

Lovewell, Emma C.

B/D 1/28/1854

Interior 2172

Box: Loveless

Bay 11 Row 28

**ARCHIVAL RECORD
DO NOT LOAN
OR TRANSFER**

Lovewell — Emma S

~~ACTIVE~~

RETIRED!

For other papers, see

77805-08

LOVEWELL, EMMA C.

43404

Incl. No 32

1906

INDIAN SCHOOL SERVICE.

Chillico Agricultural School.

Chillico, Okla. May 1906.

Record and qualifications of

(Name) *Emma C. Lovell,*

(Position) *Matron.*

APPROVED.

S. M. Mcowan

Agent or Supt.

Have each school employee who receives \$300 or more per annum properly fill out one of these blanks, which should promptly be returned to the Indian Office *without a letter of transmittal.*

Instructions to Superintendents and Agents.

E



Name and race *Emmal Lowell White*

Date and place of birth *Jan 28, 1854 Bradford, Vt.*

Legal residence *Vinita, I. T.*

When, where, and in what position did you originally enter the Indian Service?

Aug. 1904 Flathead Indian School, Mont. Matron and

When, where, and in what other positions have you served in the Indian Service? *Seamstress*

1905-6 Matron in Chiloco Agricultural School.

Present position and salary *Matron, Chiloco, Okla, \$500.*

Married or single *Widow.*

If married, state number and ages of children *Son, 27.*

Have you any defect of speech, sight, hearing, hand, foot or limb? *No.*

Have you any chronic disease? *No.*

Give your exact height and weight *5. 5 1/2 138.*

Give your military service, if any *X*

What civil service examinations have you passed? *Matron & Seamstress*

Field Matron. Have not received grades on Clerk & Teacher

With reference to both your general and technical education, give fully and in detail the names and locations of the schools or colleges you have attended and the courses of study pursued by you in each, naming any degree or degrees received by you and the institution by which conferred.

*Public schools, Vt.
Bradford Academy. Academic course.*

If you have pursued any post-graduate courses of study, state the studies, and when, where, and for what length of time they were pursued.

X

Have you any musical ability? If so, in what direction and to what degree have you cultivated it?

Sing and play a little. Have taken lessons in both but am not proficient.

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of that position?

Although assigned to place of matron, think my talent for disciplining has been fairly tested.

If you have any practical knowledge of a mechanical trade, name the trade or trades, and give the time you have worked at each, and say whether you have ever served an apprenticeship at any trade.

No.

State fully and in detail all the practical experience you have had in any profession, business or other occupation; the dates, where and by whom employed, the salary received, and the specific nature of your duties in each case.

Teacher in public schools, Vt. 30 terms
C. C. Wilmot, Shelton, Vt. J. P. Sargent, Corinth, Vt.
Geo. M. Dearborn, Newport, Vt. 6-10 dollars wk.
1870-1902. (not continuously.)

at intervals, have nursed, have been clerk and governess, beside the work in Indian Service.

If there are any branches of a profession, trade or other occupation in which you regard yourself as specially expert, name the branches.

Being considered expert in mathematics, think I could fill the position of clerk very successfully.

Give any additional facts which may tend to show your fitness for any position in the Indian Service calling for special knowledge or experience.

My experience last year on the Reservation, brought me into closer contact with the homes of the Indian, and his mode of living. If my work this year disciplining 180 large girls has proven satisfactory, it tells for itself.

EFFICIENCY RECORD

Name: Emma C. Lovewell	AS CHECKED
Race: White	Excellent
Position: Teacher	Good ✓
Salary: \$660	Fair
School: Carlisle	Poor
Date: April 1, 1914	

Extent and nature of musical ability:

COMMENTS

W. H. Phipps
 Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.


EFFICIENCY RECORD

Name: Emma C. Lovewell	AS CHECKED Excellent
Race: White	Good ✓
Position: Teacher	Fair
Salary: \$660	Poor
School: Carlisle	
Date: Oct. 1, 1913	

Extent and nature of musical ability: **Understands the elements
has had some instruction in vocal and instrumental.**

COMMENTS

See previous reports.


Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

Ed-Emp
35656-22
B C H

MAY -6 1922

Mrs. Emma C. Lovewell,
Government Hotels, N-O
Washington, D. C.

My dear Mrs. Lovewell:

Answering your recent inquiry, you are advised that the following is your service record while employed in the Indian field service:

Entered the Indian Service by virtue of a matron examination and was appointed:

- 8/15/04, matron & seamstress, \$540, Flathead, Montana.
- 8/6/05, transferred to assistant matron \$500, Chilocco, Okla.
- 9/3/06, transferred to assistant matron \$600, Cherokee, N. C.
- 8/20/07, transferred to teacher \$660, Ft. Shaw, Montana (having passed the required teacher examination)
- 8/16/09, transferred to teacher \$600 Carlisle, Pa.
- 10/1/09, promoted teacher \$660, Carlisle, Pa.
- 12/31/14, resigned.

Although your appointment in the assignments specified above provided furnished quarters free of charge including heat and light, it is not believed these will be considered when the matter of your retirement is taken up by the Pension Bureau which has jurisdiction over such matters.

Very truly yours,

(Signed) E. B. Meritt
Assistant Commissioner

5-MB-3

Initialing Copy - For File

FILED BY L. D.

Ed. Emp.
B S G

3

9
NOV -7 1914

120629

NOV 1914

Mrs. Emma C. Lovewell,

Through Supervisor in Charge Carlisle School.

My dear Mrs. Lovewell:

Your letter of September 5, addressed to Inspector Linnen, has been referred to this Office for answer.

You are advised that the promotion of teachers is not made upon the basis of seniority, but in accordance with the provisions of Circular No. 671. As your services did not come within the requirements of this circular as shown by the records of the Office, you were not included in the list of teachers promoted on September 1, and it is not the intention of the Office to make promotions during the year except in unusual cases. To promote teachers who do not come within the requirements of said circular would defeat the provisions of the circular, and the Office cannot consider you for promotion at this time.

Very truly yours,

Carbon for Indian Office,

11-RSM-5

(Copy to Carlisle)

File

(Signed) E. B. Meritt
Assistant Commissioner.

Filed by Inspector Linnen on November 5, 1914, with the statement that he knows this woman to be an honest and faithful employee.

Sam Perry
Carlisle, Pa., Sept. 5, 1914



FILED BY L. E. G.

Hon. E. B. Linnen,
Washington, D. C.

Dear Mr. Linnen:

Now this is a personal letter and I want a good friendly chat with you through the medium of pen and ink. It is not my desire to bore you but I would like to take up the matter of promotion again.

I am very much grieved over the result of my interview with Mr. Hauke. He almost assured me that I would get \$720 if I took the matter up with Mr. Lipps, but he says the office will not honor his recommendations of any one.

I talked the matter over with Miss Richards and she advised me to write to you.

It is my purpose to show you that it will be just and honorable to give me a promotion.

I entered the service in 1903 after having had a long experience in the public schools. Five years of that time has been spent at Carlisle.

I was a teacher in the fourth grade two years, then a vacancy occurred in seventh B grade and I was put in that room at \$660, the same salary I was having in the former room, regardless of the fact that that room, as far back as I can learn has paid \$720; but that salary was given to Miss Johnston by seniority, which was the right thing to do. Later another \$720 vacancy occurred and it was given to Miss Reichel and that left me next in line by seniority at Carlisle, although I had been in the service longer.

When Miss Johnston left the salary was given to grade six teacher without consulting the Principal.

There has been no teacher for that room for several weeks. Now, who is more entitled to that salary than your honorable servant?

My room has always been considered undesirable because one has to promote to please four department teachers, therefore, one has to be doubly conscientious. As the pupils are weak in both language and arithmetic when they come to me a great deal

devolves on me. I have worked faithfully to bring them up to the standard as their papers will show.

I have always done a great deal of voluntary work and have expressed my willingness to help out in extra work, like decorating on special occasions, taking part in Sunday School work, drilling for entertainments and the like.

In February, when the fund from which the Sec. of the Y. W. C. A. was paid, was taken over by the Government, the Sec. resigned and I was asked to serve in that capacity without salary which I did cheerfully.

The motherly talks which I have given the children have been appreciated by them and I trust have been helpful.

I believe my influence has been a power for good. I feel an interest-personal interest in the Indian and I have always worked for his uplift.

While the calendar carries me to sixty I am young in my heart and my power of endurance far exceed those of the younger people.

Have I ever had any favors shown on account of age? No, indeed, rather, if there was any laborious work to be done I was always one of a few others to be detailed to that. I am not saying this in a spirit of jealousy or animosity but merely to show you conditions as they have really existed.

I trust that this will meet your approval and that you and the honorable Commissioner will give me due consideration.

Conditions are very favorable now with the exception of the two employees you told me would be transferred and they still remain but we will hope and pray for the best.

My summer was very pleasantly spent, my educational leave at Luray, Va. where I had the honor of spelling down the class at an old fashioned spelling match, my annual leave with my son.

If this reaches you in Montana it certainly will help to pass away a few minutes of your loneliness.

Thanking you in advance

I am sincerely your friend Emma C. Howell.

