynolds, Sec. of Board of Dental Examiners,	No salary
		Nathan C. Schaeffer, Sec. and Treas. (i),	500
		Mary Y. McKeynolds, clerk (i),	400
		Edith L. Breitinger, stenographer (i),	50
		H. H. Fleisher, recording clerk (i),	200
Bureau of Professional Education,		Nathan C. Schaeffer, executive head (k),	500
		Prof. John Loman, examiner (k),	1,200
		C. Blaine Smanthers, examiner and school visitor (k),	2,000
		A. Davis Jackson, examiner and school visitor (k),	2,000
		Miss Josephine Earl, stenographer (k),	600
State Board of Education,		Nathan C. Schaeffer, President, Martin C. Brumbaugh, David B. Oliver, George M. Phillips, John S. Rilling, William Lander, James M. Coughlin,	
		Dr. J. George Becht, secretary (n, o), ...	5,000
		Miss Edna M. Kugler, stenographer (n, o),	1,200
		Miss Myrtle Mylecraine (n, o),	1,000
College and University Council (b), no salaries,		Governor John K. Tener, President, Attorney General John C. Bell, member ex-officio, Supt. of Public Instruction N. C. Schaeffer, member ex-officio, Edgar F. Smith, James B. Moffat, Martin G. Brumbaugh, Edwin E. Sparks, Edward de V. Merrell, Samuel B. McCormick, J. H. Harris, Henry S. Drinker, H. H. Apple,	

(a)—Constitution of Pennsylvania, Article 4, Section 20.
 (b)—Act 1907, P. L. page 86.
 (c)—Act 1874, P. L. page 152.
 (d)—Act 1911, P. L. page 360, Sec. 1009.
 (e)—General Appropriation Bill, 1913.
 (f)—Act 1895, P. L. page 324.
 (g)—Act 1905, P. L. page 32.
 (h)—Act 1895, P. L. pages 327-331.
 (i)—Act 1907, P. L. pages 161-166.
 (j)—Act 1911, P. L. pages 629-649.
 (k)—Act 1911, P. L. pages 1045-1047.
 (l)—Act 1913, P. L. pages 138-143.
 (m)—Act 1913, P. L. pages 1249-1250.
 (n)—Act 1911, P. L. pages 357-359 (School Code).
 (o)—Contingent Fund.

THE OFFICE OF THE SECRETARY OF THE COMMONWEALTH

ROBERT McAFEE, SEC'Y OF THE COMMON- WEALTH (a), \$8,000.	William Hertzler, Deputy Secretary of the Commonwealth (a),	\$3,000	J. L. Kendlehart, stenographer (a),	\$1,500	
	George D. Thorn, chief clerk (a),	2,500	Charles H. Willits, assistant chief clerk (a),	1,400	
			Chas. E. Pritcher, statute clerk (a),	2,000	
			S. B. Paxton, file clerk (a),	1,400	
			R. S. Stable, messenger (a),	1,100	
			William E. Roles, watchman (a),	900	
			Mary Duffen, janitress,	216	
			Rachel Williams, janitress,	216	
	Commission Bureau.	G. H. Hassler, commission clerk (a),	2,000	William H. Reiff, assistant commission clerk (a),	1,400
				Allan E. Shomo, stenographer (a),	1,400
				J. H. Sientz, clerk (a),	1,400
	Corporation Bureau. John F. Whitworth, corporation clerk (a), \$2,200.	Chas. H. Hollinger, Asst. Corp. clerk (a), \$1,800	}	John B. Patrick, bookkeeper (a),	1,400
				Harry F. Preston, recording clerk (a), ..	1,400
				Francis H. Hoy, Jr., recording clerk (a),	1,400
				Joel A. Linger, recording clerk (a), ..	1,400
Richard J. Yothers, recording clerk (a),				1,400	
Harry F. Young, engrossing clerk (a), ..				1,400	
M. N. Trone, search clerk (a),				1,400	
Geo. D. Van Kirk, search clerk (a),				1,400	
James K. Delaney, clerk (a),				1,400	
Charter Bureau.				Wilmer Johnson, charter clerk (a),	\$1,400

(a)—Position created by Act of 1903, P. L. 162, and Act of 1905, P. L. 334.

THE COMMISSION OF SOLDIERS' ORPHAN SCHOOLS

J. HENRY HOLCOMB, CHIEF CLERK,	\$2,250	{ Jane R. MacDonald, assistant clerk and typewriter,	\$750
		{ Lorenzo Taylor, janitor,	120

Created by Act of 1867.

- MEMBERS OF THE COMMISSION:
- John K. Tener, President,
 - Levi G. McCauley, Vice-President,
 - Jas. F. Morrison, Secretary,
 - Thad. M. Mahon, Treasurer,
 - W. J. Patterson,
 - M. A. Gherst,
 - Franklin Martin,
 - Joseph Alexander,
 - Isalah D. Musser,
 - Philip C. Newbaker,
 - Frank Gray.

THE DEPARTMENT OF STATE POLICE

George F. Lumb, deputy superintendent (a),\$2,500		
Samuel B. Nissley, bookkeeper (a), 1,500		
Charles O. Lippy, stenographer (a), 1,200		
Samuel B. Nissley, storekeeper (b), 300		
Charles O. Lippy, assistant storekeeper (b), 120		
Mrs. Susan Martin, janitress, 180		
Troop "A," Police (a).	State	Capt. Lyon G. Adams,\$1,920
		Lieut. William Marsh, 1,620
		Sergt. Wilson C. Phice, 1,320
		Sergt. Homer A. Chambers, 1,220
		Sergt. Paul B. Stout, 1,220
		Sergt. Thos. J. McLaughlin, 1,220
		Sergt. Cleve T. Dent, 1,220
		Corp. Philip Roller, 1,070
		Corp. Robert Graham, 1,070
		Corp. Harry G. Mauk, 1,070
		Corp. Philip Doddridge, ... 1,010
		Corp. Walter W. Mallory, .. 1,010
		Private Chas. S. Alvis, 960
		Private Frederick M. Ames, 1,020
		Private Chas. E. Bradford, ... 900
		Private William R. Burke, ... 960
		Private Peter J. Byrne, 960
		Private Anthony F. Bolinski, 900
		Private Oscar H. Check, 960
		Private Jos. A. Conrad, 960
Private Robert M. Cowan, ... 900		
Private David A. Curtis, 900		
Private George A. Duce, 1,020		
Private John P. Duhner, ... 1,020		
Private Claude M. Davis, ... 900		
Private John F. Donohoe, ... 900		
Private Benjamin Grant, ... 900		
Private Jos. G. Grossman, ... 900		
Private Evie Harris, 900		
Private Albert M. Heath, ... 900		
Private Frank A. Hershey, ... 900		
Private Harry T. Hurst, 900		
Private Estey Jimcousky, ... 960		
Private Jos. M. Jordau, 900		
Private Wm. H. Kelly, 900		
Private Peter McCormick, ... 900		
Private Arthur A. McPher-	son,	960
Private Harry F. Maurer, ... 960		
Private Joseph Merrifield, ... 960		
Private Joseph J. Michael, ... 900		
Private Howard J. Moore, ... 960		
Private Peter M. Murphy, .. 900		
Private Clyde D. Nicholson, 900		
Private Thos. S. Perks, 960		
Private Ernest H. Pifer, ... 900		
Private Leonard K. Richard-	son,	960
Private William A. Schmehl, 960		
Private Chas. E. Skean, 960		
Private Reruard C. Snyder, ... 900		
Private Rudolph C. Snyder, ... 900		
Private John P. Strobel, ... 960		
Private Frank C. Sturm, ... 1,020		
Private Harry E. Swarts, ... 960		
Private Alexander Vought, ... 960		
Private William J. Walker, ... 900		
Private Guy R. Young, 1,020		
Capt. Leon S. Pitcher,\$1,320		
Lieut. William E. Mair, 1,620		
Sergt. Herbert Smith, 1,220		
Sergt. Walter S. Hennig, ... 1,220		
Sergt. Bernard L. McGarry, 1,220		
Sergt. Jasper Oftedahl, ... 1,220		
Corp. Geo. W. Freeman, 1,070		
Corp. Wm. A. Clark, 1,070		
Corp. William Metcalf, 1,070		
Corp. Robert E. Tipton, 1,070		
Private August Ahlquist, ... 900		
Private Robert Ammon, 1,020		
Private Thos. M. Boettner, ... 1,020		
Private Wm. E. Brown, 900		
Private A. J. Butterwick, ... 960		
Private Albert Carlson, ... 1,020		
Private Chas. Cohn, 900		
Private Norman Costine, ... 900		
Private Claude H. Dearolf, ... 1,020		
Private William S. Duncan, 900		
Private Abb W. Eckest, 1,020		
Private James G. Ernst, 1,020		
Private John A. Gallagher, ... 1,020		
Private Geo. H. Gardner, ... 900		
Private John J. Gaughan, ... 900		
Private Clarence M. Giddens, 900		
Private Watson Graves, Jr., 900		
Private Edwin F. Haas, 960		
Private Burton E. Jackson, 900		
Private Thorwald P. Jensen, 1,020		
Private Walter Kolls, 960		
Private Charles Kutz, 1,020		
Private Elmer Leithiser, ... 1,020		
Private John P. Macey, 960		
Private John L. Marshall, ... 1,020		
Private Joseph A. McGuigan, 1,020		
Private John G. Meyer, 1,020		
Private Patrick J. O'Reilly, 900		
Private Silvus Overmiller, ... 1,020		
Private Thomas Parkinson, ... 1,020		
Private Moses Pickars, 1,020		
Private Wm. D. Plummer, ... 960		
Private Zoe A. Remaly, 1,020		
Private Lawrence L. Ryan, ... 1,020		
Private Joseph Shupnik, 1,020		
Private Ira C. Stevenson, ... 1,020		
Private Arthur E. Taylor, ... 900		
Private Charles E. Taylor, ... 900		
Private Ralph E. Tipton, ... 1,020		
Private Edwin E. Trautwein, 1,020		
Private Peter Wadanoli, ... 1,020		
Private Blaine G. Walter, ... 900		
Private William H. Wilson, 900		
Private Robert Winters, ... 960		
Private Charles Kling, 900		
Private Joseph C. Meier, 900		
Private Alhart A. Wingle, ... 900		
Private Ralph Moody, 960		
Private Robert K. Murray, ... 960		
Private Arthur Parker, 900		
Private Michael Pawloski, ... 960		
Private John E. Phillips, ... 960		
Private Charles H. Rhoads, ... 960		
Private Francis H. Ruth, ... 1,020		
Private James A. Savage, ... 900		
Private Raymond C. Smith, 1,020		
Private James E. Snodgrass, 900		
Private Isaac F. Spang, 900		
Private Walter H. Silwell, ... 900		
Private Elmer Strohm, 960		
Private Norman E. Tipton, ... 960		
Private Francis A. Wight-	wick,	960
Private Paul A. Wilson, 900		
Private Percy Wilson, 900		
Private Carroll B. Price, ... 900		
Private Adolf Dressler, 960		
Private Richard H. Fairser-	vice,	900
Private Randall H. Fisher, ... 960		
Private Reynolds Florentine, 1,020		
Private Edwin Franz, 900		
Private Anthony Graham, ... 900		
Private Francis H. Grey, ... 1,020		
Private William E. Hess, ... 1,020		
Private Elliott Hoagland, ... 900		
Private William F. Hoffman, 960		
Private John J. Kelleher, ... 900		
Private Albert Kiscaden, ... 900		
Private George F. Kohler, ... 900		
Private Herbert A. Kurstedt, 900		
Private Michael Laffin, ... 900		
Private Napoleon J. Lovely, 900		
Private Charles W. McClune, 900		
Private Walter K. Wisecup, 900		
Private John M. McCreery, ... 900		
Private Wm. K. McDonald, ... 1,020		
Private John Newton, 900		
Private John Pataky, 900		
Private Joseph C. Polcyn, ... 900		
Private Spencer F. Reed, ... 1,020		
Private Chas. F. Scheibner, ... 900		
Private Maurice Sherman, ... 900		
Private George Shifer, 1,020		
Private Russel G. Smith, ... 960		
Private John Standli, 900		
Private William T. Tully, ... 900		
Private Thomas Wallace, ... 900		
Private Roland L. Ward, ... 900		
Private Henry E. Warren, ... 900		
Private Robert G. Watts, ... 1,020		
Private James M. Williams, 960		
Private David Whitehouse, ... 900		
Private Harry L. Winrick, ... 900		
Capt. Thos. F. Wiechard, ...\$1,920		
Sergt. Charles Jacobs, 1,320		
Sergt. Wm. J. Millen, 1,220		
Sergt. Lewis E. Lardin, 1,220		
Sergt. Chas. T. Smith, 1,220		
Sergt. Henry T. Bland, 1,220		
Corp. Frank Hauber, 1,070		
Corp. William J. Kenny, ... 1,070		
Corp. Harry E. Carroll, ... 1,070		
Corp. William E. Rucker, ... 1,010		
Corp. Chas. Simms, 1,010		
Private Alfred J. Ache, 960		
Private Fred W. Beltz, 900		
Private James A. Brown, ... 900		
Private John J. Caine, 900		
Private Thomas H. Close, ... 1,020		
Private John D. Cook, 960		
Private Walter H. Zeigler, ... 960		
Private Wm. J. Dailey, 900		
Private Leon S. Dontrich, ... 900		
Private David Davis, 960		
Private Carroll H. Doddridge, 900		
Private James E. Downes, ... 900		
Private Chas. L. A. Eiler, ... 960		
Private John Green, 960		
Private Raymond E. Hacker, 900		
Private George Hassell, ... 900		
Private Herbert A. Hilgrove, 900		
Private Peter Hovaney, ... 960		
Private William G. Humer, 1,020		
Private Cotesworth M. Jack-	son,	960
Private John Kantz, 960		
Private Wallace K. Keely, ... 1,020		
Private Harrison B. Lantz, ... 960		
Private Bend. F. McEvoy, ... 960		
Private Harper Meiler, 960		
Private David L. Miller, ... 900		
Private Edward L. Miraglia, 900		
Private John Kantz, 960		
Private Wallace K. Keely, ... 1,020		
Private Harrison B. Lantz, ... 960		
Private Bend. F. McEvoy, ... 960		
Private Harper Meiler, 960		
Private David L. Miller, ... 900		
Private Edward L. Miraglia, 900		
Private John M. McCreery, ... 900		
Private Wm. K. McDonald, ... 1,020		
Private John Newton, 900		
Private John Pataky, 900		
Private Joseph C. Polcyn, ... 900		
Private Spencer F. Reed, ... 1,020		
Private Chas. F. Scheibner, ... 900		
Private Maurice Sherman, ... 900		
Private George Shifer, 1,020		
Private Russel G. Smith, ... 960		
Private John Standli, 900		
Private William T. Tully, ... 900		
Private Thomas Wallace, ... 900		
Private Roland L. Ward, ... 900		
Private Henry E. Warren, ... 900		
Private Robert G. Watts, ... 1,020		
Private James M. Williams, 960		
Private David Whitehouse, ... 900		
Private Harry L. Winrick, ... 900		

