



FACTS AND FIGURES — Joseph F. Feily, seated, president of the Civil Service Employees Assn., is seen as he gives final study to facts and figures on the pay case for State workers which last week were sent to four major Legislature leaders. Among those who lent a hand in preparing the documents are, from left, Solomon Bendet, chairman of the OSEA Salary Committee; Harry W. Albright, Jr., CSEA counsel, and William Blom, CSEA director of research.

CSEA Wants Instant Action

Legislature Leaders Urged To Give First Priority To State Aides' Salary Needs

ALBANY, Sept. 30—To avoid repetition of "cart before the horse" budget procedures of some years, the Civil Service Employees Assn. last week asked for formal meetings with four major leaders of the Legislature in an attempt to include raises for State workers in the 1963 budget, now being readied.

Writing to Assembly Speaker Joseph F. Carlino, Senate Majority Leader Walter J. Mahoney; Sen. Elisha T. Barrett, chairman of the Senate Finance Committee, and Assemblyman Fred Preller, chairman of the Assembly Ways and Means Committee, Joseph F. Feily, CSEA president declared "the real question that plagues this responsible Association is whether . . . without any threat to continued services, the State Legislature and the Governor will take the necessary action to provide State employees with a fair and reasonable salary."

Decrying the tendency of State commissioners to submit budgets only on the basis of service and expanded program needs, Feily told the leaders that "only after the budget making process is completed have the needs of employees received consideration." He called this "putting the cart before the horse."

These needs, he wrote, are too

Thank You

Mrs. Louise Dromazos has asked The Leader to extend her appreciation of the kindness that has been shown by the employees in the Hygiene Department for sending flowers and to all others who sent cards.

often tailored to fit the budget rather than the budget fit the need.

Referring back to the accomplishments resulting from the McKinsey survey Feily noted that the CSEA had openly complimented the Administration and the Legislature leaders for improvements in the salary structure resulting from action on the McKinsey report.

(Continued on Page 3)

Top Republicans And Democrats Salute Leader Publisher's Acquisition of Law Journal

Prominent Democratic and Republican figures expressed congratulations to Leader Publisher Jerry Finkelstein last week after it was announced Mr. Finkelstein had acquired control of the famed 75-year-old New York Law Journal. In addition, letters and wires were received from numerous sitting jurists and prominent attorneys.

Here are some of the letters Mr. Finkelstein received:

• "Congratulations on your acquisition of the Law Journal. It is a distinguished newspaper of great value to the community and I know you will maintain its great

tradition. With every good wish."—(Former Governor) Thomas E. Dewey.

• "I am delighted that you are venturing into the daily newspaper

(Continued on Page 12)

Under Non-Contributory System

Levitt Measure Would Let Aides Retire At Age 55, 1-60 Final Average Pay

(Special To The Leader)

Albany, Sept. 30—A bill to place the New York State Employees' Retirement System on a wholly non-contributory basis heads a list of new amendments to the Retirement Law now being drafted by State Comptroller Arthur Levitt. As chief fiscal officer of the State, Levitt is sole trustee and chief administrator of the Retirement System.

New Civil Service Dept. Policy

Minimal Use Of Oral Exams In Promotion Tests Is Promised

ALBANY, Sept. 30—The State Civil Service Commission at a special meeting in Albany last week adopted an 11-point statement on oral test policies and practices, H. Eliot Kaplan, Commission President, announced this week.

The statement resulted from a staff study by the Department of Civil Service and discussions during the past year by a joint committee composed of representatives of the State Personnel Council, the Department of Civil Service and the Civil Service Employees Association.

Joseph F. Feily, president of the Civil Service Employees Assn., in commenting on the new policy statement said, "Although I do not believe these changes represent everything we want, I willingly concede they are a step in the right direction. I would say that for the time being we have to stand pat until we see how these changes work out. If they do not accomplish what we feel they should, then we will have to step up our fight for more desirable changes."

Point By Point

The new oral test policies and practices of the Commission are:

1. Continue to use open-competitive orals where it is evident that traits critical to successful job performance are best tested for in an oral.
2. Review requests for promotion orals carefully, using predetermined criteria as guidelines, to be sure that the need for an oral test is clearly demonstrated.
3. Restrict use of qualifying orals to those few cases where a competitive oral is impractical. (A typical situation is one in which a large number of candidates have met the written test standards but the number of positions to be filled is quite small.)
4. Make more use of combined written and oral test scores so that marginal performance in one test can be offset by good performance in the other.