FOR INFORMATION

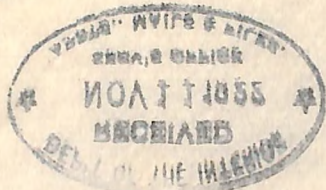
PRS No. 2179

NOV 10 1855

10408

TO THE SECRETARY OF THE INDIAN OFFICE

NOV 13 1855



RECEIVED

RECEIVED

The Secretary

Received Indian Office 11/10/22

Interior Department

(259) E. W. GOODMAN

File No. 88651-22

Washington, D. C.

NOV 10 1855

Emma C. Lovewell

Treasury Department

July 1, 1919

date

Interior Department Indian Service

August 15, 1904

Dec. 31, 1914

1000 00	1000 00	1000 00	1000 00	1000 00	1000 00
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FILED BY I. D.

(Signed) Washington Gardner

LOV-LIFE

88825

88857-22

Emma C. Lovewell

January 28, 1854

(Sgd) *F. M. Goodwin*

August 15, 1904

FOR FILE

December 31, 1914

FILED BY 'D'

Interior, Indian	15 August 1904	5 August 1905	540 00	year
	6 August 1905	2 September 1906	500 00	year
	3 September 1906	19 August 1907	600 00	year
	20 August 1907	15 August 1909	660 00	year
	16 August 1909	20 September 1909	600 00	year
	1 October 1909	31 December 1914	660 00	year

YOUTH TO 1804

DEC 31 1874

INTERNAL DEPARTMENT INDIAN SERVICE

YOUTH TO 1874

DATE

EMMA C. LOVEWELL

INTERNAL DEPARTMENT

no record

EMMA C. LOVEWELL

INTERNAL DEPARTMENT

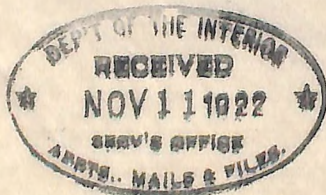
THE SECRETARY

(Sgd.) F. M. GOODWIN

RECEIVED INDIAN OFFICE 11/10/22

Assistant Secretary,

Interior Department.



NOV 13 1922

To Secretary
Carbon for Indian Office

NOV 10 1922

For Signature

F. M. Goodwin

NOV 10 1922

INTERNAL DEPARTMENT

Govt. Hotels. N. O.
City
Com. of Indian Affairs.
Washington, D. C.

Dear Sir:

Will you kindly let
me know the number
of years I was in the
Indian Service?

Think I entered in
1904. I entered the Service
at a salary of \$540 and
was given a furnished
room. Will this be
considered a part of
my salary on which to
figure retirement fund?

Very respectfully,
(Mrs) Emma C. Lovell.

MAY 11 1922

THIS SIDE OF CARD IS FOR ADDRESS



1922
Com. of Indian Affairs,
City.

Ed.-Emp.
137653-15
B C H

9

Mrs. Emma C. Lovewell,
3637 Georgia Avenue,
Washington, D. C.

JAN -5 1916

Madam:

As requested in your letter of December 10,
no further action will be taken on your request for
reinstatement as teacher in the Service.

Respectfully,

(Signed E. B. Meritt)

1-MDP-3.

Assistant Commissioner.

Carded

INITIALING COPY - FOR FILE

3637 Georgia Ave. Dec 10, '15.

Hon. Com. Sells.
Washington, D.C.



FILED BY L. E. G.

Dear Sir:

Kindly cancel my request for reinstatement.

The Indian Service will never be a success while young frivolous incompetent persons of influence are appointed, (I say this advisedly) and promoted over those of sterling worth and experience.

My heart goes out to "Poor L's" and I trust that you, Honorable Commissioner, in your wise judgment will bring about different conditions in the near future.

Very respectfully yours,

(Mrs.) Emmal C. Lovell.

ewp

Ed. Exp.
120811-15
B O H

Mrs. Emma C. Lovewell,
3637 Georgia Avenue,
Washington, D. C.

DEC -7 1915

My dear Mrs. Lovewell:

Answering your application for reinstatement,
dated November 9, you are advised that there is no suit-
able teacher vacancy at the present time for which you
could be considered.

Very truly yours,

(Signed E. B. Meritt)

12-RSM-4

Assistant Commissioner.

INITIALING COPY - FOR FILE.

Francis
Please see
me EMM

Put this up to
Comr. for his
decision on
account of age
of applicant
EMM

MEMORANDUM

Nov. 19, 1915.

Mrs. Emma C. Lovell a legal resident of Vermont, 61 years of age, entered the Indian School Service August 15, 1904, through a competitive teacher examination and resigned December 31, 1914, from the position of teacher at \$660 a year at the Carlisle School on account of ill-health. During the periods mentioned Mrs. Lovell has been at the Flathead School, Montana, Chilocco School, Okla., Cherokee School, N. C., Fort Shaw School, Montana, and Carlisle., serving in the capacities during that time of matron and teacher respectively. *Her efficiency record is about the average.*

*Thank you think
it best to reinstate
Mrs Lovell*

REFER IN REPLY TO THE FOLLOWING:

DEPARTMENT OF THE INTERIOR
OFFICE OF INDIAN AFFAIRS
WASHINGTON

Mrs. Emma C. Lovewell,
3637 Georgia Avenue,
Washington, D. C.

My dear Mrs. Lovewell:

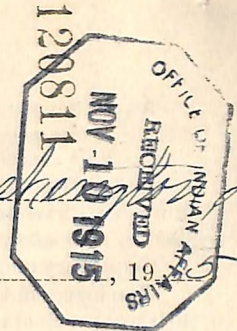
Answering your application for reinstatement, dated November 9, you are advised that the only available teacher vacancy at the present time for which you could be considered is that at \$600 a year at the Fallon Day School, Nevada, and you should inform the Office at once whether you would be willing to accept reappointment there when the matter will be considered further.

If you have not already done so, you should forward a photograph of yourself taken within the past two years, as this is now required of all employees.

Very truly yours,

Commissioner.

REQUEST FOR REINSTATEMENT.



3637 Georgia Ave. Washington, D.C. [Post-office address.]
Nov. 9, 1915 [Date.]

To the Commissioner of Indian Affairs:

SIR: I resigned ^{voluntarily}~~{by request}~~ on account of illness Jan. 1915, from the position of Teacher, in the Carlisle Industrial ^{school}~~{agency}~~, salary \$ 660

In accordance with the regulations printed on the back of this form, I respectfully request reinstatement at a salary of \$ 660 a year, to any of the following positions for which I may be eligible and qualified: Teacher or matron

I will accept such reinstatement in the following school or schools or agency or agencies, or in the following general locality: 1st Riverside, Calif. Cherokee, N.C. or any place in the Southwest

My race is ^{White}~~{Indian}~~~~{Negro}~~ (as checked); quarters will be required for no dependents; I am widow married; I have at present the following relatives in the Government service, in the positions set opposite their names:

Elwyn N. Lovell, Examiner (asst.) Patent Office

I originally entered the Indian Service on Aug. 1904, since which date I have been transferred times by direction of the Indian Office, and four times at my own request. I have resigned and been reinstated times. I have passed the following Civil Service examinations, with the dates and grades as nearly as I can remember them:

Matron 1904
Teacher 1905

This application is made in good faith, for the following reason: I think both the Service and I will benefit and, unless I shall have withdrawn my request in the meantime, I agree to accept any reinstatement offered in accordance with the conditions expressed herein.

Very respectfully,

Age, 61 years.

Emma C. Lovell
[Full name.]

NOTE.—Applicants for reinstatement must keep the Indian Office informed of their post-office and telegraphic addresses during their year of eligibility.

The same
[Telegraphic address.]

3637 Ga. Ave. Washington, D.C.
[Post-office address.]

FILED BY L. E. G.

RULES GOVERNING REINSTATEMENT.

A reinstatement is never a right inherent in a former employee; it must be

1. A recognition of faithful services in the past, or
2. A second and final chance to one who has failed at some point.

Indians who have served in any capacity are eligible for reinstatement in a position of a similar or lower grade at any time. Others who have served in classified positions may be reinstated only during one year from the date of their separation from the Service; after one year has elapsed they may become eligible again only by passing the appropriate Civil Service examinations.

Temporary employees are not eligible for reinstatement.

Employees in the grade of mere laborer are unclassified, and may be appointed without regard to Civil Service requirements. In their cases each appointment is a new one, and is not in the nature of reinstatement; consequently, there is no limit to the time which may elapse between one appointment and another; such employees should make application direct to the Officer in Charge of the school or agency where appointment is wanted.

The Civil Service Act provides—

“that whenever there are already two or more members of a family in the public service * * * no other member of such family shall be eligible to appointment.”

The Attorney General has decided that the “family” consists of those who live under the same roof with the head of the family; but when they branch out and become heads of new establishments they cease to be part of the father’s family. The Indian Office passes upon eligibility under the foregoing law, but it is incumbent upon the applicant to notify the Office of the entrance into the Government service of any member of his family after the applicant has received notice that his name has been listed for reinstatement.

Ed. Rep.
598-1915
B C H

Mrs. Emma C. Lovewell,

Through Supr. in Charge Carlisle School.

My dear Mrs. Lovewell:

Your resignation of December 29, as teacher at \$660 a year at the Carlisle School, Pennsylvania, is hereby accepted, effective at the close of December 31, 1914.