JOHN C. GROOME, SUPER-INTENDENT OF STATE POLICE (a), \$3,000.

(a)—Act of 1905, P. L. 361; amended by Act of 1911, P. L. 551 (General Appropriation Act).
 (b)—Contingent Fund.

THE STATE QUARANTINE BOARD

DR. HENRY D. HELLER, QUARANTINE PHYSICIAN (a), \$5,000.	}	Dr. Leon Gottschalk, Sr. Deputy Quarantine physician (a), \$2,000.	}	Harry Lewis, captain quarantine boat (b), \$1,320	}	Warren Dolby, mate (b), \$720 Samuel Sleet, second mate (b), 600 Jos. Pickering, engineer (b), 960 Chas. Vaughn, assistant engineer (b), .. 720 Mortimer Wallen, fireman (b), 490 Chas. Taylor, assistant fireman (b), 480 Geo. Bartow, deck hand (b), 480 Rufus Spedden, steward (b), 600
		Dr. J. W. Whitehouse, Jr. Deputy Quarantine physician (a), \$2,000.		Enoch Tettermer, superintendent (b), 840		Jacob Waggoner, gardener (b), 840 Wm. O'Donnell, laborer (b), 660 Samuel Hesinton, driver (b), 660 Louis Lomax, special officer (b), 660 Lena Lambert, stewardess (b), 720
						Eli Lambert, messenger (a), 1,000 B. K. Tunnell, bookkeeper (b), 960

MEMBERS OF THE BOARD (a)—No Salary:
 Henry M. DuBois, Esq., President,
 Henry D. Heller, M. D., Secretary,
 Richard J. Watson, Esq.,
 J. L. Forwood, M. D.,
 Chas. H. Heustis, Esq., Health Officer,
 Samuel G. Dixon, M. D., Commissioner of Health,
 W. L. L. Coplin, M. D.

(a)—Act 1893, page 293-94-95-96-97,
 (b)—General Appropriation Act, 1913.

THE TREASURY DEPARTMENT

ROBERT KENNEDY YOUNG, STATE TREASURER (a, b), \$8,000.	}	T. A. Crichton, cashier (a), \$5,000.	}	William C. Morton, bond clerk (a), \$2,500	}	John T. Carpenter, Asst. Corp. clerk (a), \$2,200 J. L. Mollison, clerk (a), 2,000 Samuel C. Adama, Corp. bookkeeper (a), 2,000 Robert H. Moorhead, clerk (a), 1,500
				Harry D. Jones, corporation clerk (a), .. 3,000		C. H. K. Young, assistant to appropriation clerk (c), 1,800
			J. G. Martin, appropriation clerk (a), 2,400			Thos. W. DeRousse, expert bookkeeper (a), 2,000 H. D. Burlingame, clerk (a), 1,800 William Janes, clerk (a), 1,600 E. L. Hoover, clerk (a), 1,600 Earl T. DeWald, mailing clerk (a), 1,500 Robert Griffiths, clerk (a), 1,500 C. E. Deatriek, clerk (a), 1,400 R. J. Elrick, clerk (a), 1,400 A. V. Mills, clerk (a), 1,400 Mabel M. Miller, stenographer (a), 1,400 Cora V. Snowden, stenographer (a), 1,200 John J. Grady, clerk (a), 1,400 Marshall Flickin, messenger (a), 1,200 Samuel R. Gault, night watchman (a), .. 900 H. M. Graham, night watchman (c), ... 900 L. B. Katlewski, night watchman (c), ... 900 Mrs. Mary Hughes, janitress (c), 360 Lorenzo Taylor, janitor (c), 84
			Joseph B. LeCompte, assistant cashier (a), 2,500			

(a)—Act of June 14, 1911, P. L. 910.
 (b)—Act of March 30, 1911, P. L. 145.
 (c)—General Appropriation Act, 1913.

THE WATER SUPPLY COMMISSION

WATER SUPPLY COMMISSION.
 Chairman:
 John Birkinbine (a), \$3,000
 Vice Chairman:
 Benj. K. Focht (a), 3,000
 Secretary:
 Thos. J. Lynch (a), 3,000
 Robert S. Conklin, Commissioner of Forestry.
 Samuel G. Dixon, Commissioner of Health.

Farley Gannett, engineer (c), \$4,000.

Inventory Water Resources.

G. H. Matthes, division engineer, rainfalls and floods (c),	\$3,000
E. L. Walker, Divn. Engr., Water Supply Inventory (c), \$2,700.	{ H. R. Stocker, Asst. Engr. (c), 1,800 H. T. Critchlow, Asst. Engr. (c), 1,800 H. F. Bronson, Asst. Engr. (c), 1,800 E. L. Weaver, stenographer (c), 1,200 G. B. Fitzgerald, stenographer (c), 1,200 Jos. F. Higgins, stenographer, 900
B. A. Knight, Divn. Engr., Lake Inventory Survey (c), \$1,800.	{ C. E. Myers, chief of party (c), 1,200 W. A. Laird, chief of party (c), 1,200 W. E. Brown, rodman (c), 900
R. M. Riegel, division engineer, water power inventory (c),	2,400
L. M. Haupt, navigation experts (c),	500
Smith & Welles, culm experts (c),	5,000
H. P. Drake, Asst. Engr., Turtle Creek Investigation (c), \$1,800.	{ John Bradbury, draftsman (c), 1,500 Stephen Sloan, instrumentman (c), 1,200 Stockton Lehman, recorder (c), 900 Pitt F. Carl, Jr., rodman (c), 900 Thos. Moore, rodman (c), 900 G. M. McFarlane, rodman (c), 900 J. M. Snavely, rodman (c), 900
I. S. Moore, Inspector, division Delaware river dikes, Bucks county (f),	1,500

Stream Gaging Division.

R. A. Boehringer, Div. Engr. (b), \$2,000

R. Hosmer, flood forecster (b),	1,800
J. D. Reckord, hydrographer (b),	1,500
R. M. Brady, hydrographer (b),	1,200
H. G. Wilson, hydrographer (b),	1,200
H. S. Shade, computer (b),	1,200
F. E. Taylor, computer (b),	900
W. A. Bowen, computer (b),	1,200
J. Edwin Gough, rodman (b),	900

Pymatuning Reservoir Project.
 E. E. Haslam, Division Engineer (d), \$3,600.

