PERSONNEL CLASSIFICATION BOARD FORM NO. 14—FIELD QUESTIONNAIRE
(To be filled out in accordance with the instructions given in P. C. B. Forms Nos. 15 and 16)

Bureau No. Lt. 1250 *Sheet No.* 5(b)- 130

Space reserved for the use of the Board

1. Bryant (Surname) Henry (Given name) P. C. (Initial)
2. Department Commerce
3. Bureau Lighthouses
4. Field service Lighthouse Service
5. (a) Field station Thomas Point Shoal Light Station
   (b) Subdivision
   (c) City or town State
6. Pay roll title Light Keeper
7. Customary office title Keeper
8. Present administrative allocation $1620-1920
9. Present gross rate of pay $ 1620.
10. Deduction for allowances $ None
11. Net rate paid in cash $ 1620.

12. Indicate by an "X" in the proper box or boxes the kind of allowances, if any, received by the employee:
☐ House ☒ Room { ☐ Furnished ☒ Unfurnished } ☐ Heat ☒ Fuel ☐ Light ☐ Uniform ☐ Laundry ☐ Subsistence or rations in kind Meals per day: ☐ 1 ☐ 2 ☐ 3

13. Describe any other allowance, privilege, or perquisite of value

14. If any special equipment or a bond is required by law or regulation to be furnished at the employee's expense, state kind and annual cost Uniform, approximately $15.

15. (a) Regular hours of work: From None m. to m. (b) How many hours per week excluding unusual or irregular overtime work?
Summer 66 Winter 66 (c) If not a full time and all-the-year-round position, state number of hours per day ; number of days per { week / month / year } (d) If certain hours of availability for duty or call in regular working hours are required, state hours and type of such duty Subject to duty when necessary throughout 24 hrs. a day.

16. (a) Rate of pay for overtime None (b) Amount of overtime pay in last 12 months

17. (a) Does the employee in any way direct or supervise other employees? Yes (b) If so, in what way? (See Form 16 before answering) By example and direct personal instruction. Keeper and assistant commonly work side by side or watch and watch on same work.
(c) How many? One

18. If the employee supervises other persons through immediate contact, give the name and the sheet numbers of such persons. (For such of these as may not be covered by questionnaires, give number and kinds by occupations.) If the employee exercises supervision through section or division heads, give the title of such sections or divisions and the names and sheet numbers of their heads.

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19. (a) Is the employee in any way directed, supervised, or instructed, or his work reviewed? Yes (b) If so, in what way? (See Form 16 before answering.) Hyperiodical (usually semi-annual or more frequent) inspection of his station by district superintendent or his representative, and by review in district office of monthly reports and annual property returns.

20. What is the name, official position, and sheet number of the employee's immediate superior? H.D.King, Supt. of Lighthouses, 5(a)1

21. Employee's education: Strike an "X" over the number representing the highest grade or year completed in each type of school:

Elementary								High				Normal				College				Postgraduate or professional				
1	2	3	4	5	6	7	8	X 1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	(Kind)

Other education (describe): none only Experience

22. What length and kind of experience or other training did the employee possess upon original entrance into this position which was most qualifying or pertinent? Before entering the Service was mate on sea going vessels for 35 years

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23. TO THE EMPLOYEE: Describe in detail the work you do. Put each distinct duty, task, or process in a separate paragraph. Explain first those that require most of your time. Explain occasional duties last. In the column at the left opposite each paragraph enter the approximate percentage of your time devoted to the work described in that paragraph. DO NOT ATTEMPT TO COMPOSE THIS STATEMENT WITHOUT FOLLOWING THE INSTRUCTIONS OF P. C. B. FORM NO. 15.

Percentage of working time	
45	I respectfully say that work are General buchas keeping the light clean and in Excellent condision so as to give best results and fogsignal the same and scrubing and painting and Repainting and looking after the intrust of the Service Generaly
50	I have one asst we stand watches from sun set to sun rise and when one are on an eight day leave of absence the other alone has to stand on all night watch by him self for eights nights
5	we have to go about 8 miles to Get Provisions and mail which takes about 5 to 6 hours

24. I hereby certify that the foregoing was composed by me after reading P. C. B. Form No. 15, and that it is a true statement of my duties.

H. P. G. Bryant Helper
(Signature of Employee)

25. TO THE PREPARING OFFICER: Write your own description of the employee's work. If in describing the work of the position you would cover the same

This employee is principal keeper in charge of a lighthouse built on submarine foundation. The structure consists of a 2 story house about 30 feet square on a foundation inter-braced iron piles, and surmounted by a glazed lantern containing Fresnel lens for display of light which may be either kerosene wick lamp or incandescent oil vapor apparatus. The house is also equipped with fog bell operated by clockwork. Communication with shore is by motor launch kept at station. Each of two keepers is allowed 8 days ashore per month and when both are at station, they divide watches of light and fog signal. The principal keeper is in responsible charge and his first duty is to see that the light never fails to burn from sunset to sunrise nor the fog signal to sound when needed. All apparatus is required to be kept in perfect condition of cleanliness and operating efficiently and the entire structure thoroughly clean and well painted inside and outside, and minor repairs made as needed within his capacity. Owing to exposed location and salt water, proper preservation of metal work, especially iron foundations, requires constant attention. He is also required to keep all station records including journal watch book, fog-signal record and property accounts.

29. I hereby certify that I have read all of the foregoing and that, to the best of my knowledge and belief the statements made on both sides of this sheet are accurate and complete, except as indicated in attached memorandum, marked ~~~~~ In my judgment the compensation of this position should be in a range from $ 1620, to $ 1920

SEP 25 1928, 1928 — H. B. BOWERMAN — Acting Commissioner of Lighthouses
(Date) (Signature of head of bureau or his representative) (Title)

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