Very truly yours,

(Signed) Cato Sells

Commissioner.

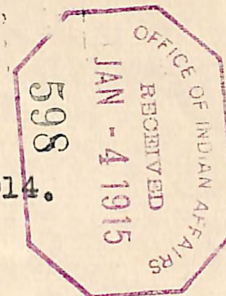
1-RSM-5

(Copy to Carlisle)

Carbon for Indian Office.



DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN SCHOOL
CARLISLE, PA.



December 30, 1914.

The Honorable
Commissioner of Indian Affairs,
Washington, D. C.

Sir:

I transmit herewith resignation of Mrs. Emma C. Lovewell, teacher at the Carlisle school at a salary of \$660 per annum, effective December 31, 1914. Mrs. Lovewell has been ill since about December first. She is still confined in the hospital and the school physician advises her not to return to duty. She is quite old and will probably not again be in proper physical condition to perform the arduous duties required of an employee in the Indian School Service.

In the event the Office does not find it necessary to appoint to this vacancy a teacher who is the wife of a prospective appointee for the position of teacher of agriculture at this school, I should like to have appointed to this position Miss Elizabeth Bender, who is now at Hampton Institute taking a postgraduate normal course. Miss Bender informs me that she has applied for reinstatement in the Indian Service as teacher. She is a Chippewa Indian, a graduate of Hampton Normal school, and I believe her to be a very competent teacher. She has been anxious

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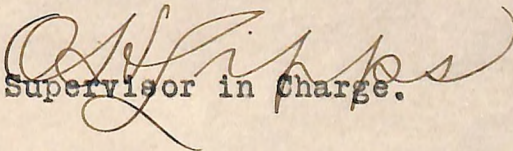
FILED BY L. E. G.

The Commissioner of Indian Affairs -2-

to secure a position at the Carlisle School for sometime, and our Principal Teacher, Mr. DeHuff, is of the opinion that we should have more Indian teachers in our school, provided competent ones can be secured. However, should it be found advisable to appoint to this vacancy the wife of the man whom the Office is considering for the position of teacher of agriculture, I would simply suggest that Miss Bender be advised that she will be considered for appointment whenever a suitable vacancy occurs at Carlisle.

Very respectfully,

OHL:SR


Supervisor in Charge.

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,



Dec. 29th, 1914.

Supervisor Lipps:

I herewith tender you my resignation from the position
as teacher in the Carlisle Indian school, said resignation to
become effective after the thirty first day of this month.

Very respectfully,

Emera C. Lovewell

Huber

EFFICIENCY REPORT.

Name of employee Emma C. Lovewell

Name of school Carlisle Indian school Date Dec. 19, 1914

Native ability <u>Good</u>	Position <u>Teacher</u>
Acquired ability <u>good</u>	Salary <u>\$660 per annum</u>
Initiative <u>Exc</u>	Race <u>White</u>
Openness to suggestion <u>Exc</u>	Sex <u>Female</u>
Adaptability <u>Good</u>	Age <u>60</u>
Habits as to—	Years in service _____
Appearance <u>Exc</u>	Married or single <u>Married</u>
Courtesy to others <u>Exc</u>	Physical condition _____
Manners and speech <u>Exc</u>	Musical ability:
Kindness to pupils <u>Exc</u>	Vocal _____
Industry <u>Exc</u>	Instrumental _____
Loyalty <u>(Have never formed a</u>	Interest in work <u>Exc</u>
<u>definite opinion-JDD)</u>	General efficiency <u>Good</u>

COMMENT.

Has had charge of Grade VII. Diligent teacher and plenty of energy and interest. In a general way, her services approach to being very satisfactory. She has an unfortunate way of overdoing herself in her efforts at being affable - a thing which does not add anything to her standing among either the students or her fellow-employees.

J. D. O'Leary

 Principal, Academic Department.
 (December 31, 1914)

Approved. Resigned Dec. 31, 1914.

INSTRUCTIONS.

On the first of May and November of each year, officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

Efficiency reports are not required on temporary employees, or employees occupying the position of Indian judge, Indian police, laborer, or any position paying \$300 a year or less.

In filling out this blank, the following system should be observed:

Excellent indicates 90 to 95; excellent plus 95 to 100.

Good indicates 80 to 85; good plus 85 to 90.

Fair indicates 70 to 75; fair plus 75 to 80.

Poor indicates below 70.

Under the heading "Comment," officers will make a comprehensive statement regarding the qualifications of an employee rated "good" or "excellent." When a rating of "fair" or "poor" is given, a detailed statement will be made showing in what respect the employee is deficient, and if he or she is better fitted for the duties of some other position.

6-2000

Books read during past twelve months:

No record. Subject of this report had left the service prior to the time this report was compiled.

Periodicals for which employee is a regular subscriber:

No record. (See above.)

REPORT ON SUPERVISION OF INDIVIDUAL INSTRUCTORS. *T.?*

Mrs. Emma C. Lovewell

(Name of instructor.)

(Date of visit.)

, 191

School *Carlisle*

Grade *VII-b*

Subject

Subject-matter

Materials

Method

Application

Class taught

Condition of room

Temperature

Ventilation

Time in classroom

Number of pupils *42 (Oct. 31, 1914)* Order *Always good.*

Suggestions *I have not made any visit that would enable me to fill out these blanks in detail. My general impression of her work is that it is fairly satisfactory.*

Respectfully forwarded.

November 4, 1914.

(Date of submission.)

, 191

November 9, 1914.
C. H. H. H. H.
(Superintendent.)

J. S. H. H. H.
(Signature and official title of person making report.)
Principal.

INSTRUCTIONS.

In reservation schools the superintendent, or the principal or day school inspector under the direction of the superintendent, shall make and forward this report immediately after the date of inspection, at least four times a year, on *each* employee giving *instruction*, and the last individual report for each period must be submitted on or before October 31, January 31, March 31, and May 31.

In nonreservation schools the superintendent shall make and forward this report, as requested in above paragraph, except in the large schools where the superintendent may designate the heads of departments to make this report under his direction.

Subject-matter.—State the lesson or topic from the class text-book and from supplementary books.

Material.—Enumerate objects or materials used for illustrative purposes, for the performing of experiments, or for construction.

Method.—State how the instructor developed the lesson. Give at least five questions asked by the instructor illustrating the method used.

Application.—The effect of the instruction on the pupils. Were the pupils benefited by the instruction? Why?

Class taught.—State, if any, the recitation conducted by the person making this report.

Condition of room.—This has reference to cleanliness of floors, desks, windows, etc., and to wall decorations.

Time in classroom.—Give the exact time in hours and minutes you spent in observing the work of the instructor.

Suggestions.—Give suggestions offered that will help the instructor in his or her work.

2nd A C
M S C

17421-13

February 19, 1913.

Hon. M. E. Olmsted,
House of Representatives,
Washington, D. C.

FOR FILE



Sir:

Receipt is acknowledged of your request of February 5, that Mrs. Emma C. Lovewell be transferred from the position of teacher at the Carlisle School to a clerkship in this Department, preferably to the Indian Bureau.

As far as the Indian Bureau is concerned, there is now no vacancy whatever on its clerical roll and there is no prospect that one will occur at an early day.

Moreover, it should be said that Mrs. Lovewell is nearly 60 years of age and the Indian Office is already overloaded with persons who are past middle life. Its need, especially in the entrance grade is for young men who are competent stenographers and typewriters who, if they show the right sort of qualifications can be advanced to positions which involve the handling of difficult administration matters-- those whose efficiency for several years to come will be increasing rather than decreasing.

Mrs. Lovewell's record as teacher has been good; but her value to the Indian Service would be decidedly

Olmsted

-2-

lessened if she were transferred from the school room to
a clerk's desk.

Respectfully,

(Signed) Lewis G. Laylin
Assistant Secretary.

MWC

EFFICIENCY RECORD

<p>Name: Emma C. Lowewell</p> <p>Race: White</p> <p>Position: Teacher</p> <p>Salary: \$660 per annum</p> <p>School: Carlisle Indian School</p> <p>Date: October 1, 1911.</p>	<p>AS CHECKED</p> <p>Excellent</p> <p>Good <input checked="" type="checkbox"/></p> <p>Fair</p> <p>Poor</p>
--	--

Extent and nature of musical ability: Understands the elements of music.

COMMENTS

M. J. Quinn
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

2nd A C
57658-11
M S C

July 3, 1911.

Req. for transf.,
E. C. Lovewell.

My dear Mr. Page:

It is with regret that I find myself unable to comply with the request made in yours of June 29 that Mrs. Emma C. Lovewell be transferred from the position of teacher at Carlisle to a clerkship in the Office at Washington.

The need of the Indian Office in the lower grades is for young men who can begin as first class stenographers and typewriters and then be advanced rapidly to the handling of correspondence on difficult administrative matters. The Office is already over-loaded with clerks who have passed middle age and it is absolutely necessary to build up the Service with young people who can be expected for many years to gain rather than lose in efficiency.

As you request, Mrs. Lovewell's letter is returned, inclosed, and I wish to add my appreciation of the exceptionally good service which she has rendered in the Field. That of itself would make me reluctant to transfer her to a position

Page 2.

in which her efficiency and value to the Indian Service would be decidedly lowered.