R. J. Ferris, chief of party (d), \$2,100.	{ J. P. Buchanan, transitman (d), 1,320 J. L. MacAvoy, levelman (d), 1,320 H. C. Wallace, rodman (d), 900 Ivan Law, rodman (d), 750 W. B. Graham, chairman (d), 600 C. B. McElrath, chairman (d), 720 L. Snodgrass, compassman (d), 720 C. B. Baker, chairman (d), 600 B. McKinney, caliperman (d), 750 C. Turner, caliperman (d), 750
G. C. Brown, assistant engineer (d),	1,500
R. D. Patterson, clerk (d),	900
H. T. Munn, hydrographer and draftsman (d),	900
F. J. Walsh, computer (d),	720

Encroachment Division.

F. E. Langenhein, division engineer (h), .. \$2,000

R. C. Batley, assistant engineer (h), ..	1,800
R. J. Gibbs, assistant engineer (b),	1,800
C. K. Weigle, assistant engineer (h), ..	1,800
H. F. Anthony, assistant engineer (h)	1,800
H. T. Nugent, Inspector (h),	1,200
C. Reno, Hockley, stenographer (b),	1,400
L. R. Heagy, stenographer (b),	1,200
W. E. Kirkpatrick, stenographer (b), ..	900

Dam division,

G. S. Beal, assistant engineer (h),	1,800
G. F. Wiegardt, assistant engineer (h), ..	1,800
T. E. Seelye, assistant engineer (h),	1,800
F. B. McDowell, assistant engineer (h), ..	1,800

Water and Water Power Company Applications.

W. F. Sheridan, chief clerk (b), \$1,800

W. F. Warlow, stenographer and clerk (a),	1,400
W. M. Burn, stenographer (b),	1,200
C. C. McLaughlin, clerk and messenger (b),	1,200

(a)—Position created by Act of May 4, 1905.
 (b)—General Funds, Appropriation Act No. 407, p. 42.
 (c)—Inventory Appropriation, Act of July 25, 1913.
 (d)—Pymatuning Reservoir Appropriation, Act of July 25, 1913.
 (e)—Flood Warning Appropriation, Act of May 23, 1913.
 (f)—Bucks County Appropriation, Act No. 809, p. 1803, 1913.

THE DEPARTMENT OF INTERNAL AFFAIRS

James H. Craig, Deputy Secretary (b), \$3,000.	Thomas Perry, chief clerk (b), \$1,500	Stella L. Foote, stenographer (b), \$1,000
		U. G. Kreider, messenger (b), 1,200
		I. D. Winters, watchman (b), 900
		Mrs. Anna M. Crosby, janitress, 300
		Mrs. Susan Martin, janitress, 200
		Lorenzo Taylor, janitor, 150
		R. O. Stuekenrath, draftsman (b), \$1,600
		G. S. Canning, draftsman (b), 1,600
		W. A. Moore, draftsman (b), 1,600
		E. B. Diven, bookkeeper (b), 1,400
		George F. Ross, senrch clerk (b), 1,400
		G. W. Rhoads, compare clerk (b), 1,400
		J. R. Beebe, copy clerk (b), 1,400
		C. H. Hertzog, copy clerk (b), 1,400
		J. C. Gates, copy clerk (b), 1,400
		J. J. Farman, copy clerk (b), 1,400
		J. O. Jackson, copy clerk (b), 1,400
		T. B. T. Baldwin, copy clerk (c), 1,400
		C. B. Boyd, copy clerk (c), 1,400
		G. D. Frey, copy clerk (c), 1,400
		E. T. Trego, copy clerk (c), 1,400
		G. S. Wall, copy clerk (c), 1,400
		W. F. Rhoades, copy clerk (c), 1,400
		Jean H. Fahrney, copy clerk (c), 1,200
		Clara E. Mitchell, copy clerk (e), 1,200
		Inez Carroll, copy clerk (c), 1,200
		Division of Investigation } Stella L. Foote, stenographer
		of Vacated Lands. } (e), \$204
		Division of Warrantee } C. F. Chldsey, Jr., draftsman
		Maps. } (f), 1,400
		Bureau of Assessments and Taxes, { S. H. Lemon, clerk (b), 1,400
	 { M. H. Matthea, clerk (b), 1,400
		Bureau of Standards, James Sweeney, chief (d), \$2,000 { George B. Marquart, clerk (d), 1,000
	 { E. M. B. Eisenhart, stenographer (c), 1,200
		Bureau of Industrial Statistics, John L. Rockey, Chief of Bureau (g), \$2,500.
		Bureau of Railways (P. L. 1911, page 73), { M. H. Keller, draftsman (b), 1,600
	 { Nellie E. Blessing, stenographer (e), 1,200

(a)—Position created by Article 4, Sec. 1, Constitution of 1873. Act of 1909, P. L. 536.

(b)—Act of April 24, 1903, P. L. page 294 (P. L. 1913, page 757, General Appropriation Act).

(c)—Act of July 16, 1913, P. L. page 758 (General Appropriation Act).

(d)—Act of June 23, 1911, P. L. page 1118 (P. L. 1913, pages 757 and 759 General Appropriation Act).

(e)—Act of May 3, 1909, P. L. page 493 (P. L. 1913, page 759, General Appropriation Act).

(f)—Act of July 16, 1913, P. L. page 759 (General Appropriation Act).

(g)—P. L. 1913, page 758 (General Appropriation Act).

HENRY HOUCK, SECRETARY OF INTERNAL AFFAIRS (a), \$8,000.

THE LEGISLATIVE REFERENCE BUREAU

JAMES N. MOORE,
DIRECTOR (a, b), \$5,000.

James McKirdy, assistant director (b, c), \$4,000.	Legal work,	Miss L. F. Campbell, stenographer (b), \$1,000
	Bill Drafting Division.	
	Division compiling and codifying general laws of Pennsylvania.	F. A. Hunter, Esq. (e), \$2,490 J. H. Fertig, Esq. (c), 2,400 (Indexing all general laws of the State.) A. E. Johns, Esq. (c), 1,500 T. W. Spofford, Esq. (c), 1,500 (Indexing decisions of various appellate courts.) Samuel D. Matlack, Esq. (e), 1,200 (Examination of statutes.) Miss G. Crownshield, stenographer (c),... 720 Miss B. M. Stevens, stenographer (c), .. 720 Miss B. L. Koons, stenographer (c), 720 Miss V. E. Albright, stenographer (c), .. 720 Miss Elsie G. Miller, stenographer (c), 720 Miss Marian J. Wagner, stenographer (c), 720
	Harry I. Riley, search clerk (b),	\$2,000
	Miss Mabel H. Nissley, reference division stenographer (b),	1,200
	Miss Irma A. Watts, cataloguer (b),	1,000
	E. A. Friel, messenger (b),	900
	S. B. Moore, emergency clerk (d),	1,020
	Anna S. Albright, janitress,	150
	Session employes (employed for a period beginning a month before each session and continuing for a month after the close of the session).	{ 3 search clerks (b), \$5.00 per diem. { 2 stenographers (b), 5.00 per diem. { 3 stenographers (b), 2.00 per diem. { 1 record clerk (b), 4.00 per diem.

(a)—Act April 27, 1909, P. L. 208.
 (b)—Act April 21, 1911, P. L. 76.
 (c)—Act May 20, 1913, P. L. 250.
 (d)—Contingent Fund.

THE OFFICE OF THE LIEUTENANT GOVERNOR

JOHN M. REYNOLDS, LIEUTENANT GOVERNOR (a, b),	\$5,000	{ Frank Bell, clerk (a, b), \$1,500
		{ Charles R. Mock, stenographer (a, b), 1,000

(a)—Created by Constitution of Pennsylvania, Article 4, Section 1.
 (b)—Salaries fixed by General Appropriation Bill, 1913.

THE DEPARTMENT OF MINES

JAMES E. RODERICK,
CHIEF OF DEPARTMENT
OF MINES (a), \$4,000.

DEPARTMENT OF MINES.	Frank Hall, deputy chief (a, b), \$2,500.	Joseph J. Radziewicz, chief clerk (b), \$1,600	John H. Venn, clerk (a), \$1,400
			John P. Gallagher, clerk (a), 1,400
			Thos. F. Saricks, clerk (c), 1,400
			Arthur C. James, clerk (c), 1,400
			Ed. Makowski, clerk (b), 1,400
		Miss Minnie H. Irwin, chief stenographer (a, c, d), \$1,400	
		Miss C. E. Irwin, stenographer (d, e), 1,200	
		Miss Anna Gaughan, stenographer (c, d), 1,200	
		Robert J. Nelson, messenger (a, b), 1,200	
		Lorenzo Taylor, janitor, 120	
		Matilda King, janitress, 216	
		Anthracite mine inspectors (f), 3,000	P. J. Moore, first district.
			L. M. Evans, second district.
			S. J. Phillips, third district.
			Jeckin T. Reese, fourth district.
			Augustus McDade, fifth district.
			Hugh McDonald, sixth district.
			T. J. Williams, seventh district.
			S. J. Jennings, eighth district.
			D. T. Davis, ninth district.
			Joseph J. Walsh, tenth district.
			David J. Roderick, eleventh district.
			P. C. Featon, twelfth district.
			A. B. Lamh, thirteenth district.
			James A. O'Donnell, fourteenth district.
			Benjamin I. Evans, fifteenth district.
			P. J. Friel, sixteenth district.
			Isaac M. Davies, seventeenth district.
			John Curran, eighteenth district.
			M. J. Brennan, nineteenth district.
			Charles J. Price, twentieth district.
			B. P. Maxey, twenty-first district.
		Bituminous mine inspectors (g), 3,000	Alexander McCanch, first district.
			C. B. Ross, second district.
			Thos. K. Adams, third district.
			Elias Phillips, fourth district.
			Isaac G. Roby, fifth district.
			Thos. D. Williams, sixth district.
			Chas. P. McGregor, seventh district.
			Jos. Knapper, eighth district.
			P. J. Walsh, ninth district.
			Joseph Williams, tenth district.
			D. G. Blower, eleventh district.
			Thos. A. Farniss, twelfth district.
			William Langan, thirteenth district.
			David Young, fourteenth district.
			Alexander Montelth, fifteenth district.
			W. H. Howarth, sixteenth district.
			John I. Pratt, seventeenth district.
			Thomas A. Mather, eighteenth district.
			James J. Stoker, nineteenth district.
			F. W. Cunningham, twentieth district.
			C. P. Byrne, twenty-first district.
			John F. Bell, twenty-second district.
			Edward E. Girou, twenty-third district.
			Nicholas Evans, twenty-fourth district.
			Thos. S. Lowther, twenty-fifth district.
			P. J. Callaghan, twenty-sixth district.
			Harry Phythyon, twenty-seventh district.
			Thos. H. Thompson, twenty-eighth district.

MINE INSPECTORS' EXAMINING BOARDS.

Bituminous Region.

Appointed every four years by the Governor. Consists of five persons, two of whom are mining engineers and three mine inspectors. Act of June 9, 1911, P. L. 756. \$10.00 per day and expenses.

Anthracite Region.