Oral Test Pamphlet

5. Complete and issue an oral test pamphlet for the information of candidates.

(Continued on Page 3)

West Seneca Date For Dinner Changed

The second annual installation and dinner dance of West Seneca State chapter of the Civil Service Employees Assn. will be held Oct. 24 at the Leonard Post, Jr., VFW Post, 2000 Walden Ave., Cheektowaga.

Roy Lee, chapter president, announced that the dinner was originally planned for Oct. 31 but circumstances forced a change in date.

Stated for early introduction at the next Legislature session, Levitt's proposal would end present contributions by State employees in favor of a system completely financed by State Government.

Calls Plan Feasible

"The cost of such a plan is well within the resources of State government," Levitt stressed. "It is a logical extension of the 5 percent increased take-home pay provision enacted in 1960 and would be only half as expensive to the State as was that measure."

"Payment of contributions by employees after relatively heavy income taxes is much more burdensome than was foreseen years ago, when the contributory system was first devised," he continued. "Furthermore, the widening gap between salaries in government and private industry, combined with the fact that most retirement programs in private industries are non-contributory, add to the need for the State to end the prerequisite of member contributions at this time."

No Benefit Loss

Levitt, who had first proposed a non-contributory plan more than two years ago, noted that he still favors it as "a necessary next step in the development and improvement of the New York State Employees' Retirement System."

(Continued on Page 3)

Don't Repeat This!

Choice of State's GOP Liberals Is Keating Or Rocky

THE Presidential candidate for 1964 causing the most apprehension for New York Republicans is not John F. Kennedy but the man, not yet named, who will head the GOP ticket.

Ironically, Republican State sen-

(Continued on Page 12)

Donuts Decide Proper Routes For Subways

By JOE DEASY, JR.

MANY New Yorkers have come to depend upon their morning donuts. So also does the Transit Authority depend upon its donuts. However, the TA donut is quite unlike its counterparts on the breakfast table. In fact, the only similarity is the shape. TA's donut is made up of steel and electronic equipment and may one day be one of the causes of an automated subway system—to a point.

Quietly in use on the IRT Flushing line for a year, this midget robot brain is attached to the front car of every train in service on the line. With it, the motorman can choose his own route and order the correct switch positions to bring the train to its ultimate destination.

When the train leaves the Times Square station in Manhattan, the motorman throws a switch outside his cab window to one of three positions; local, express or non revenue. The little donut flashes a signal to another little black box along side the track. The message is then transmitted to the switching tower at 108th St., Corona where the interlocking switching system automatically sets the many switches and cross-overs to the proper position.

The only problem is that the Flushing line is a three-track railroad with two tracks in one direction in the morning and the other direction in the evening. The center track is reversible. What happens when the donut signals to go the wrong way on the express track through error? "Nothing!" a TA spokes-

man said. The big brain—assisted by three humans in the 108th St. tower—refuses to accept the signal and sends the train along the local track averting trouble.

Should a train break down for any reason, again the donut is disregarded and emergency measures are taken by the towerman at 108th St. Switches can be set to by-pass the stalled train and service can be maintained without delay.

As many automation experts have pointed out in the past, automation is here to stay—but so are the men need to supervise the machine and to handle the many problems which can only be solved by the human mind.

DiDomenico Installed As D.P.W. Columbia Head At Annual Dinner-Dance

Patsy O. DiDomenico was installed as president of the Columbia Association of the Department of Public Works last week at a dinner at the Grand Street Boys' Association. Frank Creta, president of the Sanitation Department Columbia Association and president of the Grand Council of Columbia Associations of Municipal, State and Federal Employees in Civil Service, Inc., was the installing officer.

Speakers at the installation included City Council President Paul R. Screvane, Meyer F. Wiles, general manager and deputy commissioner of the DPW; Ray Diana, assistant to the Mayor; Joseph M. Giblin, deputy commissioner of the DPW; Deputy Comptroller Joseph J. Ferrini and John DeLury, president of the Uniformed Sanitationmen's Association.



ELECTED — Detective Frank Diamant of the Office Relations of the Police Department has been elected delegate to the United States Olympic Committee by the Metropolitan Association of the Amateur Athletic Union.