Very truly yours,

(Signed) C. F. Hauke,
Acting Commissioner.

Hon. Carroll S. Page,
U. S. Senate.

MVC 7-3

CARROLL S. PAGE, CHAIRMAN.
HENRY E. BURNHAM. F. M. SIMMONS.
MOSES E. CLAPP. WILLIAM J. STONE.
CHARLES CURTIS. CLARENCE W. WATSON.
W. MURRAY CRAHE. JAMES A. O'GORMAN.
WILLIAM S. KENYON.
WILLIAM S. BEAN, CLERK.

SENATE OF THE UNITED STATES,
COMMITTEE ON CUBAN RELATIONS,
WASHINGTON, D.C.



57658

File

June 29, 1911.

My dear Valentine:-

I want you to keep in mind the fact that I have been here in Washington nearly three years and I do not recall that I have pled, at least with much vigor, if at all, for any one except my good friend Miss Mary Noyes, and lest you forget me I think I must interpose my plea No. 2, to wit, in behalf of Mrs. Emma C. Lovewell, whose letter I enclose herewith.

When she says that "although 57 years, by the calendar, I am young in my heart, being vigorous and efficient" I think she means exactly what she says and the fact that she has taught school nearly all her life must, it seems to me, equip her for some place in your department where mature judgment, good health and efficiency are sine qua nons.

Kindly return Mrs. Lovewell's letter with your answer hereto and in replying remember that I am a business man and being so am a good book-keeper.

Sincerely yours,

Mr. R. G. Valentine, Commissioner,
Indian Affairs,
Washington, D.C.

emp

Enc.



Carlisle, Penna., Dec. 16, 1911.
Hon. Carroll S. Page,
Washington, D.C.

My dear Sir:

You very kindly offered to assist me. The time has now come if rumors are true.

Rumor says that Mrs. Henderson, teacher in No. 11 at Carlisle Indian School has resigned or is about to do so. Another teacher through the influence of the superintendent's wife is trying to push in her friend, Miss Emery, a young and inexperienced teacher who is here temporarily awaiting a permanent appointment from her examination that she took in Oct.

The principal teacher does not hesitate to say he prefers teachers who have arrived at years of discretion and have had experience in the

Service, but things do not always go his way.

I am in line for promotion to \$720 and I prefer No. 11 to my room No. 10.

Allow me to say I have proven myself efficient in the two years and four months I have been here, no one has done more or better work.

If you can work out this problem it will afford me much pleasure.

If this cannot be brought about perhaps you will be ^{able} to get me transferred to a Department outside of the Indian Office, which would be the delight of my heart.

Thanking you in advance,

I am

Sincerely yours,

Emmal. Lovell.

P.S.

Refer to your letter of July 10.

Education-
Employees.
2873-1912
B H C

Promotion.

JAN 13 1912

Hon. Carroll S. Page,
United States Senate.

FOR FILE

Sir:

I have the honor to acknowledge the receipt of your letter of January 10, concerning the promotion of Mrs. Emma C. Lovewell, teacher at \$660 a year, at the Carlisle School, to a prospective teacher vacancy, at \$720 a year, at that school.

The teacher vacancy referred to by Mrs. Lovewell will probably not occur before February 12, 1912, but the Superintendent has already informed the Office that he will submit recommendations for filling the position at an early date.

Mrs. Lovewell's qualifications for promotion will receive careful consideration when the matter of filling the vacancy mentioned is taken up.

Respectfully,

a
(Signed) F. H. Abbott.
Acting Commissioner.

1-AAC-12.

HENRY E. BURNHAM, N. H.,
CHAIRMAN.
FRANCIS E. WARREN, WYO.
GEORGE C. PERKINS, CAL.
SIMON D. JOGGENHEIM, COLO.
CARROLL S. PAGE, VT.
COE I. CRAWFORD, S. DAK.
WILLIAM O. BRADLEY, KY.
WILLIAM LORIMER, ILL.
ASLE J. GROUNNA, N. DAK.

UNITED STATES SENATE,
COMMITTEE ON AGRICULTURE AND FORESTRY,
WASHINGTON, D. C.

JOHN H. BANKHEAD, A.
THOMAS P. GORE, OKL.
GEORGE E. CHAMBERLAIN, OREG.
ELLISON D. SMITH, S. C.
LE ROY PERCY, MISS.
LUKE LEA, TENN.

E. I. LITTLEFIELD, CLERK.
C. D. BARNARD, ASST. CLERK.

January 10, 1912.



My dear Valentine:-

The enclosed letter from Emma C. Lovewell has been received by me and is self explanatory.

I was at the Indian School sometime ago at one of their graduating exercises and I think it was there that I met Miss or Mrs. Lovewell, and if approached by her for a favor I have no doubt that I told her, as she says, that if I could be of service to her she might call upon me.

What can I say to her in answer to her ambition to teach in No. 11 of Carlisle? I can hardly expect that you will be able to point out to me any relief as to the last suggestion in her letter.

I am not so vitally interested in this matter that I ask you to personally respond hereto. Pass the letter over to some subordinate for reply, if you wish.

Sincerely yours,

Emps

Carroll S. Page

Hon. Robert G. Valentine,
Commissioner of Indian Affairs,
Washington, D. C.

Letter.

Name of School Carlisle Indian School, Carlisle, Pa.

Report of CHAS. F. PEIRCE, Supervisor.

Date Jan. 15, 1912.



Section 4. Employees:

Efficiency report for Indian Office status file.

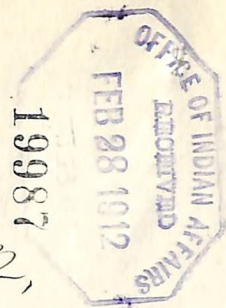
		AS CHECKED.
Name	Emma C. Lovewell.	Excellent
Position	Teacher.	Good X
Salary	\$660. Per annum.	Fair
School	Carlisle, Pa.	Poor
Date	Jan. 15, 1912.	Race White. Age 57.

COMMENTS.

Mrs. Lovewell is a teacher of many years successful experience. She is a good instructor, pleasant in the school room and tries to see that her pupils thoroughly understand a lesson before it is passed.

Respectfully submitted,

Chas. F. Peirce
Supervisor of Indian Schools.



Carlisle, Penna., Feb. 24, 1912,

Hon. R. G. Valentine, Com. of I. A.,
Washington, D. C.

Dear Sir:

I am at present employed as a teacher at the Carlisle Indian School, having been here since August 1909.

Previous to entering the service in 1904 I was engaged in teaching in the public schools.

I have had a large experience and consider myself an efficient and faithful employee, having always worked for the best interest of the school.

If you will take the time to look up my record at the Indian Office, I think you will find, filed away, excellent recommendations from former superintendents: Mr. Root, formerly at Flathead, Messrs. Campbell and Brown at Fort Shaw, Mr. McComas at Chilocco, and I am confident my

present Hon. Supt. can have nothing but words of commendation, for I have not only done what was required of me in a creditable manner, allow me to say it, but have voluntarily taken up work outside, in such lines as Sunday School work, entertainments, &c.

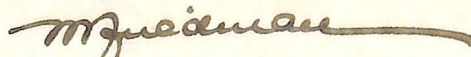
From the viewpoint of merit and justice, will you kindly consider me an applicant for promotion from \$660 to that of \$720?

Thanking you in advance for anything you may be able to do for me.

I am

Very respectfully yours,
[Mrs.] Emoral Lovewell.

Respectfully transmitted disapproved. Mrs. Lovewell received a promotion from \$600 to \$660 on October 1, 1909. Her work does not warrant any further promotion at this time, and if there are any promotions available, other teachers, whose work and tenure of position at Carlisle make them more deserving, should have the additional salary.


Superintendent.

Education-
Employees.
20786-1912
B H C

MAR 6 1912

Promotion.

FOR FILE.

Hon. Carroll S. Page,
United States Senate.

Sir:

I have the honor to acknowledge the receipt of your letter of February 29, concerning an increase in the salary of Mrs. Emma C. Lovewell, teacher at the Carlisle School, from \$660 to \$720 a year.

Mrs. Lovewell, as you may know, is getting along in years, and while she is a good teacher, her work lacks the life and spirit necessary for complete success. I am sure you will agree with me that it would not be for the best interest of the Service to promote her over the heads of others at Carlisle whose records show that they are particularly deserving of promotion.

Respectfully,
(Signed) F. H. Abbott.

Acting Commissioner.

3-AAC-5.

Education-
Employees.
19987-1912
B H C

MAR -6 1912

Promotion.

FOR FILE.

Mrs. Emma C. Lovewell,

(Through Superintendent Carlisle Indian School),
Carlisle, Pennsylvania.

Madam:

Answering your letter of February 24, you are informed that in view of Superintendent Friedman's disapproval of your promotion as teacher from \$660 to \$720 a year, for the reason that there are other teachers whose work and tenure of position at Carlisle entitle them to prior consideration, the Office cannot act favorably on your request for an increase in salary.

Respectfully,

(Signed) F. H. Abbott.

Acting Commissioner.

3-AAC-2.

(Carbon to Carlisle).

(Signed) F. H. Abbott.