Appointed every year by courts of different counties. Consists of five persons, two mining engineers and three miners. Act of June 8, 1901, P. L. 535. \$5.00 per day and 6 cents per mile mileage.

- (a)—Act of April 14, 1903, P. L. 180.
- (b)—Act of March 1, 1905, P. L. 30.
- (c)—Act of May 7, 1907, P. L. 161.
- (d)—Act of July 16, 1913, P. L. 752.
- (e)—Act of May 10, 1909, P. L. 499.
- (f)—Act of June 9, 1911.
- (g)—Act of May 3, 1905.

THE BOARD OF PARDONS

GEORGE D. THORN, SECRETARY OF THE BOARD (a),	\$1,000	{	Walter H. Gaither, recorder (a),	\$500
			J. L. Kendlhart, clerk (a),	500
			Matthias Godshalk, messenger (a),	400
			(Vacancy), tipstaff (a),	400

MEMBERS OF THE BOARD:

John M. Reynolds, Lieutenant Governor (a),	\$500
Robert McAfee, Secretary of the Commonwealth (a),	500
John C. Bell, Attorney General (a),	500
Henry Houck, Secretary of Internal Affairs (a),	500

(a)—Constitution of Pennsylvania, Art. 4, Sec. 9, General Appropriation Act, 1913.

³ THE PENNSYLVANIA STATE BOARD OF CENSORS OF MOTION PICTURES

J. LOUIS BREITINGER, CHIEF CENSOR (a, b),	\$1,500	{	Mrs. E. C. Nivers, assistant censor (a, b),	\$1,200
			Joseph A. Berrier, chief clerk (b),	1,000
			Mrs. Gertrude J. Lantz, stenographer (b),	720
			(Chas. E. Bell, inspector (c),	900

(a)—Act of June 19, 1911.
 (b)—Act of April 4, 1913.
 (c)—General Appropriation Bill.

THE PENNSYLVANIA STATE LIBRARY

<p>Norman D. Gray, Asst. State Librarian. Deputy Director of State Museum (a), \$2,500.</p>	<p>Boyd P. Rothbrock, Curator of State Museum. Expert taxidermist (k), \$1,800.</p>	<p>Wm. R. Reinick, assistant curator (k), \$720 Julia M. Donnelly, assistant Educational Division (k), 900 Charles Revie, assistant Educational Division (k), 540 Alice M. Nagle, assistant Educational Division (k), 600 Wm. J. Durborow, assistant taxidermist (k), 900 Mrs. Mary E. Rothrock, designer (k), ... 600 Miss Alfreda Foster, stenographer (k), .. 340 Miss Martha Negley, stenographer (k), .. 480 E. M. Malley, watchman (k), 600 Lorenzo Taylor, cleaner (k), 276 Ella Boneholder, cleaner (k), 180 Lilly Burd, cleaner (k), 180 Sarah Ulrich, cleaner (k), 180 Annie Barr, cleaner (k), 180 Clara Campbell, launderer (k), 30</p>
<p>A. Coleman Sheetz, Second Assistant Librarian (b), \$2,000.</p>	<p>Miss A. R. Brady, cataloguer and accession clerk (c), \$1,000 Miss A. S. Roe, cataloguer and accession clerk (c), 700 Miss Esther Weymss, cataloguer and accession clerk (c), 600 Miss Dorothy Black, cataloguer and accession clerk (c), 600 Miss Edith D. Black, cataloguer and accession clerk (c), 600 Mrs. Sarah Woods Parkinson, assistant in charge of historical research work and genealogy (d), 600 Miss Amy C. Black, assistant in charge of desk (d), 600 Miss Belle R. Stevens, assistant in charge of recording of magazines, etc. (d), 600 Miss Margie G. Hartman, assistant in charge of repairing of books, etc. (d), 600 Miss Martha G. Sober, stenographer and bill clerk (e), 1,200 Joseph Revie, messenger (f), 1,200 Mrs. R. C. Espy, clerk to Librarian (j), 1,000 J. B. White, assistant in law library (a), 1,600 J. W. Kline, assistant in law library (a), 1,400 Theodore Burchfield, night watchman (g), 900 J. Miller Karper, night assistant (h), 900 Thomas D. Straughn, night assistant (b), 900 Daniel Green, page (i), 360 Clara Campbell, cleaner (i), 270</p>	<p>Elizabeth S. Allison, Asst. (k), \$780 Eliza Lingie, Asst. (k), 900 Mrs. Mary C. Ramsey, Asst. (k), 600 Bertha V. Sellers, Asst. (k), 600 Jessie Kishpaugh, Asst. (k), 600 Mary F. McDowell, Asst. (k), 600 Mary L. Leib, Asst. (k), 600 Ida E. Marshall, Asst. (k), 600 Constance B. Beldleman, Asst. (k), .. 600 Isabel Nissley, Asst. (k), 600 C. Wynne Cassel, Asst. (k), 600 Minnie Garverich, special Asst. (i), 360 James Hill, messenger (k), 600 Clara Campbell, launderer (k), 24 Lizzie Stutzman, cleaner (i), 180 Lorenzo Taylor, cleaner (i), 180 Elizabeth Handhoe, cleaner (i), 180 Sadie Farling, cleaner (i), 180 Carrie Harbold, cleaner (i), 180</p>
<p>THOS. L. MONTGOMERY, STATE LIBRARIAN (a), \$4,500.</p>	<p>L. R. Kelker, Custodian of Public Records (a), \$2,000.</p> <p>Advisory Commission, Division of Public Records. John W. Jordan, Julius F. Sachse, Frank R. Diffeoderfer, Eben Allen Weaver, Boyd Crumrine, Herman B. Ames, (Vacancy.)</p>	<p>Aona A. McDonald, consulting librarian (i), \$1,600.</p> <p>Daisy E. Burg, stenographer (l), \$720 Isabel McC. Turner, cataloguer (l), 960 Adda Roe Currey, Asst. cataloguer (l), .. 660 Franc C. Gibbs, charging clerk (l), 600 Mary E. Prowell, mender (l), 600 Thomas R. Vernon, return clerk (l), 1,500 Cyrus C. Campbell, utility man (l), 480 Sarah Ulrich, cleaner (l), 78</p>
<p>Robert B. Bliss, Assistant Secretary (l), \$1,980.</p> <p>Free Library Commission. John Thomson, chairman and treas. Thos. L. Montgomery, sec. ex-officio. Harrison W. Craver, Horace Edwin Hayden, Henry Bellin, Jr., Edwin E. Sparks.</p>	<p>Cordelia B. Hodge, assistant and head of traveling libraries (l), \$960.</p>	

(a)—Laws of Pennsylvania, 1909, p. 602.
 (b)—Laws of Pennsylvania, 1913, p. 334.
 (c)—Laws of Pennsylvania, 1899, p. 372.
 (d)—Laws of Pennsylvania, 1909, p. 875.
 (e)—Laws of Pennsylvania, 1911, p. 220.
 (f)—Laws of Pennsylvania, 1913, p. 342.
 (g)—Laws of Pennsylvania, 1889, p. 208.
 (h)—Laws of Pennsylvania, 1913, p. 768.
 (i)—Contingent Fund.
 (j)—Laws of Pennsylvania, 1903, p. 159.
 (k)—General Appropriation Act.
 (l)—Act of May 6, 1889, P. L. 247.

THE BOARD OF PUBLIC CHARITIES

BROMLEY WHARTON, GENERAL AGENT AND SECRETARY (a), \$5,000.	}	Wm. J. McGarry, assistant general agent (Eastern Div.), (b),	\$2,000	}	Ernest Whitehead, stenographer (c),	\$900
		Wm. G. Theurer, assistant general agent (Western Div.), (b),	2,000			
		Joseph B. Keating, statistician (c),	2,000			
		(Vacancy), clerk Harrisburg office (c),	600			

MEMBERS OF THE BOARD (a)—No Salary.

Francis J. Torrance, President,
George W. Ryon,
Isaac Johnson,
Patrick C. Boyle,
Ralph Blum,
Cyrus B. King,
William B. Tell,
Samuel E. Gill,
Howard B. Franch,
Edward K. Rowland,
Bromley Wharton, Secretary.

(a)—Act April 24, 1869, P. L. 90.
(b)—Act of 1907, page 231.
(c)—Act May 31, 1909, p. 811.

THE COMMITTEE ON LUNACY THE BOARD OF PUBLIC CHARITIES

FRANK WOODBURY, M. D., SECRETARY (a),	\$3,000	{ Annie J. Vernon, chief clerk (a),	\$1,500
		{ Lillian J. Riddle, stenographer (a),	1,000

MEMBERS OF THE COMMITTEE (a)—No Salary.

Isaac Johnson, Chairman,
George W. Ryon,
Patrick C. Boyle,
Cyrus B. King, M. D.,
Edward K. Rowland,
Dr. Frank Woodbury, Secretary.

(a)—Act of May 8, 1883, P. L. 21.

THE DEPARTMENT OF FORESTRY

Irvin C. Williams, Deputy Commissioner of Forestry (b),	\$2,500
A. E. Strode, clerk (a),	1,800
Geo. W. Howard, clerk (b),	1,500
Miss Ivy C. Luft, stenographer (c),	900
Miss May E. Eckman, stenographer (c),	900
W. W. Smith, bookkeeper (c),	1,500
Roy Ross, messenger (c),	600
Caroline L. Leonard, janitress,	300

S. T. Moore, chief surveyor and engineer (c),	1,800	{ James E. McNeal, draftsman (c),	\$1,500
		{ Maurice Mustin, draftsman (c),	1,200

FOREST RANGERS (c).