Screvane, pointing to the growth of the Grand Council under Creta said that the council was the only one truly representative of the movement in civil service and cited DiDomenico and John S. Addeo, dinner chairman, as people who "recognize the integrity of all persons as Americans". "We must avoid becoming professional anything but Americans", Screvane warned, "There is no room for professional Irishmen, Italians, Jews, Negroes or any other race or creed."

Diana continued on the same theme as Screvane, warning against using any organization for personal gain. "The Columbia Association will assist members get ahead by making sure that no one less qualified passes them in appointments. We can never become an organ of personal power for one individual," Diana said.

Creta concluded by pointing out that the Association will work for

its members at a team. "We in Columbia want an equal share. No more—no less. Let's work together as one big happy family."

* Use postal zone numbers on your mail to insure prompt delivery.

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Please send me information and application blanks for the examination. If this is not available at the present time, please keep me informed on future tests. Thank you.

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45 Supervisory And Teaching Examinations Available For Filing

45 competitive examinations are now being offered for filing by the New York City Board of Education's Board of Examiners for supervisory and teaching positions in the system. For the positions listed below, filing will be accepted as indicated by the dates along side the individual positions. The examinations will be given December 16 and 17.

Also to be given in the Fall is the license for assistant director of guidance (educational and vocational) for which the filing closes on November 17 for the December 10 examination.

Other examinations, with their filing dates are:

Day High Schools

Subject	Opens	Closes
Automotive trades chairman, (m) *	12-13	
Beauty culture, chairman (m-w) *	12-13	
Building trades, chairman (m) *	12-13	
Industrial arts, (m) ..	9-25	11-8
Laboratory assistant biology and general science), (m-w) ..	9-12	11-8
Laboratory assistant (physical science and general science), (m-w) ..	9-12	11-8
Needles trades, chairman (m-w) ..	12-13	

Junior High Schools

Subject	Opens	Closes
English, m-w) ...	9-23	10-25
Fine arts, (m-w) *	10-15	
French, (m-w) ...	9-30	11-8
General science, (m-w) ..	9-23	11-1
Health education, (m-w) ..	8-23	11-8
Home economics, (w) ..	9-23	10-23
Industrial arts, (m-w) ..	9-25	11-8
Laboratory assistant, (m-w) ..	9-12	11-8
Mathematics, (m-w) ..	9-23	11-1
Music, (m-w) ..	9-25	11-8
Orchestral music, (m-w) ..	9-25	11-8
Social studies, (m-w) ..	8-18	10-18
Spanish, (m-w) ...	9-30	11-8
Swimming and health instruction, (m-w) ..	9-23	10-25

Elementary Schools

Subject	Opens	Closes
Common branches, (m-w) ..	10-25	

Subject	Opens	Closes
Early childhood classes, (m-w) *	10-25	
Principal of elementary school (m-w) ..	10-29	2-28-64
Child Welfare		
Attendance teacher, (m-w) ..	9-16	11-1
Chief school psychologist, (m-w) ..	9-30	12-20
Class for children with retarded mental development, (m-w) *	10-18	
Educational and vocational counselor in junior high schools, (m-w) ..	10-9	11-22
Guidance counselor in elementary schools, (m-w) ..	10-9	11-22
Health conservation classes, (m-w) *	10-18	
Homebound children (m-w) ..	10-18	

Psychologist-in-training, (m-w) ..	**	10-21
School psychiatrist, (m-w) ..	**	10-21
School psychologist, (m-w) ..	*	10-21
School social worker, (m-w) ..		9-26 12-6

*Indicate filing open at present time.

Dr. Gentry Returns

ALBANY, Sept. 30—Dr. John T. Gentry has resumed his duties as director of the Syracuse office of the State Health Department after a two-year leave of absence to serve in New Delhi as deputy chief of the Health Division of the USA Technical Cooperative Mission in India.

During his absence, Dr. Walter C. Levy, assistant director of the department's Division of Community Health Services, was acting director for the Syracuse region.

DR. D. F. GILLETTE

Dr. David F. Gillette, board chairman of the New York State Commission for the Blind died in University Hospital, Syracuse, recently.

Farmer To Address State Careerist Soc. Annual Breakfast

James Farmer, national director of the Congress of Racial Equality (CORE) will deliver the main address at the sixth annual breakfast of the New York State Careerists Society, an organization of employees of New York State on Sunday, October 13, at 9:30 a.m. at the Hotel New Yorker.