Education-
Employees.
20786-1912
B H C

MAR - 8 1912

Promotion.

FOR FILE.

Hon. Carroll S. Page,
United States Senate.

Sir:

I have the honor to acknowledge the receipt of your letter of February 29, concerning an increase in the salary of Mrs. Emma C. Lovewell, teacher at the Carlisle School, from \$660 to \$720 a year.

As the promotion of Mrs. Lovewell is not approved by Superintendent Friedman of the Carlisle School, for the reason that there are other teachers whose work and tenure of position at Carlisle entitle them to prior consideration, it would not be in the interest of good administration to accede to her wishes at this time. However, her name has been listed and her qualifications for promotion will be considered when a suitable vacancy occurs.

Respectfully,

(Signed) F. H. Abbott.

Acting Commissioner.

3-AAC-2.

CARROLL S. PAGE,
CHAIRMAN.

UNITED STATES SENATE,
COMMITTEE ON CUBAN RELATIONS.



February 29, 1912.

The Honorable

The Commissioner of Indian Affairs,
Washington, D. C.

My dear Sir:

I am informed that Mrs. Emma C. Lovewell, a native of Vermont, at present located at the Indian School at Carlisle, Pennsylvania, has made application for an increase in salary, and that in this application she has fully set forth the reasons which lead her to believe that she should be accorded some recognition in this regard.

The purpose of this communication is to say that I cordially commend her to your favorable consideration, and to express the hope that it may be possible, consistently with the good of the Service, to provide her with an increase of salary from \$660 per annum to \$720 per annum.

Very truly yours,

Carroll S. Page

emp

3/1/12

Education-
Employees.
19987-1912
B H C

MAR - 6 1912

Promotion.

FOR FILE.

Mrs. Emma C. Lovewell,
(Through Superintendent Carlisle Indian School),
Carlisle, Pennsylvania.

Madam:

Answering your letter of February 24, you are informed that in view of Superintendent Friedman's disapproval of your promotion as teacher from \$660 to \$720 a year, for the reason that there are other teachers whose work and tenure of position at Carlisle entitle them to prior consideration, the Office cannot act favorably on your request for an increase in salary.

Respectfully,

(Signed) F. H. Abbott.
Acting Commissioner.

3-AAC-2.

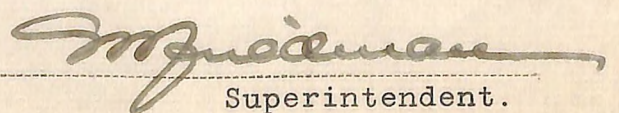
(Carbon to Carlisle).

EFFICIENCY RECORD

	AS CHECKED
Name: Emma C. Lovewell	Excellent
Race: White	Good ✓
Position: Teacher	Fair
Salary: \$660	Poor
School: Carlisle Indian School	
Date: April 1, 1912.	

Extent and nature of musical ability: Understands the elements of music.

COMMENTS


Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name:	Emma C. Lovewell	AS CHECKED
Race:	White	Excellent
Position:	Teacher	Good ✓
Salary:	\$660 per annum	Fair
School:	Carlisle Indian School	Poor
Date:	October 1, 1912	

Extent and nature of musical ability: Understands the elements,
has had some instruction in vocal and instrumental.

COMMENTS

M. J. Quinn
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

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EFFICIENCY RECORD

Name: Emma C. Lovewell	AS CHECKED
Race: White	Excellent
Position: \$660 Teacher	Good ✓
Salary: \$660	Fair
School: Carlisle Indian School	Poor
Date: April 1, 1913	

Extent and nature of musical ability: Understands the elements
has had some instruction in vocal and instrumental.

COMMENTS

Getting too old to be of best service.

M. J. Quinn
Superintendent.

INSTRUCTIONS

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The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

INSTRUCTIONS.—Each employee who receives more than \$300 per annum must fill out one of these blanks in his or her own handwriting. The agent or superintendent must promptly forward the blank to the Indian Office without a letter of transmittal.

RECORD of

Emmal Lovewell

Employed as Teacher at Carlisle Penna., Aug., 1909
(Entered on duty.)

Salary \$660 Race White Married or single Widow Born 1854 Vt.
(Year and State.)

Legal residence Montana, Cascade, Only one at present
(State.) (County.) (Cong. Dist.)

If you have children, give ages Son 33 Patent Office Quarters need for—No. No.
(Adults.) (Children.)

When, where, and in what position did you originally enter the Indian Service?

Aug. 1904. Flathead, Montana. Matron & Seamstress

When, where, and in what other positions have you served in the Indian Service?

1905-'06 Matron Chillico, Okla. 1906-'07 Matron, Cherokee N.C.
1907-'09 Ft. Shaw, Mont. 1909-11 Carlisle, Penna.

If you were ever separated from the Service give reasons briefly

Never separated

Have you any chronic disease, defect of speech, sight, hearing, hand, foot, or limb?

Only myopia and glasses correct it.

Give your exact height and weight 5 ft. 5 1/2 in. & 165 lb.

Give your U. S. military or naval service X

What civil service examinations have you passed? Matron & seamstress.

Teacher, matron, field matron and G. P. C.

Give the names and locations of the schools or colleges you have attended and the course of study pursued in each, naming any degree received and the institution which conferred it

High School. Bradford, Vt.

Have you any musical ability? Very little To what extent has it been cultivated?

I have received a little instruction in vocal and instrumental music. Understand the elements, but do not read rapidly.

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of such position?.....

Think I have been successful as a disciplinarian, when matron or teacher.

If you have practical knowledge of any mechanical trade, or have ever served an apprenticeship, give the length of time you have worked at such trade.....

I have not.

Give in detail all the practical experience you have had in any profession, business, or other occupation; where and by whom employed, the dates, and the salary received.....

From 1869-75 teacher, 1875-90 housewife, 1890 to the present time teacher, seven of which have been in the Indian Service, Col. McCowan, Chilocco, Mr. Root, Flathead, Messrs. Campbell & Brown, Fort Shaw, W. Friedman, Carlisle

Name any profession, trade, or other occupation in which you regard yourself as expert.....
Teacher, Matron, and Clerk.

Give any additional facts which may tend to show your fitness for a position in the Indian Service calling for special knowledge or experience.....

A large experience in the public schools and seven years in the Indian service would tend to show my fitness.

Are you a competent stenographer and typewriter? *No.*

PERSONAL RECORD OF

Name *Lowell Emma C.*
(Write surname first.)

Carlisle, Pa.
(School or Agency.)

Date *May 11, 1911*, 191.....

Approved and forwarded by
W. Friedman
Superintendent.



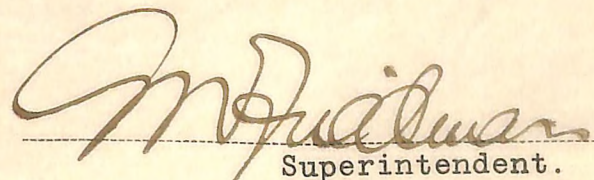
*J. P. Sarant, Council Bluffs, Ia.
Chas. Milburn, Shelton, Wt.*

EFFICIENCY RECORD

<p>Name: Emma C. Lovewell</p> <p>Race: White</p> <p>Position: Teacher</p> <p>Salary: \$660.00 per annum</p> <p>School: Carlisle Indian School</p> <p>Date: April 1, 1911.</p>	<p>AS CHECKED</p> <p>Excellent</p> <p>Good ✓</p> <p>Fair</p> <p>Poor</p>
---	--

Extent and nature of musical ability: **Understands the elements of music.**

COMMENTS


Superintendent.

Excellent
Good
Fair
Poor

Name: Emma C. Lovewell
Race: White
Position: Teacher
Salary: \$380.00 per annum

School: Carlisle Indian School

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

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EFFICIENCY RECORD

Name: **Emma C. Lovewell**
 Position: **Teacher**
 Salary: **\$660**
 School: **Carlisle Indian School**
 Date: **October 1, 1910**

AS CHECKED

Excellent

Good ✓

Fair

Poor

COMMENTS

M. J. Friedman
 Superintendent.

James C. Lovewell
Teacher
\$300
Carlisle Indian School
October 1, 1910

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Emma C. Lovewell,	AS CHECKED
Position: Teacher	Excellent
Salary: \$660.00 per annum	Good ✓
School: Carlisle Indian School, Pa.	Fair
Date: June 11, 1910.	Poor

COMMENTS

M. Friedman
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

Name of School Industrial Training School, Carlisle, Pa.
Report of CHAS. F. PEIRCE, Supervisor. Date February 20, 1911 19

Section 4. Employees:

Efficiency report for Indian Office status file.

Name	Emma C. Lovewell	AS CHECKED.
Position	Teacher	Excellent
Salary	\$660 , per annum	Good X
School	Carlisle, Pa.	Fair
Date	February 20, 1911	Poor
		Race white

COMMENTS.

Mrs. Lovewell has no doubt been a very good teacher in years gone by, but her age is beginning to tell against her as a first class teacher at present. She uses good methods, is patient and kind to pupils, but her work lacks the life and spirit necessary for complete success as a teacher.

Respectfully submitted,

Chas F Peirce
Supervisor of Indian Schools.