W. B. Evans,	\$1,200	Chas. E. Leonard,	480
J. K. Hogentogler,	1,200	Leon F. Lewis,	480
Chas. R. Meek,	1,200	David Libby,	600
J. B. Ryan,	1,200	S. H. Lightner,	600
Geo. W. Sheeler,	1,200	Geo. M. Lipp,	600
V. M. Bearer,	900	Jos. Manley,	540
H. F. Critchley,	900	James McElwee,	600
Jesse M. Houtz,	900	Wm. F. McKinney,	540
W. E. Montgomery,	900	D. K. Meredith,	600
Max E. Muller,	900	R. K. Merrill,	540
Robert R. Neefe,	900	C. J. Middleswarth,	540
Chas. E. Zerby,	900	John Monsell,	540
B. Bryson McCool,	900	Carl Motz,	540
John R. Elder,	900	S. L. Mull,	600
Thos. H. Goldeen,	900	John Nelson,	600
Geo. S. Perry,	720	Henry M. Olson,	600
Stewart Albert,	600	Harry B. Perry,	600
J. W. Amig,	600	G. H. Pidgeon,	600
G. W. Armstrong,	720	Robert Reitz,	600
A. W. Ayers,	480	John T. Rellihan,	240
C. M. Bailey,	600	E. T. Riviere,	480
Wilson R. Barndt,	540	S. M. Roderumel,	540
Merritt Barr,	540	L. W. Rogers,	600
Howard J. Roop,	540	G. Edw. Ross,	720
John Bricker,	540	Robert Schwab,	600
M. N. U. L. Brooks,	480	Howard P. Seese,	600
William Buck,	600	John Shaffer,	540
O. M. Campbell,	600	A. L. Shoemaker,	600
James E. Carbaugh,	540	Edw. H. Smith,	480
J. V. Carlio,	600	Harry W. Staley,	540
Henry C. Cox,	600	L. M. Stover,	540
R. M. Crum,	720	Henry L. Stull,	540
H. J. Dean,	480	F. P. Sundry,	600
G. C. Deeter,	600	C. A. Swartz,	600
M. L. Fish,	480	T. L. Swartzell,	540
M. A. Fournesa,	540	Wm. G. Taylor,	540
Ferdinand Frank,	600	Harry L. Thomas,	540
J. H. Green,	600	Harry Van Cleve,	600
D. R. Harbeson,	600	Edgar Wilson,	600
W. H. Harpater,	600	John Winkelbleck,	600
Herman M. Hart,	600	Wm. Wirth,	600
B. F. Hassler,	600	L. C. Wyckoff,	600
William Hatton,	640	Leonard G. Barnes,	720
C. M. Head,	480	Walter J. Bartschat,	720
Charles Hemmerly,	480	Jos. Russel Fawley,	720
Wm. C. Huff,	540	Thos. C. Harbeson,	720
E. N. Jenckes,	720	W. Harold Horniog,	720
Frank Johnston,	600	Walter Leach,	720
Adam Kamp,	600	Howard W. Siggins,	720
Walter L. Kauffman,	660	Robt. W. Stadden,	720
Leroy Koontz,	600	Harry C. Van Horn,	720
Samuel Lebo,	540	Chas. E. Woof,	720
		J. W. Welchans,	480

Joseph S. Illick, forester (see above),	
George A. Retan, forester (see above),	
William Netoffsky, professor (c),	\$1,500
John C. Adams, professor (c),	1,350
Wm. H. Eyster,	900
B. J. Gutknecht,	660
D. C. Bittinger,	420
Howard Saylor,	420
Sarah E. Conklin,	960
Jennie Bittinger,	300
Violet B. Rook,	210
Catherine Wile,	150

Wm. L. Byers, forester (c),	\$1,500
E. A. Zeigler, forester (c),	1,800
Joseph S. Illick, forester (c),	1,500
Robert G. Cooklin, forester (c),	1,500
John E. Avery, forester (c),	1,500
Lewis E. Staley, forester (c),	1,500
Paul H. Mulford, forester (c),	1,500
John L. Witherow, forester (c),	1,500
T. Roy Marton, forester (c),	1,500
H. C. Evans, forester (c),	1,500
Tom O. Beitsch, forester (c),	1,500
W. G. Conklin, forester (c),	1,500
Wm. F. Dague, forester (c),	1,500
H. E. Bryner, forester (c),	1,500
F. H. Dutlinger, forester (c),	1,500
Geo. A. Retan, forester (c),	1,500
John A. Bastian, forester (c),	1,200
H. E. Elliott, forester (c),	1,200
R. Lynn Emerick, forester (c),	1,200
Alfred E. Rupp, forester (c),	1,200
John L. Strobeck, forester (c),	1,200
W. Elmer Haupt, forester (c),	1,200
Homer S. Metzgar, forester (c),	1,200
John R. Williams, forester (c),	1,200
Carl L. Kirk, forester (c),	1,200
A. C. Silvious, forester (c),	1,200
R. B. Wiater, forester (c),	1,200
Walter D. Ludwig, forester (c),	1,200
D. Kerr Warfield, forester (c),	1,200
John W. Keller, forester (c),	1,200
A. W. Bodine, forester (c),	1,200
F. D. Jerald, forester (c),	1,200
Walter Mumma, forester (c),	1,200
Edgar H. Smith, forester (c),	1,200
P. Hartman Fox, forester (c),	1,200
Arthur B. Wells, forester (c),	1,200
N. R. McNaughton, forester (c),	1,200

ROBERT S. CONKLIN,
COMMISSIONER OF FORESTRY (a), \$3,000.

George H. Wirt, Forest Inspector (c), \$2,100.

The State Forest Academy, E. A. Zeigler, forester, in charge. (See above.)

(a)—Act of February 25, 1901, P. L. 11.
 (b)—Act of March 25, 1903, P. L. 69.
 (c)—General Appropriation Act of July 16, 1913, P. L. 779.

THE INSURANCE DEPARTMENT

CHARLES JOHNSON, IN- SURANCE COMMIS- SIONER (a), \$7,500.	Samuel W. McCullough, Deputy Insurance Com- missioner (a), \$4,000.	Robert E. Forster, actuary (a), \$5,000	Jacob Young, clerk (a), \$1,600
			R. S. Bowman, clerk (a), 1,600
			James C. Kirk, clerk (a), 1,600
			Winfield S. Holland, clerk (a), 1,600
			Joseph Paxson, clerk (temporary), (a), .. 1,200
			F. J. Cumiskey, assistant examiner (a), 3,000
			Harry B. Shidle, assistant examiner (a), 2,400
			Chas. H. Storey, assistant examiner (a), 2,400
			A. G. Costello, assistant examiner (a), .. 1,800
			John W. Reese, assistant examiner (a), 1,800
	Fred W. Graves, assistant examiner (a), 1,800		
	George Sterr, Jr., assistant examiner (a), 1,800		
	Fred C. Beecher, examiner of company statements (a), 2,000		
	Thos. B. Donaldson, special deputy (a), 2,400		
	Robert C. Wilson, special deputy (a), ... 2,400		
	C. Z. Wolf, stenographer (a), 1,200		
	D. E. Hunihan, inspector (a), 2,000		
	W. H. Hazlet, inspector (a), 2,000		
	W. H. H. Baker, chief clerk (a), 2,500		
	A. S. Cooper, clerk (a), 1,600		
	Grant Ramey, clerk (a), 1,600		
	R. A. Todd, clerk (a), 1,600		
	W. H. Johnston, clerk (a), 1,600		
	E. H. Hunter, clerk (a), 1,600		
	H. E. Ritter, clerk, a), 1,600		
	Chas. F. Dewire, clerk (a), 1,600		
	Mary E. Womer, stenographer (a), 1,200		
	R. Grace Espenship (a), 1,200		
	George W. Matthews, messenger (a), ... 1,200		
	H. E. Cornog, clerk (temporary), (b), .. 1,600		
	Mrs. Margaret Boyer, charwoman (b), .. 360		

(a)—Act June 1, 1911, P. L. 598.
(b)—Contingent Fund.

THE BOARD OF GAME COMMISSIONERS

DR. JOSEPH KALBFUS, CHIEF GAME PROTECTOR (a, b), \$3,000	G. E. Wood, assistant secretary (a, b), \$1,500
	Joseph Berrier, travellog game protector (a, b), 1,200
	Seth E. Gordon, game protector (a, b), 900
	Charles B. Baum, game protector (a, b), 900
	Wm. I. Ibach, game protector (a, b), 900
	Chas. Laubenstein, game protector (a, b), 900
	Henry Hilton, game protector (a, b), 900
	James D. Geary, game protector (a, b), 900
	Wm. Anneman, game protector (a, b), 900
	Marion Podgorski, game protector (a, b), 900
	Joseph Smith, game protector (a, b), 900
	L. K. Hogarth, game protector (a, b), 900
	Alonzo M. Ent, game protector (a, b), 900
	H. E. Hummelbaugh, game protector (a, b), 900
	E. W. Kelley, game protector (a, b), 900
	Kinter B. Rodgers, game protector (a, b), 900
	Leu. C. Ale, game protector (a, b), 900
	Ralph Russ, game protector (a, b), 900
	Joseph Kennedy, game protector (a, b), 900
	Joseph M. Curtis, game protector (a, b), 900
	Henry J. Sines, game protector (a, b), 900
	R. J. Saltsman, game protector (a, b), 900
	Lorenzo Taylor, janitor, 60

BOARD OF GAME COMMISSIONERS:
Dr. Charles B. Penrose, President.
John M. Phillips.
Coleman K. Sober.
Arthur Chapman.
Lanning Harvey.
W. B. McCaleb.
Joseph Kalbfus, Secretary.

(a)—Act of June 25, 1895, P. L. 273.
(b)—Act of May 21, 1901, P. L. 266.

THE STATE HIGHWAY DEPARTMENT

EDWARD M. BIGELOW,
HIGHWAY COMMISSIONER (a), \$8,000.

Joseph W. Hunter, 1st
Deputy Commissioner
(a), \$6,000.

E. A. Jones, 2d Deputy
Commissioner (a),
\$6,000.

Samuel D. Foster, Chief
Engineer (a), \$7,000.