The New York State Careerists Society, headed by Wilfred P. Lewin, will present its Good Government Award to George H. Fowler, chairman of the New York State Commission for Human Rights. The award, made annually for an outstanding contribution to State government, will be made by Judge Hubert T. Delaney, a member of the New York State Bar, was formerly a commissioner with the Federal Mediation and Conciliation Service, and Deputy Industrial Commissioner of the New York State Department of Labor. C. Julian Parrish is chairman of the Breakfast Committee.

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CONFERENCE TALK Thomas W. Ranger, president of the Central Conference of the Civil Service Employees Assn. is seen here as he chatted with Raymond G. Castle, CSEA first vice president, and Emmett Durr, CSEA Health Dept. representative, at the recent conference meeting in Rome.

Levitt To Submit Major Retirement Legislation

(Continued from Page 1)

He added that his proposal contemplates a non-contributory retirement plan without diminution of benefits for any member.

Levitt's proposal would permit members to retire at any age past 55 with benefits of 1/60th of their final average salary for each year of service after the effective date of this law. The benefit would be in addition to the retirement allowance already earned. In the case of a new member entering service after April 1, 1964 and retiring at age 55 with 30 years of service he would receive an allowance equal to half of his final average salary. The latter represents an improvement in benefits for every member, and a diminution for none.

The bill as presently drawn would go into effect April 1, 1964 for the State and anytime thereafter for other participating employees who elect to adopt the new plan.

The Proposals

In addition to the non-contributory bill, Levitt plans to advance the following retirement measures designed to bring the System more in line with present member needs:

A granting at age 55 of vesting benefits (retirement allowance earned by those members who left service after at least fifteen years of membership and who elected to leave their contributions on deposit with the System)—these now are granted only at age 60. "Present vesting requirements discriminate against members of the 55-year plan," he said. "In all fairness, these benefits should be granted at the age stipulated in the plan under which the member contributed."

Four bills, related to survivor benefits are included in the package. One would render permanent the present maximum two-year salary death benefit. Another would extend this provision for one more year if the first bill failed to pass. A third bill would extend last year's measure, which eliminated the "death gamble". This amendment provides for pay-

ment of an amount equal to the pension reserve (employer contributions to retirement allowance) as an ordinary death benefit, to the survivor of an eligible retiree who dies before he actually had retired. The pension reserve in such cases would be paid unless the combined ordinary death benefit and the reserve for increased take-home-pay were a greater amount. In the latter situation, the survivor would be able to choose the greater amount.

Death Benefit

The fourth bill in this series would establish a minimum ordinary death benefit. Under its provision, a benefit of one-half salary would be paid upon the death of a member who had been in service at least 90 days and whose annual salary amounted to \$4,000 or more. A benefit of \$2,000 would be paid where the annual salary amounted to \$2,000 or more, but less than \$4,000 and a benefit of one year's salary would be paid where the salary amounted to less than \$2,000 per annum.

Lump sum payments to survivors under retirement options one-half and one, options designed to guarantee the return of unexpended reserves to survivors, will be made available in the form of an annuity according to another of the Comptroller's program bills.

"This measure is intended as a safeguard for survivors who would prefer to have their estate managed by the Retirement System rather than cope with the intricacies of investment themselves," Levitt explained.

Supplemental Pensions

Supplemental pensions are also set for an increase under the Comptroller's new proposals. Adjustments would raise pension payments of older retirees to levels more consistent with present day living costs, negating the eroding effect of post-war inflation.

The Comptroller termed his program "a comprehensive review of member needs," which encompasses long range objectives based upon today's investment expectation and State personnel requirements. "I firmly believe," he added, "that each of these bills represent an important step forward in liberalizing the State Retirement System and insuring its continued acceptance as one of the finest public pension plans in the world."

New Officers, New Newsletter Start New Buffalo Year

(From Leader Correspondent)

BUFFALO, Sept. 30 — New activities for Buffalo chapter, Civil Service Employees Assn., include the publication of a newsletter that will be circulated to the chapter's 1500 members.

The newsletter, to be published every two months, will be edited by Marilyn Gibavicz.

New chapter officers began serving Sept. 18 at the first 1963-64 meeting in the Park Lane Restaurant. John J. Hennessey is president.

Other officers: First vice president, Mary Gormley; second vice president, Mary Cannell; corresponding secretary, Loretta Connelly; recording secretary, Mary Braday and treasurer, James Muscato

New State Policy On Oral Exam Use

(Continued from Page 1)

6. Continue to give attention to improvement of facilities and equipment used in administration of orals.

7. Give greater attention to training persons who are to act as oral examiners with emphasis on developing skills in observing and evaluating oral test factors.