REFER IN REPLY TO THE FOLLOWING:

ADDRESS ONLY THE
COMMISSIONER OF INDIAN AFFAIRS

DEPARTMENT OF THE INTERIOR,

Education
16705/09
WAM

OFFICE OF INDIAN AFFAIRS,
WASHINGTON.

MAR -3 1909

Request for transfer.

Mr. J. B. Brown,
Supt. Indian School,
Fort Shaw, Montana.

Sir:

The application of Emma C. Lovewell, teacher at your school at a salary of \$660 per annum, for transfer to matron or teacher at Carlisle or some school east of Fort Shaw, has been received and will be placed on file for consideration in case a suitable opening occurs.

Very respectfully,

Fannie J. Peter

Acting Chief Education Division.

a.
TFM-2

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,

Fort Shaw, Mont.,

Feb. 26, 1909

To the Commissioner of Indian Affairs,
Washington, D.C.

Dear Sir:

Will you kindly consider me
an applicant for a transfer to that
of matron or teacher to Carlisle or
to some school east of here?

I feel that I cannot possibly go
so far away another year.

Thanking you in advance for
the favor
I am

Very respectfully,

Emmal. Lovell,

Thru the Supt.

Respectfully yours

John B. Brown
Supt.

OFFICE OF INDIAN AFFAIRS
RECEIVED
MAR 2 - 1909
16705

E

Office

RM 2

OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 16 1909
File.

me

Feb'y 16 1909

C C
11151-1909.
M S C

Req. for transf.
Mrs. E. C. Lovewell.

Hon. W. P. Dillingham,
U. S. Senate.

Sir:

Your letter of February 9 presents, with your favorable recommendation, the request of Mrs. E. C. Lovewell that she be transferred to the Indian Office in Washington from a position in the Indian Service in the field.

Mrs. Lovewell made a similar application last Spring, through the Superintendent of the School in which she was employed, and after giving it careful consideration it was decided that while she could render good service in the field she had not the qualifications which would make her a useful clerk in the Office at Washington.

I regret that I am unable to comply with your wish, but it is not practicable to do so without disregarding the best interests of the Indian Office.

Very respectfully,

James Elliman
Secretary.

MVC 11

WILLIAM P. DILLINGHAM,
CHAIRMAN.

United States Senate,

COMMITTEE ON IMMIGRATION,
WASHINGTON, D.C.

DIVISION OF MAILS & FILES
RECEIVED
★ FEB 10 1909 ★
TO INDIAN OFFICE
DEPT OF THE INTERIOR

DIV'N OF MAILS AND FILES
PREPARE REPLY
★ FEB 10 1909 ★
FOR SECRETARY'S
SIGNATURE

February 9, 1909.

The Secretary of the Interior
Washington, D.C.

DIV'N MAILS & FILES
RECEIVED
★ FEB 10 1909 ★
DEPARTMENT OF
THE INTERIOR

OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 10 1909
File 11151

Sir:

I have just received a letter from Mrs. Emma C. Lovewell in which she says that last March she filed with the Indian Office her application for a transfer to that office, together with a letter of recommendation from her superintendent.

Mrs. Lovewell is a very worthy woman and her ability has been proven by her four years of work in the Indian Service. Her desire to come to Washington is due to the fact that she is 54 years of age, a widow, and that her only son is an Examiner in the Patent Office.

I feel that this is a worthy case and I would deeply appreciate it if you saw fit to approve her application and notify me of the fact.

Very respectfully yours,

W. P. Dillingham

SPECIAL

E

1037 1105

File

INDIAN OFFICE.

FILES.

File of Emma C Lovewell

Lovewell Emma C

Interior 2172
Box Laeless

1170-07
16902-08
23395 ..
11151-09
16705 ..
40806-09

23385/08.

M

April 8, 1908.

Subject:
Req. for transf.
to this Office, of E. C.
Lovewell.

Hon. Chas. Curtis,
U. S. Senate,
Washington, D. C.

Sir:

Yours of April 6 recommends the transfer of Mrs. Emma C. Lovewell from the Ft. Shaw School to this Office. A similar request was made by her through the Superintendent of that school and the Office said to him on March 23:

It is quite impracticable at this time to give her request any consideration, as there is now no vacancy whatever in the clerical force of the Office. It will be kept on file for future reference. I ought to add that there is seldom any opening in the Office for one who is not a good typewriter and also stenographer.

The condition has not changed since, but your recommendation on her behalf will be filed with her papers for consideration should a position become vacant which could be offered to her.

Yours respectfully,

C. F. Larrabee,

Acting Commissioner.

MWC.

CHARLES CURTIS, KANS., CHAIRMAN.
CHARLES DICK, OHIO. T. S. MARTIN, VA.
W. P. DILLINGHAM, VT. A. J. McLAURIN, MISS.
T. C. PLATT, N. Y. JEFF DAVIS, ARK.
J. A. HEMENWAY, IND. J. F. JOHNSTON, ALA.
J. M. DIXON, MONT. R. L. OWEN, OKLA.
T. P. CURTIS, CLERK.

Transfd to M April 7/08
Ans. Apr. 8/08. File.
United States Senate,
COMMITTEE ON INDIAN DEPREDACTIONS.



Washington D.C. April 6th. 08.

My Dear Mr. Commissioner:-

I understand Mrs. Emma C. Lovewell who is now employed at the Ft Shaw Indian School desires to be transferred. I hope you will give her application careful consideration and grant her request if possible.

Very truly yours.

Chas. Curtis

Hon. Commissioner of Indian Affairs.

Washington D.C.

E

M

2-10-08

M
16902/08. File 163.

Subject:
Req. Mrs. E.
Lovewell for transf.

March 12, 1908.

Supt. Ft. Shaw Indian School,
Ft. Shaw, Montana.

Sir:

The Office is in receipt of yours of March 2, favorably endorsing the request of Mrs. Emma Lovewell for a transfer from the position of teacher at Ft. Shaw to a clerkship in this Office.

It is quite impracticable at this time to give her request any consideration as there is now no vacancy whatever in the clerical force of the Office. It will be kept on file for future reference. I ought to add that there is seldom any opening in the Office for one who is not a good typewriter and also stenographer.

Yours respectfully,

C. F. Larrabee,

Acting Commissioner.

MWC.

Subject:

Encloses request
of Mrs. Lovewell DEPARTMENT OF THE INTERIOR.
for transfer to
Washington, D.C. UNITED STATES INDIAN SERVICE,

163 Trans to M Mar. 10/08



Fort Shaw, Montana, March 2, 1908.

Hon. Commissioner Indian Affairs,
Washington, D.C.

*Ans. Mch. 12/08
File.*

Sir:

I enclose herewith request for transfer of Mrs. Emma Lovewell from her position of teacher in this school to some position in Washington, D.C. I think that Mrs. Lovewell's reasons for this are legitimate, and respectfully recommend that this transfer be made. She has been employed here as teacher since August 20th, 1907, and has given satisfactory service. I think that Mrs. Lovewell would be interested in making a success of any work that she would undertake. She is agreeable in her associations and work, as well as industrious.

Very respectfully,

J. C. [Signature]
Superintendent.

CAW

m
163

Fort Shaw, Montana, Feb. 25, 1908



Hon. Francis Leupp.

Commissioner of Indian Affairs
Washington, D.C.

Dear Sir:

Allow me to introduce myself
as a teacher in the Indian Service
at Fort Shaw.

I am very desirous of being trans-
ferred to Washington, as my son is
located there being employed in the
Civil Service Commission, and as he
and his family are the only near
relatives I have think you will under-
stand the situation. Another reason
is owing to climatic conditions.

I am a high school graduate,
always ranking high in mathematics,
especially in accuracy and rapid
calculation. I have had a large
experience in the public schools and
this is my fourth year in the Indian
Service.

If I am favored in my request I
am confident I can give satisfaction
as my services have always been
appreciated.

Mr. Campbell has kindly consented
to send a recommendation with this,
and a recommendation from Col.
S. M. McCowan is in Dr. Marschalk's
office.

Trusting you will grant a favor
which will mean so much to me,
I am

Very respectfully,
[Mrs.] Eumal. Lovewell.

Under separate cover I am sending
you a drawing made by one of our
boys, (Shoshonis)

M
92190-1907.
File 163.

Subject:
Transf. Mrs.
E. C. Lovewell from
Ft. Shaw School.

November 23, 1907.

Hon. Bird S. McGuire,
Pawnee, Oklahoma.

Sir:

Yours of November 15 recommends the transfer of Mrs. Emma
C. Lovewell from the Ft. Shaw School to the Indian Office.

I can only say that it is now quite impracticable to comply
with her request as there are no vacancies whatever in the
Office force.

Yours respectfully,

C. F. Larrabee

Acting Commissioner.

M. W. C.

Transf to M Nov. 23/07.

HOUSE OF REPRESENTATIVES

WASHINGTON

163
7t Shaw

OFFICE OF INDIAN AFFAIRS
RECEIVED
NOV 22 1907
File *163*
92190

Pawnee, Okla., Nov. 15, '07.

The Honorable,

The Commissioner of

Indian Affairs,

Washington, D. C.

Sir:

I am advised that Mrs. Emma C. Lovewell, in the Indian service at Fort Shaw, Montana, is desirous of being transferred to the Department at Washington, that she may be with her relatives.