Willis Whited, bridge engineer (a), \$3,600.	G. L. Sollenberger, Asst. draftsman (d), \$1,200 H. D. Buckwalter, Asst. draftsman (d), 1,200 W. P. Hartigan, transitman (d), 1,200 T. W. Black, clerk (d), 900
Geo. H. Bilea, maintenance engineer (a), \$4,000.	G. G. Hatter, draftsman (c), 1,200 I. K. Norria, draftsman (c), 1,200 H. E. Jenks, draftsman (c), 1,200 H. W. Heller, clerk (c), 1,000 J. E. Snyder, clerk (c), 1,000 C. H. Moore, clerk, (c), 1,000 W. I. Laubenstein, clerk (c), 1,000
J. T. Gephart, Jr., Asst. maintenance engineer (a), \$3,600.	J. C. Fitzpatrick, clerk (c), 900 F. G. Dorwart, clerk (c), 780 H. M. Freeburn, clerk (c), 660 R. R. Stine, stenographer (c), 1,000 J. K. Tomlinson, chauffeur (c), 1,200 James Baker, watchman (c), 840 Geo. G. Forster, watchman (c), 780
Geo. H. Elsenbans, chief draftsman (a), \$2,400.	R. C. Benedict, Asst. draftsman (a), 1,800 G. M. Oves, Asst. draftsman (a), 1,800 G. P. Strum, Asst. draftsman (a), 1,800 Jas. F. Fisher, Asst. draftsman (d), 1,200 F. M. Taylor, Asst. draftsman (d), 1,200 G. P. Sampson, Asst. draftsman (d), 1,200 Geo. R. McKenzie, Asst. draftsman (d), 1,200 Jas. F. Mackey, Asst. draftsman (d), 1,200 S. R. Sharpless, Asst. draftsman (d), 1,200 Frank H. Knisely, Asst. draftsman (d), 1,000 C. T. Fisher, Asst. draftsman (d), 900 S. V. Keeler, Asst. draftsman (d), 900 H. A. Douglass, blueprint operator (d), 1,200 Thos. Reddington, clerk (d), 1,200
A. W. Burke, assistant engineer (a), \$2,400 Paul Porter, chauffeur (d), 1,200	
W. D. Meyers, Asst. Engr., District No. 1, (a), \$2,400.	H. K. Hershey, chief of construction (d), 1,500 G. C. Crawford, inspector (d), 1,320 C. B. McClure, inspector (d), 1,200 J. C. Mullen, inspector (d), 1,200 J. B. Cardon, draftsman (d), 1,200 R. G. Harnish, inspector (d), 1,080 Ralph Vulpe, inspector (d), 900 C. H. Buckius, transitman (d), 1,080 H. M. Dorwart, levelman (d), 1,000 Foster C. Mann, chainman (d), 780 J. Louis Cardon, rodman (d), 660
C. W. Hardt, Asst. Engr., District No. 2, (a), \$2,400.	D. C. Stackpole, Supt. of Construc. (d), 1,500 C. R. Orendorff, draftsman (d), 1,200 J. C. McCarrell, inspector (d), 1,200 J. W. Lape, inspector (d), 1,020 C. A. Wretman, stenographer (d), 1,000 Walter H. Mann, transitman (d), 1,080 N. J. Neidig, chainman (d), 780 Geo. Kunkel, Jr., chainman (d), 780
A. S. Clay, Asst. Engr., District No. 3 (a), \$2,400.	W. L. Butler, chief of construction (d), 1,500 R. A. McCachran, draftsman (d), 1,200 James Bonner, inspector (d), 1,200 M. J. Flynn, inspector (d), 1,140 A. W. Tsit, chainman (d), 780 A. L. McCarthy, chainman (d), 780 F. H. Brobst, rodman (d), 660 E. M. Omm, clerk (d), 1,000
H. W. Claybaugh, Asst. Engr., District No. 4, (a), \$2,400.	W. A. Van Duser, chief of construc. (d), 1,500 A. J. Eissenmyer, draftsman (d), 1,200 C. A. Eichelberger, transitman (d), 1,080 M. J. McCallan, levelman (d), 1,000 C. J. Eggeher, clerk (d), 900 Harry P. Shields, chainman (d), 780 A. H. McElrath, chainman (d), 780 G. A. Ball, chainman (d), 780 H. S. Claybaugh, rodman (d), 660
G. C. Langenhalm, Asst. Engr., District No. 5, (a), \$2,400.	N. Guiley Finch, chief of construc. (d), 1,500 H. B. DeWald, draftsman (d), 1,200 L. E. Kelley, levelman (d), 1,000 C. L. Moyer, clerk (d), 960 Wm. C. Groman, chainman (d), 780 H. K. Fenstermacher, chainman (d), 780 Garfield Rhoda, rodman (d), 660
Edwin S. Frey, Asst. Engr., District No. 6 (a), \$2,400.	C. E. Robinson, Supt. of Construc. (d), 1,500 G. H. Hand, resident engineer (d), 1,500 C. E. Cole, draftsman (d), 1,200 J. A. Hutchinson, inspector (d), 1,080 W. G. Rachel, transitman (d), 1,080 C. A. Griffith, clerk (d), 1,000 John J. Dickey, inspector (d), 960 E. B. Collins, inspector (d), 960 U. J. Eckman, inspector (d), 900 E. A. Heckert, chainman (d), 780 F. E. Seachrist, chainman (d), 780 C. E. Bear, rodman (d), 660
Warren F. Cressman, Asst. Engr., District No. 7 (a), \$2,400.	W. O. Muench, Jr., chief of Constr. (d), 1,500 B. F. Slaw, inspector (d), 1,500 Ed. Pickering, draftsman (d), 1,200 Jas. P. Hinton, inspector (d), 1,200 T. P. Greger, inspector (d), 1,200 H. T. Harford, inspector (d), 1,200 H. D. McLean, inspector (d), 1,080 F. J. Zimmerman, inspector (d), 1,080 J. G. English, transitman (d), 1,080 J. T. Taylor, inspector (d), 1,020

THE STATE HIGHWAY DEPARTMENT

EDWARD M. BIGELOW,
HIGHWAY COMMISSIONER

Joseph W. Hunter, 1st
Deputy Commissioner
E. A. Jones, 2d Deputy
Commissioner

Samuel D. Foster, chief
engineer

	Cont'd. Warren F. Cressman, Asst. Engr., District No. 7.	Edward McGrainier, inspector (d), 1,020 John McGuigan, clerk (d), 1,000 T. A. Cody, draftsman (d), 900 N. F. Paiste, inspector (d), 900 H. A. Thomson, bookkeeper (d), 780 C. C. Sloan, chairman (d), 780 Raymond Geisinger, chairman (d), 780 A. H. Beschor, chairman (d), 780 S. D. Henderson, rodman (d), 660
	L. W. Francis, Asst. Engr., District No. 9 (a), \$2,400.	G. S. Maiers, acting chief of Const. (d), 1,200 W. S. Hornbaker, draftsman (d), 1,200 J. Ross Hall, transitman (d), 1,080 Elmer I. George, assistant draftsman (d), 1,080 H. L. McNulty, inspector (d), 1,020 L. C. Eberly, chairman (d), 780 Chas. W. Hepford, chairman (d), 780 W. B. Gough, rodman (d), 660
	S. W. Jackson, Asst. Engr., District No. 10 (a), \$2,400.	C. L. Lorah, chief draftsman (d), 1,500 T. D. Wimmer, inspector (d), 1,500 S. W. Hill, inspector (d), 1,080 A. E. Farrington, inspector (d), 1,080 H. L. Dougherty, inspector (d), 1,080 W. R. Mason, clerk (d), 1,000 M. J. Harrison, inspector (d), 900 S. A. McClure, chairman (d), 780 S. P. Longstreet, chairman (d), 780 E. B. Rockwell, rodman (d), 660 D. R. Spencer, rodman (Temp.), (d), .. 660
	C. S. Lemon, Asst. Engr., District No. 11 (a), \$2,400.	H. E. Wilhelm, chief of party (d), 1,500 H. R. Moffitt, chief of party (d), 1,200 C. C. Hauth, inspector (d), 1,200 F. K. Nicklas, stenographer (d), 1,000 C. M. Brown, inspector (d), 1,020 Alfred Reinegan, inspector (d), 900 E. R. Onkst, chairman (d), 780 C. E. Clark, chairman (d), 780 G. T. Nowell, rodman (d), 660 H. L. Lingafelt, rear flag (d), 660
	Paul M. Tebbs, Asst. Engr., District No. 12 (a), \$2,400.	W. J. Devereaux, chief of construc. (d), 1,500 F. C. Fowler, inspector (d), 1,380 W. H. Bireher, draftsman (d), 1,200 H. D. Stoll, transitman (d), 1,080 Ralph Williams, stenographer (d), 1,000 L. F. Gross, levelman (d), 1,000 Geo. F. Rosar, chairman (d), 780 L. W. Payne, inspector (d), 1,200 F. W. Dodge, inspector (d), 1,080 W. G. Nicholls, transitman (d), 1,080 Evan Thomas, chairman (d), 780 C. A. Krotzer, chairman (d), 780 W. J. Richards, chairman (d), 780 Fred Kennedy, rodman (d), 660
	L. I. Robbins, Civil Engr., District No. 13 (a), \$2,400.	Chas. Fitzsimmons, general inspector (d), 1,800 J. P. White, inspector (d), 1,500 R. D. Forsythe, chief of party (d), 1,500 P. B. Kearns, inspector (d), 1,200 H. S. Kistler, inspector (d), 1,080 H. C. Orr, transitman (d), 1,080 A. C. Gies, transitman (d), 1,080 John R. McKeown, inspector (d), 1,020 H. Addison Lowrey, stenographer (d), .. 1,000 E. V. Fowler, inspector (d), 900 W. L. Orr, chairman (d), 780 J. J. Gallagher, chairman (d), 780 J. K. Clark, chairman (d), 780 J. P. Harbaugh, chairman (d), 780 W. R. Foster, rodman (d), 660 Robt. K. Cochrane, Jr., rodman (d), ... 660
	A. B. Gray, Asst. Engr., District No. 14 (a), \$2,400.	R. R. Sutton, chief of construction (d), .. 1,500 Edgar Powell, draftsman (d), 1,200 C. A. Innton, inspector (d), 1,200 John S. Yard, transitman (d), 1,080 John N. O'Neil, inspector (d), 1,080 Geo. C. Cochran, inspector (d), 1,080 John Grey, inspector (d), 1,020 E. R. Dietrichkeit, clerk (d), 1,000 B. B. Weinberg, inspector (d), 900 J. W. Cleavinger, chairman (d), 780 Jas. T. Crago, chairman (d), 780 S. C. Courson, chairman (d), 780 Paul V. Bornaad, chairman (d), 780
	T. C. Frame, Asst. Engr., District No. 15 (a), \$2,400.	H. S. Wood, chief of construction (d), .. 1,500 F. E. Winter, resident engineer (d), 1,500 T. A. Jenkins, inspector (d), 1,200 E. R. Brann, inspector (d), 1,200 W. A. Greaves, draftsman (d), 1,200 E. R. Iltie, transitman (d), 1,080 G. S. King, inspector (d), 1,080 P. T. Green, inspector (d), 1,020 L. C. Birchfield, levelman (d), 1,000 L. F. Keating, inspector (d), 900 L. L. Goodrich, inspector (d), 900 R. W. Schreckengost, inspector (d), ... 900 J. P. Hanscom, inspector (d), 780 E. D. King, chairman (d), 780 B. H. Palmer, chairman (d), 780 R. H. Dalrymple, chauffeur (d), 780 L. Mohr, clerk (d), 600
	W. R. D. Hall, statistician (a), \$3,000	A. C. Frankel, paymaster (a), 2,250 M. E. Conrad, 1st Asst. paymaster (a), ... 2,250 Harry Biles, 2d Asst. paymaster (a), ... 1,500 J. E. Shoop, clerk (d), 1,000
	G. A. Barclay, inspector of signs (d), 2,400	W. L. Harbold, clerk (d), 1,000 J. R. Ross, erecting foreman (d), 720

THE STATE HIGHWAY DEPARTMENT

EDWARD M. BIGELOW,
HIGHWAY COMMISSIONER

Joseph W. Hunter, 1st
Deputy Commissioner

E. A. Jones, 2d Deputy
Commissioner

H. W. Fry, chief clerk (a),	\$2,400	G. J. Hellerman, bookkeeper (a),	\$1,600
		H. W. Miller, bookkeeper (a),	1,600
		R. C. McQuate, clerk (a),	1,200
		J. H. Smith, clerk (a),	1,200
		H. F. Helsey, clerk (a),	1,200
		W. T. Schaeffer, clerk (a),	1,200
		T. Glen Myer, stenographer (a),	1,200
		N. L. Keller, stenographer (a),	1,200
		A. J. Hoover, stenographer (a),	1,200
		M. C. Baird, stenographer (a),	1,200
		Esther Eichelberger clerk (d),	600
Wm. R. Main, auditor (a),	3,000	C. U. Johnson, clerk (d),	1,000
		H. R. Stackhouse, clerk (d),	1,000
		L. F. Valentour, clerk (d),	900
		E. D. Eisenhans, clerk (d),	780
		H. W. Jeffries, clerk (d),	780
		A. C. Glazier, clerk (d),	780
Bureau of Township Roads.		J. V. McNary, engineer of township roads	
W. A. Wynn, maintenance engineer (b), ..	3,600	(b),	2,400
		C. C. Campbell, draftsman (b),	1,800
		C. W. Erisman, assistant draftsman (b)	1,500
		H. F. Springfield, stenographer (b),	1,000
		G. A. Schmidt, clerk (b),	1,000
		Pierre Mather, draftsman (b),	900
		Geo. S. Denithorne, draftsman (b),	900
		Robert Tait, stenographer (b),	780
		Preston Crowell, Jr., draftsman (b),	600
		James A. Bradley, chauffeur (b),	400
Laboratory.		M. H. Uman, chemist (e),	1,500
Thos. J. Keane, superintendent of asphalt	3,000	R. E. Barclay, clerk (e),	1,000
construction (e),		S. C. DuTot, traveling inspector (e),	720
		C. A. Garberich, night watchman (e),	720
		John Baker, Jr., janitor (e),	480
Automobile Division.		Sara R. Weaver, stenographer (f),	1,200
T. C. Boyd, registrar (f),	1,800	J. Stewart Black, stenographer (f),	1,000
		J. D. Dickson, auto inspector (f),	1,000
		G. C. McCahan, clerk (f),	1,200
		W. H. Charters, clerk (f),	1,200
		H. H. McLees, clerk (f),	1,200
		N. L. Yamall, clerk (f),	1,080
		H. L. Holloway, clerk (f),	1,000
		A. S. Deeter, clerk (f),	1,000
		H. Boileau, clerk (f),	1,000
		A. Wildman, clerk (f),	1,000
		H. A. Guderaman, clerk (f),	1,000
		Lloyd S. Persma, clerk (f),	1,000
		Thomas Lourimer, clerk (f),	1,000
		H. C. Jamison, clerk (f),	750
		J. H. Henning, clerk (temporary), (f), ..	1,000
		P. A. Sales, clerk (temporary), (f),	1,000
		S. W. Zerbe, clerk (temporary), (f),	1,000
		C. H. Landis, clerk (temporary), (f),	1,000
		C. F. Taylor, clerk (temporary), (f),	1,000
		M. Katherine Zimmerman, clerk (tempo- rary), (f),	600
		G. J. Hellerman, bookkeeper (f),	400
G. A. Albright, Supt. of highways (a), ..	1,500		
W. O. Bennett, Supt. of highways (a), ..	1,500		
Robert Black, Supt. of highways (a),	1,500		
Wm. Bodmer, Supt. of highways (a),	1,500		
M. E. Brenner, Supt. of highways (a),	1,500		
Paul Brubaker, Supt. of highways (a),	1,500		
M. K. Burgner, Supt. of highways (a),	1,500		
E. Leo Covenay, Supt. of highways (a), ..	1,500		
R. L. Devereaux, Supt. of highways (a), ..	1,500		
Chas. H. Dunkle, Supt. of highways (a), ..	1,500		
G. P. Endsley, Supt. of Highways (a),	1,500		
C. B. Ent, Supt. of highways (a),	1,500		
C. C. Ferguson, Supt. of highways (a),	1,500		
J. Henry Geer, Supt. of highways (a), ..	1,500		
Thomas Green, Supt. of highways (a),	1,500		
F. D. Gross, Supt. of highways (a),	1,500		
H. R. Halfpenny, Supt. of highways (a), ..	1,500		
Ernest Harvey, Supt. of highways (a),	1,500		
W. H. Hatfield, Supt. of highways (a),	1,500		
C. H. Harrison, Supt. of highways (a),	1,500		
G. D. Jenkins, Supt. of highways (a),	1,500		
G. O. Lindley, Supt. of highways (a),	1,500		
D. C. Lefevre, Supt. of highways (a),	1,500		
V. E. Loveland, Supt. of highways (a),	1,500		
Thos. R. McDowell, Supt. of highways (a), ..	1,500		
L. H. Marsh, Supt. of highways (a),	1,500		
T. Y. McCullough, Supt. of highways (a), ..	1,500		
C. E. Meals, Supt. of highways (a),	1,500		
J. M. Owens, Supt. of highways (a),	1,500		
W. J. Pascoe, Supt. of highways (a),	1,500		
O. T. Rounds, Supt. of highways (a),	1,500		
J. S. Ritchey, Supt. of highways (a),	1,500		
J. E. Sampson, Supt. of highways (a),	1,500		
I. J. Seiler, Supt. of highways (a),	1,500		
A. A. Sellers, Supt. of highways (a),	1,500		
L. H. Sherwood, Supt. of highways (a),	1,500		
D. J. Slowe, Supt. of highways (a),	1,500		
C. E. Sterner, Supt. of highways (a),	1,500		
H. B. Stevens, Supt. of highways (a),	1,500		
E. VanVleck, Supt. of highways (a),	1,500		
C. P. Walters, Supt. of highways (a),	1,500		
H. L. Wilder, Supt. of highways (a),	1,500		
A. E. Wilkinson, Supt. of highways (a), ..	1,500		
W. R. Wolfinger, Supt. of highways (a), ..	1,500		
Harry Brackney, chauffeur to Commissioner (d),	\$1,800		
John H. Baker, messenger (d),	1,200		

(a)—Act 141, P. L. 1903, p. 188; Act 290, P. L. 1905, p. 318; Act 325, P. L. 1907, p. 325; Act 193, P. L. 1911, p. 268. Specific appropriations made for payment of salaries.
 (b)—Township Road Fund.
 (c)—Maintenance Expense Fund.
 (d)—State Highway Expense Fund.
 (e)—Experiments and Tests Fund.
 (f)—Automobile expense Fund.

THE HEALTH DEPARTMENT

J. W. Warren, M. D., Asst. to Commissioner (a), \$3,000.	{ C. W. Webbert, general inspector (a), .. \$2,500 Ivy E. Huber, auditor (a), 2,000 Edward F. Eisely, messenger (a), 1,200 R. G. Miller, night clerk (a), 1,340 Rudolph K. Styer, multigraph oper. (a), 900 Katherine Mullin, file clerk (h), 840 Lida R. Beckwith, file clerk (h), 720	Miriam R. Jenkyn, stenographer (a), ... \$840
Harry Lindley Hosford, secretary to Commissioner (a),	\$4,000	Edna Hosler, stenographer (a), \$960
Bureau of Vital Statistics. Wilmer R. Batt, M. D., State Registrar (a), \$4,000.	{ Elmer W. Ehler, chief clerk (c), \$2,000.	{ E. B. Jenkyn, return clerk, (c), ..\$1,500 W. W. Briggs, edit clerk (c), 1,800 R. J. Branner, Trav. inspector (h), 1,200 C. N. Fry, Oper. on tabulator (c), 1,200 { Theresa Neupert, Asst. (c), } \$720. 3 stenographers (c),@ 840 3 clerks (c),@ 720 6 key punch operators (c),@ 720 4 filing clerks (c),@ 720 4 index card typewriters (c),@ 720 1 index card typewriter (h), 720
Division of Medical In- spection. B. Franklin Royer, M. D., Chief Medical Inspector (c), \$4,000.	{ Charles Jack Hunt, M. D., Assoc. Chief Med. Inspector (e), \$3,500. John J. Mullooney, M. D., Asst. Chief Med. Inspector (e), \$2,500. John G. Zeigler, chief clerk (e), \$1,500	{ Eleanor D. Buch, stenographer (e), \$840 6 clerks (e),@ 720 3 stenographers (e),@ 840 29 clerks (temporary), (h),@ 600 888 medical inspectors (h), @ \$6.00 for each 1 room school; \$4.50 for each room of larger school. Fannie Honselnecht, stenographer (e), .. \$960 5 clerks (e),@ 720
	67 county medical inspectors (b), \$1.25 per hour and traveling expenses.	{ 42 deputized physicians (h), \$1.25 per hour and traveling expenses.
	614 health officers (h), 50 cents per hour and traveling expenses.	{ 247 quarantine guards (h), \$2.00 per day—averaged.
SAMUEL G. DIXON, M. D., LL. D., COMMISSIONER OF HEALTH, (a), \$10,000.	{ General Office. C. H. Cummings, assistant engineer (b), \$2,500.	{ R. E. Stewart, clerk (b), \$1,000 2 clerks (b),@ 720 Jane Gilbert, stenographer (h), 900 5 stenographers (b),@ 840
	Water Works and Sewerage Applications,	{ Paul Hooker, assistant engineer (b), 2,500 2 assistant engineers (b),@ 1,800 S. R. Parke, Jr., assistant engineer (h), 1,500
	Water Works and Sewerage Operation and Maintenance. R. E. Irwin, assistant engineer (b), \$2,500	{ 3 assistant engineers (h),@ 1,200 C. T. Maclay, assistant engineer (h), 900 H. C. Beckley, clerk (b), 900 Frances W. Smith, stenographer (h), 840
Sanitary Engineering Division. C. A. Emerson, Jr., Acting Chief Engineer, (b), \$6,000.	{ Section of Special Nuisances and Complaints, .. Section of Construction and Design. John M. Mahon, Jr., assistant engineer (b), \$1,800.	{ D. V. Ness, clerk (h), 1,800 Mrs. M. K. Sonrbeer, stenographer (h), .. 840 5 draftsmen (b),@ 1,200 4 draftsmen (b),@ 1,000 3 draftsmen (b),@ 900 Elizabeth R. Fleisher, stenographer (b), 840
	Section of Stream and General Sanitary Inspection. M. K. Ely, chief inspector (b), \$2,500	{ M. E. Shanghnessy, assistant engr. (h), 1,700 Annie E. Moore, stenographer (b), 840 H. M. Haines, clerk (b), 1,100 Edith P. Rourke, clerk (b), 720 3 clerks (b),@ 1,000 3 inspectors in charge (h),@ 1,200 3 special officers (h),@ 1,200 38 field inspectors (h),@ 900 4 field inspectors (h),@ 720
Division of Tuberculosis Dispensaries. Thomas H. A. Stites, M. D., Medical Inspector of Dispensaries (d), \$3,750.	{ Edw. B. Shellenberger, M. D., deputy medical inspector of dispensaries (d), .. \$2,000 Wm. C. Miller, M. D., lecturer and manager (d), 3,000 Percival Herman, M. D., statistical inspector (d), 1,200 Alice M. O'Halloran, chief visiting dispensary nurse (d), 1,500	{ 2 stenographers (d),@ 840 1 clerk (d), 720 Olive Jamison, stenographer (d), 840 W. M. Colvin, clerk (d), 720 2 clerks (d),@ 720 Margaret C. Parsons, assistant (d), 1,200

THE HEALTH DEPARTMENT

Division of Tuberculosis
Dispensaries.
Thomas H. A. Stites, M.
D., Medical Inspector
of Dispensaries.