Mrs. Lovewell is highly recommended to me, and I hope it may be possible for you to grant her application for transfer.

Very truly yours,

Wm. M. Quinn

ES
M

REFER IN REPLY TO THE FOLLOWING:

Education.

DEPARTMENT OF THE INTERIOR,
OFFICE OF INDIAN AFFAIRS,
WASHINGTON.

1638
21/8/07
✓
August 21, 1907.

Subject: With regard to placing
Mrs. Lovewell on duty as teacher.

Supt. Indian School,
✓ Fort Shaw, Mont.

Sir:

Referring to the transfer of Mrs. Emma C. Lovewell to the position of teacher at the Fort Shaw School, you are informed that if she reports before the teacher at \$660 per annum is relieved you may submit her appointment temporarily as teacher at \$720 per annum.

Very respectfully,

✓
(Signed) F. E. Leupp.

Commissioner.

WAM.

Education-
Appointments.
4664-1910
E P A

Promotion.

JAN 29 1910

Moses Friedman, Esq.,

Superintendent Carlisle Indian School,

Carlisle, Pennsylvania.

FOR FILE

Sir:

The Office is in receipt of your letter of January 18, recommending that the temporary promotion of Mrs. Emma C. Lovewell from teacher at \$600 to teacher at \$660 a year at the Carlisle School be made permanent.

Mrs. Lovewell's promotion, effective October 1, 1909, the date on which she entered on duty as teacher at \$660 a year, has been mailed to day.

In your report of changes for October, 1909, you reported Mrs. Lovewell's promotion to this position under the heading "Temporary". In order that the records of this Office and the Civil Service Commission may be corrected, you are instructed to report Mrs. Lovewell's separation on October 1, 1909, from teacher at \$660 a year, under the heading "Temporary", and her promotion on October 1, 1909, from teacher \$600 to teacher \$660 a year, under the heading "Promotions or Reductions." These corrections, showing the dates indicated, should be made in your report of changes for January.

Very respectfully,

(Signed) C. F. Hauke.

Chief Clerk.

M. FRIEDMAN, SUPERINTENDENT.



DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.



Education-
Appointments.
B H C

January 18th, 1910.

Report of changes.

The Honorable,
Commissioner of Indian Affairs,
Washington, D. C.

Sir:

I respectfully recommend that the promotion of
Mrs. Emma C. Lovewell to the position of teacher at \$660
per annum be made a permanent one.

Very respectfully,

HKM.

Superintendent.

Eap

1/20/10

Education-
Appointments.
B H C

Report of
changes.

JAN 17 1910

Moses Friedman, Esq.,

Supt. Carlisle Indian School,

Carlisle, Pennsylvania.

Sir:

In your October report of changes it is noted that you report the nomination of Mrs. Emma C. Lovewell as temporary teacher at \$660 per annum on October 1, under the heading "Temporary."

You should report at once whether you wish the promotion of Mrs. Lovewell to be permanent, in order that the Office may know which one of the positions is vacant.

Very respectfully,

(Signed) C. F. Hauke,
Chief Clerk.

TS-14

REFER IN REPLY TO THE FOLLOWING:

Education-
Appointments
24391-1909
40806-1909
B H C

DEPARTMENT OF THE INTERIOR,

OFFICE OF INDIAN AFFAIRS,

WASHINGTON.

AUG 3 1909

Transfer.

Mrs. Emma C. Lovewell,
Vienna, Virginia.

Madam:

In further reference to your request for transfer from the position of Teacher at \$660 per annum at the Fort Shaw School, to a similar position at the Carlisle School, you are informed that you are hereby transferred to this school as Teacher at \$600 per annum. You should report for duty on September 1 to Superintendent Moses Friedman, Carlisle, Pennsylvania.

Superintendent Brown of the Fort Shaw School has been notified of this transfer.

Very respectfully,

CAS-30
3609

Acting Commissioner.

11151-89

163

Subject: Transfer of
Emma C? Lovewell

DEPARTMENT OF THE INTERIOR,

UNITED STATES INDIAN SERVICE,

Fort Shaw, Mont.

May 21, 1909

To the Hon. Commissioner,
Washington, D.C.

Dear Sir:

A few weeks ago I sent in an application for a transfer farther east, to be nearer my son who is located in Washington. 11151-9 (163)

I understand that a teacher at Carlisle has asked for a transfer. It would be very agreeable to me if I could be granted a transfer to fill that position when the vacancy occurs.

Hoping that you will give my application due consideration,

I am

Respectfully yours,
Emma C. Lovewell.

Respectfully forwarded with the apology that Mrs. Lovewell's repeated communications of this kind to your Office and other schools, are against my advice. There is no objection to her transfer to this or any available position.

FILE

John B. Brown
Superintendent.

CARDER AND ACKNOWLEDGED

JUN 10 1909



6/1/09

Education-
Appointments.
4664-1910
E P A

Promotion.

JAN 29 1910

FOR FILE

Mrs. Emma C. Lovewell,
Carlisle, Pennsylvania.

(Through Superintendent Carlisle Indian School.)

Madam:

You are hereby promoted from the position of teacher at \$660 to \$660 a year at the Carlisle School, Pennsylvania, effective October 1, 1909, the date on which you entered upon duty as teacher at \$660 a year.

Very respectfully,

(Signed) F. H. Abbott,
Acting Commissioner.

NES-25
7269

Carbon to Carlisle.

FRIEDMAN, SUPERINTENDENT.



DEPARTMENT OF THE INTERIOR.
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA. February 1, 1910.

OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 3 - 1910
File
9279

Education
Appointments
4664-1910
A P A

Promotion

To the Honorable,
The Commissioner of Indian Affairs,
Washington, D.C.

Sir:

I have the honor to acknowledge receipt of Mrs. Emma C. Lovewell's permanent promotion to the position of Teacher at \$660 per annum, to be effective October 1, 1909.

The report of changes for January was submitted yesterday and her separation and promotion placed under appropriate headings as being effective January 1, 1910. The enclosed copies are submitted for file in accordance with instructions noted.

*- m/ep
in m/ep*

Very respectfully,

m Friedman
Superintendent.

S.J.N.

ep

File

2/4/10

INDIAN OFFICE
OFFICE OF THE SECRETARY
DEPARTMENT OF THE INTERIOR

10408

NOV 13 1895



INSPECTOR GENERAL
DEPARTMENT OF THE INTERIOR

The Secretary
Interior Department
Washington, D. C.

Received Indian Office 11/10/22
(289) L. W. GOODWIN
File No. 88851-22

NO RECORD

Emma C. Lovewell

Treasury Department

July 1, 1919

date.

Interior Department Indian Service

August 15, 1904

Dec. 31, 1914

1	000000	7800	27	000000	7874	900	00	1000
10	000000	7800	30	000000	7800	900	00	1000
20	000000	7800	12	000000	7800	900	00	1000
3	000000	7800	18	000000	7800	900	00	1000
4	000000	7800	5	000000	7800	900	00	1000
10	000000	7800	2	000000	7800	900	00	1000

RECORDED 31 1894

(Signed) Washington Gardner

100000 30 1894

EMMA C. LOVWELL

21779

Emma C. Lovewell

January 28, 1854

(signed) Secretary of the Interior

August 15, 1904

December 31, 1914

Interior, Indian

15 August 1904	5 August 1905	540 00	year
5 August 1905	2 September 1906	500 00	year
3 September 1906	19 August 1907	600 00	year
20 August 1907	15 August 1909	660 00	year
16 August 1909	30 September 1909	600 00	year
1 October 1909	31 December 1914	660 00	year

Emma C. Lovewell

Dec 31 1914

Inspector Department Indian Affairs

July 1 1914

Emma C. Lovewell

Assistant Secretary

no record

Secretary of the Interior

Inspector Department

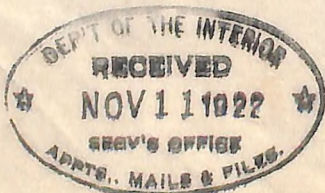
The Secretary

(Sgd.) F. M. GOODWIN.

Secretary Indian Office 11/10/14

Assistant Secretary,

Interior Department.



NOV 13 1922

Carbon for Secretary's Office
 Copies to Civil Service Commission
 Indian Office

10408

5 5 8 20 31 14

DEPARTMENT OF THE INTERIOR

R. 262.

WASHINGTON February 24, 1923. ✓

ADDRESS ONLY
THE SECRETARY OF THE INTERIOR

Emma C. Lovewell.

: Retirement Division,
: Bureau of Pensions.
: Claim No. R. 10408.
: Computation of annuity
: based on salary, eliminat-
: ing allowances.
: Affirmed.

APPEAL FROM THE BUREAU OF PENSIONS.

January 12, 1923, annuity certificate was issued under section 5 of the civil service retirement act to Emma C. Lovewell effective August 10, 1922, at the rate of \$265.44 per annum. An appeal from the action of the Bureau of Pensions presents a question in respect to the computation made under section 2 of the act to determine the proper rate of annuity.

The claimant served more than 15 years and less than 18 years, and therefore she was placed in class F as described in section 2, concerning which the act provides:

DEPARTMENT OF THE INTERIOR,

OFFICE OF THE SECRETARY.