111 physicians in charge of dispensaries (h), \$2.00
per hour.

104 assistant dispensary physicians (h), @ \$1.00 to \$1.25 per hour.	
88 dispensary nurses (h),	@ \$720
21 dispensary nurses (h),	840
2 dispensary nurses (h),	480
1 dispensary nurse (h),	300
1 dispensary nurse (h),	900
3 dispensary nurses (h),	780
6 dispensary stenographers (h). (Also act as clerks for the medical in- spector of that county. No salary listed.)	
4 dispensary clerks (h),	@ \$720
2 dispensary clerks (h),	@ 840
1 dispensary clerk (h),	600
1 dispensary clerk (h),	144
87 janitors (h). (Varying salaries, ac- cording to amount of work done.)	

1 physician, John Berry (h), \$2,100 00	
4 physicians (h),	@ 1,200 00
2 physicians (h),	@ 1,100 00
2 physicians (h),	@ 1,000 00
1 physician (h), Chas. S. Rehuck,	@ 956 80
2 physicians (h),	@ 900 00
2 physicians (h),	@ 800 00

1 nurse, M. Agnes Lowell (h),	\$1,000
1 nurse, Mary A. Weir (h),	900
41 nurses (h),	@ 600

Robert E. Hemminger, druggist (h), ..	\$600
Joseph Auronoff, bacteriologist (h), ..	800
2 stenographers (h),	@ 720
1 clerk, L. Walter Garrett (h),	540
Anna L. Hart, statistician (h),	720

John H. Patterson,
Supt. (h), \$1,800.

Richard Gibson, gardener (h),	\$720 00
Arthur Verdier, carpenter (h),	600 00
Geo. A. Carbaugh, carpenter (h),	415 80
Levi Kauffman, carpenter (h),	478 80
Seward Staley, carpenter (h),	492 48
Simon Kepner, carpenter (h),	546 00
D. P. Kauffman, carpenter (h),	546 00
1 orderly, Wm. Campbell (h),	216 00
26 orderlies (h),	@ 180 00

Harry Kunkel, storekeeper (h),	\$600 00
Clark Michael, storekeeper (h),	240 00
3 seamstresses (h),	@ 180 00
54 waitresses (h),	@ 208 00
1 kitchen help, Geo. Schruny (h),	420 00
6 kitchen helpers (h),	@ 300 00
14 kitchen helpers (h),	@ 208 00
1 kitchen help, Thos. O'Neill (h),	216 00
19 scrubwomen (h),	@ 240 00
1 wardmaid, Anna Sulzbaugh (h),	240 00
23 wardmaids (h),	@ 144 00
3 sorters (h),	@ 180 00
2 telephone operators (h),	@ 144 00
1 telephone operator (h),	@ 120 00
1 cook, Louis Sorg (h),	1,200 00
2 cooks (h),	@ 900 00
1 cook, Ignatz Hairkus (h),	720 00
2 cooks (h),	@ 480 00
1 cook, Wm. Sorg (h),	420 00
1 cook, Anna Grady (h),	312 00
1 cook, Jos. Stolarczuk (h),	300 00
2 cooks (h),	@ 276 00
1 cook, Elsie Wolfgang (h),	240 00
1 cook, Sztif Pryszka (h),	360 00
3 chambermaids (h),	@ 208 00

Annie M. Klee, matron
(h), \$720.
Annie E. Yeager, matron
(h), \$312.

Mount Alto Sanatorium.
Fred C. Johnson, Medical
Director (h), \$3,500.

DIVISION OF
TUBERCULOSIS
SANATORIA.

Arthur Yeager, plumber (h),	\$840 00
Frank McClade, plumber (h),	720 00
Edw. Naugle, plumber (h),	540 00
Wm. Naugle, plumber (h),	420 00
Clarence B. Lober, tinkeeper (h), ..	240 00
2 watchmen (h),	@ 240 00
1 watchman (h),	216 00
2 watchmen (h),	@ 180 00
1 watchman (h),	144 00
Ben Carbaugh, fireman (h),	600 00
Jacob Strang, fireman (h),	595 20
James Daywalt, fireman (h),	594 00
Howard Staley, fireman (h),	547 20
Samuel Staley, fireman (h),	566 40
4 firemen (h),	@ 540 00
George Rock, fireman (h),	522 66
Richard Owens, fireman (h),	180 00
2 cellarmen (h),	420 00
C. M. Rupert, blacksmith (h),	600 00
2 poultrymen (h),	@ 240 00
Theodore Chuck, driver (h),	720 00
2 drivers (h),	@ 540 00
J. J. Pincell, driver (h),	300 00
Frank Crowe, driver (h),	240 00
John Monaghan, driver (h),	216 00
2 drivers (h),	@ 180 00
John Argenbright, laborer (h),	600 00
James Staley, laborer (h),	480 00
Arthur W. Wallace, laborer (h),	420 00
Geo. Loucks, laborer (h),	300 00
Jos. Connell, laborer (h),	240 00
Garrabed H. Kassabian, laborer (h), ..	216 00
Gus. Elsesser, laborer (h),	180 00
107 laborers, paid by the hour, average for month (h),	3,017 66

J. T. Staley, foreman
(h), \$780.
John O'Shea, foreman
(h), \$120.

Hamburg Sanatorium.
A. H. Beard, Supt. of
Buildings (h), \$1,872.

John Baum, foreman (h), .. \$1,200	9 laborers, paid by month, average for month, \$184.20.
Otto G. Noak, veterinary sur- geon (h),	

SAMUEL G. DIXON, M.
D., LL. D., COMMIS-
SIONER OF HEALTH.

THE HEALTH DEPARTMENT

SAMUEL G. DIXON, M. D., LL. D., COMMISSIONER OF HEALTH.

DIVISION OF TUBERCULOSIS SANATORIA.

Cresson Sanatorium, W. G. Turnbull, physician in charge (h), \$3,000.

S. H. Rinehardt, physician (h),	\$1,800		
J. W. E. Ellenberger, physician (h),	1,000	C. E. Allison, nurse (h), ...	\$1,000
Chas. S. Gracey, physician (h),	800	12 nurses (h),	600
Jos. D. Findley, physician (h),	300		
2 stenographers (h),	720		
		1 seamstress (h),	\$180
		1 seamstress (h),	144
		3 telephone operators (h), @	120
		1 chief (h),	900
		1 cook (h),	360
		1 cook (h),	312
		2 cooks (h),	240
		2 kitchen helpers (h), ...@	300
		3 kitchen helpers (h), ...@	240
		1 kitchen helper (h),	208
		12 wardmaids (h),	144
		13 laundry help (h), average 1 day per week, 75 cents per day; average per year, \$36.00 each.	
Rose P. Campbell, matron (h),	\$840	1 laundry help (h),	600
Nellie M. Murphy, matron (h),	300	8 laundry helpers (h), ...@	208
		1 pan washer (h),	360
		2 pot washers (h),	208
		1 peeler (h),	780
		1 butcher (h),	420
		1 laundress (h),	600
		9 laundresses (h),	208
		1 sorter (h),	240
		1 washer (h),	540
		22 waitresses (h),	208
		1 chambermaid (h),	240
		3 chambermaids (h), ...@	208
		14 scrubbers (h),	240
11 orderlies (h),	@ 180		
1 orderly (h),	216		
2 watchmen (h),	@ 240		
1 vaultryman (h),	180		
3 firemen (h),	@ 660		
2 pump runners (h),	180		
1 disposal plant opera. (h),	540		
1 electrician (h),	540		
1 cellarman (h),	360		
		1 master mechanic (h), ...	1,500
		1 plumber (h),	900
		1 plumber (h),	360
		1 blacksmith (h),	516
		1 teamster (h),	900
		2 teamsters (h),	540
		1 teamster (h),	360
		1 truck driver (h),	360
		1 stableman (h),	300
		46 laborers, paid by the hour, average for month, \$1,816.16.	
		1 machinist (h),	\$900
		2 engineers (h),	900
		1 engineer (h),	720

Division of Supplies.

Charles Hartzell, Superintendent (a),	\$2,250	1 stenographer (a),	\$900
		2 clerks (a),	720
		1 shipping clerk (a),	720
		1 messenger (a),	780

Bureau of Housing, Arthur E. Ruehholz (g), \$1,000.

Alexander Garcia, bacteriologist (a), ...	\$2,080
Frederick C. Narr, M. D., pathologist (a),	1,500
Harvey L. Bates, M. D., technical assistant (a),	1,020
Daisy B. Gery, stenographer (a),	840
Estelle L. Hecht, stenographer (a),	720
2 clerks (a),	@ 720
Erma R. Staley, T. B. Asst. (h),	600
Ethel Miller, T. B. Asst. (a),	480
Helen Gunderson, T. B. Asst. (h),	480
Leon J. Harris, diener (a),	840
Lewis Brown, janitor (h),	600
Andrew Keenan, cleaner (a),	480
Rosalie Harris, cleaner (h),	240

Division of Distribution of Biological Products, J. Moore Campbell, M. D., Chief of Division (a), \$3,000.

Lucy A. Thompson, Bookkeeper (a),	960
2 stenographers (a),	@ 840
Belle M. Welble, clerk (a),	720

Division of Auditing, Accounting and Purchasing, E. I. Simpson, Chief of Division (a), \$4,000.

Clinton T. Williams, head bookkeeper (a), \$1,800	1 bookkeeper (a),	\$1,000	
	2 bookkeepers (a),	840	
	6 clerks (a),	@ 720	
	1 clerk (h),	600	
	1 voucher auditor (a),	900	
	2 voucher auditors (a),	720	
	5 voucher auditors (h),	720	
	1 voucher auditor (h),	480	
	3 stenographers (a),	@ 840	
	1 stenographer (h),	780	
	1 stenographer (h),	480	
1 telephone operator (a),	\$540		
1 mail clerk (a),	900	1 assistant (a),	600
1 assistant purchasing agent (a),	840	3 clerks (a),	720
		1 clerk (h),	720
		1 stenographer (a),	840
		1 stenographer (h),	720
1 janitress (h),	120		

(a)—Act April 27, 1905, P. L. 318.
 (b)—Act April 22, 1905, P. L. 260.
 (c)—Act May 1, 1905, P. L. 330.
 (d)—Act May 14, 1907, P. L. 197.

(e)—Act May 14, 1909, P. L. 855.
 (f)—Act May 18, 1911, P. L. 391.
 (g)—Act July 24, 1913, P. L. 459.
 (h)—General Appropriation Act, June 1, 1913.



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