S

FILE No. 23 6099

STATUS OF EMPLOYES

-00-

EMMA C. LOVEWELL

of

Virginia,

Lovewell, Emma C.

2
Feb'y 18 1909

3001
C C
11151-1909.
M S C

Req. for transf.
Mrs. E. C. Lovewell.

Hon. W. P. Dillingham,
U. S. Senate.

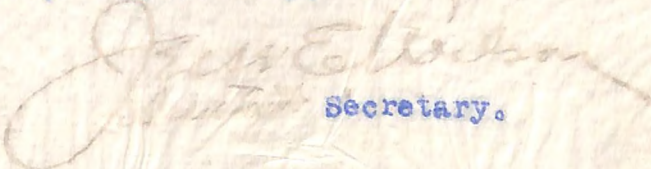
Sir:

Your letter of February 9 presents, with your favorable recommendation, the request of Mrs. E. C. Lovewell that she be transferred to the Indian Office in Washington from a position in the Indian Service in the field.

Mrs. Lovewell made a similar application last Spring, through the Superintendent of the School in which she was employed, and after giving it careful consideration it was decided that while she could render good service in the field she had not the qualifications which would make her a useful clerk in the Office at Washington.

I regret that I am unable to comply with your wish, but it is not practicable to do so without disregarding the best interests of the Indian Office.

Very respectfully,


Secretary.

SIXTY-FIRST CONGRESS.

MARLIN E. OLMSTED, PA., CHAIRMAN.	ALBERT DOUGLAS, OHIO.
EDGAR D. CRUMPACKER, IND.	WILLIAM A. JONES, VA.
EDWARD L. HAMILTON, MICH.	ROBERT N. PAGE, N.C.
CHARLES E. FULLER, ILL.	FINIS J. GARRETT, TENN.
ELBERT H. HUBBARD, IOWA.	MATT R. DENVER, OHIO.
WILLIAM H. GRAHAM, PA.	CHARLES V. FURNES, N.Y.
HERBERT PARSONS, N.Y.	HARVEY HELM, KY.
DUNCAN E. MCKINLAY, CAL.	ATTERSON W. RUCKER, COLO.
CHARLES R. DAVIS, MINN.	TULIO LARRINAGA, PORTO RICO.
E. H. MADISON, KANS.	
CHARLES N. FOWLER, N.J.	

H.C. HOUTZ, CLERK

COMMITTEE ON INSULAR AFFAIRS,
HOUSE OF REPRESENTATIVES,
WASHINGTON.

4889

DEPT. OF THE INTERIOR
RECEIVED
★ FEB 10 1913 ★
TO INDIAN OFFICE.
SECY'S OFF.-MAILS & FILES.

DEPT. OF THE INTERIOR
PREPARE REPLY
★ FEB 10 1913 ★
FOR SECRETARY'S
SIGNATURE
SECY'S OFF.-MAILS & FILES.

February 5, 1913.

10/17/13
17421
OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 10 1913
INDIAN DEPT.
RECEIVED
FEB 10 1913
OFFICE OF THE SECRETARY.

Hon. Walter I. Fisher,
Secretary of the Interior,
Washington, D. C.

My Dear Mr. Secretary:

ANS'D FEB 19 1913

Mrs. Emma C. Lovewell, at present and for some time past a Civil Service employee in the Indian Service and now in the United States Indian School at Carlisle, Pennsylvania, is desirous of being transferred to Washington in order that she may be near her son, who resides here. She would like to be transferred to your Department and, if possible, to the Indian Bureau. I believe that she has done good work and is well equipped. I shall be very glad if such transfer as she desires may be made.

Respectfully Yours,

M. O. Olmsted

*anf
+
cc.
405
410*

DEPARTMENT OF THE INTERIOR

2nd A C
M S C

WASHINGTON

February 19, 1913.

Hon. M. E. Olmsted,
House of Representatives,
Washington, D. C.

Sir:

Receipt is acknowledged of your request of February 5, that Mrs. Emma C. Lovewell be transferred from the position of teacher at the Carlisle School to a clerkship in this Department, preferably to the Indian Bureau.

As far as the Indian Bureau is concerned, there is now no vacancy whatever on its clerical roll and there is no prospect that one will occur at an early day.

Moreover, it should be said that Mrs. Lovewell is nearly 60 years of age and the Indian Office is already overloaded with persons who are past middle life. Its need, especially in the entrance grade, is for young men who are competent stenographers and typewriters, who, if they show the right sort of qualifications can be advanced to positions which involve the handling of difficult administration matters—those whose efficiency for several years to come will be increasing rather than decreasing.

Mrs. Lovewell's record as teacher has been good; but her value to the Indian Service would be decidedly

Handwritten in red ink:
Received Nov 31/14

Olmsted

-2-

lessened if she were transferred from the school room to
a clerk's desk.

Respectfully,

Samuel S. Squire
Assistant Secretary.

MSD

MWC

Class F shall include all employees to whom this act applies who shall have served the United States for a total period of fifteen years or more, but less than eighteen years. The annuity to a retired employee in this class shall equal 30 per centum of such employee's average annual basic salary, pay, or compensation from the United States for the ten years next preceding the date on which he or she shall retire.

That section also contains the following definition:

The term 'basic salary, pay, or compensation' wherever used in this act shall be so construed as to exclude from the operation of the act all bonuses, allowances, overtime pay, or salary, pay, or compensation given in addition to the base pay of the positions as fixed by law or regulation.

During about one half of the last 10 years of the period of service the claimant was employed as a teacher in the Indian Service, this Department, at a salary of \$660 per annum. In addition to her said salary she was furnished quarters free of charge including heat and light. The latter items were eliminated from consideration in computing her average basic pay for the last 10 years of service, and this is the point in dispute.

In transmitting the case to the Department for consideration, the Commissioner of Pensions referred to certain decisions by the Comptroller of the Treasury on the subject of allowances, and stated:

The Bureau has adjudicated a few claims in which a part of the consideration involved during the last ten years of service was founded in part upon the free use of rooms or quarters, light, heat, etc., and in these cases no credit has been given for any value that might be attached to these extra emoluments for the reason, primarily, that there would seem to be very little, if any, reason for believing there would be any warrant for excluding such emoluments from the term 'allowances' as used in the final paragraph of Section 2 of the Retirement Act, and secondarily, for the reason that it would be impossible to even approximately estimate the value of the allowances or emoluments in question.

There can be little, if any, doubt as to the correctness of the action below in view of the import which Congress specifically declared should be accorded the term "basic salary, pay, or compensation" which is made the basis of computation for purpose of fixing the annuity.

The allowance of quarters, heat and light, in addition to the money pay, may fairly be considered as a part of the consideration for the services rendered and therefore a part of the compensation, as contended by claimant. So much may be conceded but that is not decisive of the case. The question is not merely what items may be in general terms considered as compensation but the precise point of the inquiry is confined to the limitations specified in the act i. e. basic

salary, pay, or compensation to the exclusion of bonuses, allowances, overtime pay, or salary, pay or compensation given in addition to base pay of the position. This clearly recognizes that there may be instances of allowances, such as bonus, subsistence, or use of Government property in the nature of compensation in addition to the base pay, but such additional, supplemental, or extra allowance can not be taken into consideration when computing the rate of annuity.

In legislation providing salaries, pay, or compensation, and also in administrative procedure, a clear distinction is observed between "pay" and "allowances".

The case of United States v. Landers (92 U.S., 77), involved a claim by a former soldier for pay and bounty. He had deserted but after arrest he was restored to duty with the loss of all "pay and allowances" due or to become due during his period of enlistment, and subsequently he was honorably discharged. His claim was for pay for the whole period of his enlistment, including the time of his absence by desertion and for the bounty allowed to a soldier upon his honorable discharge from the service. The claim was denied, the court saying:

The bounty which the petitioner claimed was included in the allowances forfeited. Under the term 'allowances,' everything was embraced which could be recovered from the government by the soldier in consideration of his enlistment and services, except the stipulated monthly compensation designated as pay. This is substantially the conclusion reached by the late Attorney General, Mr. Hoar, after full consideration of the statutes bearing upon the question (Opinions of Attorneys General, vol. xiii, pp. 198, 199); and such, we are informed, has been the uniform ruling of the War Department.

Section 5 of the act of May 18, 1920 (41 Stat., 602), provided that certain specified classes of clerks should receive "pay and allowances" not to exceed a total of \$2740 per annum. In construing said provision the Comptroller of the Treasury (27 Comp. Dec., 1050) held that quarters, heat and light furnished in kind are included in the term "allowances."

The specific provision in the act that annuity should be computed by allowing a certain per centum of the average "basic salary, pay, or compensation" for the 10 years of service next preceding retirement, would perhaps of itself be sufficient to justify elimination from consideration all emoluments except the regular fixed money pay; but where in addition to this, Congress expressly provided that the term shall be construed to

exclude from the operation of the act all bonuses, allowances, overtime pay, etc., given in addition to the base pay of the positions, little room remains for further construction, and all reasonable doubt is removed as to the propriety of excluding from consideration items of the character here involved.

The decision appealed from is accordingly affirmed.

F. M. Goodwin

ASSISTANT SECRETARY

(Signed) F. M. Goodwin

Assistant Secretary