8. Standardize further the procedures for notice to candidates and administration of orals. Redesign and improve the forms used in oral tests.

Explore Alternatives

9. Continue to explore alternatives to promotion oral tests, such as probationary period on promotion, rating of promotion potential and greater latitude in selection of eligibles from lists.

10. Include questions relating to appeals from oral tests in the study of all types of examination appeals.

11. As a general practice, group oral tests will be followed by individual oral tests.

The joint committee consisted of William E. Byron, John Daniels and Mrs. Wilma Segrest, of the State Personnel Council; William J. Murray, Stanley Kollin, Philip E. Hagerty and Bartholomew L. Carbone, of the Department of Civil Service; and Harry W. Langworthy, Jr., Richard Tolhurst, Alfred Weisbard and Harry W. Albright, Jr., counsel to the Civil Service Employees Association.

Others who participated in the committee's discussions are David S. Price and Harry F. Smith, of the Personnel Council, and Edward Croft and Samuel Grossfield, representing the Civil Service Employees Association chapter of the Labor Department's Division of Employment.

CSEA Wants Meetings With Carlino, Mahoney, Barrett And Preller

(Continued from Page 1)

"No one of us, however, can rest on what was accomplished several years back," Feily declared.

In addition to presenting Mahoney, Carlino, Barrett and Preller with the CSEA salary resolution, which calls for a 12½ percent, across-the-board increase for all State workers, Feily said he wanted to demonstrate some "dramatic changes that have taken

place in the competitive position of the State of New York in the payment of salaries to its public employees."

Once such change, which Feily spelled out in his letter, occurred in California, Feily pointed out that when the CSEA presented its arguments to the State last year for a salary raise, California pay scales ranged from 18 to 22 percent higher than those in New York. California recently voted 48.3 million dollars for salary adjustments over an 18 month period.

Feily noted also that Michigan, which has faced dire economic and budget problems now pays its employees about 10 percent more in the higher minimum and five percent more in the higher maximum salaries.

In asking for immediate meetings with the leaders and their staffs, the CSEA president said that "we have a meritorious salary case with calls for instant attention . . . Rather than attempting to squeeze in employees' needs after all departments have been heard from, we urge that highest priority be given first to the needs of public employees and to their salaries."

Feily submitted preliminary material on the CSEA pay case with his letters and noted that it was planned to submit similar material to other members of the Legislature.

The Employees Association has a meeting scheduled with the Division of the Budget tomorrow (Oct. 1). It is the second such meeting. Progress on salary negotiations will be reported on at the annual meeting of the CSEA in New York City next week, when delegates will consider the 12½ percent increase resolution already approved by the CSEA Board of Directors. Final action on this resolution will be from the delegates

Onondaga Holds 'Carousel Clambake'

(From Leader Correspondent)

SYRACUSE, Sept. 30—Prizes, games and the usual delicacies added up to a successful clambake recently for the Onondaga County Chapter, Civil Service Employees Association. More than 300 members and guests attended the affair at Hinerwadel's Grove, North Syracuse.

Among the guests were top CSEA officers—Joseph Feily, president; Raymond Castle and Vernon Tapper, second and third vice president, respectively, and Hazel Abrams, secretary. Other guests were Tom Ranger, president of CSEA's Central Conference, and Sonf. County Workshop, as well as local political leaders and municipal executives.

Co-chairmen for the event were Leona Appel, chapter past president, and Ray Schumacher. Assisting them as chairmen of committees were: Eleanor Rosbach, tickets; Hector McBean, games; David Rogers, prizes; Florence Barnes and Joan Snigg, invitations; Robert Clift, publicity; Mrs. Martha LeRoy, hostess, and John Bachman, guest announcer.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

Pickets Step Up Activity In Rochester

(From Leader Correspondent)

ROCHESTER, Sept. 30—Picketing of City Hall was stepped up here last week in the wake of City Council's adoption of a grievance procedure opposed by the American Federation of State, County and Municipal Employees. The council adopted the procedure on a 6-3 party-line vote, with minority Republicans opposed.

Jack Cicotte, AFSCME representative was quoted as having said the union will continue to fight for a procedure giving an arbitrator the final say. He did

(Continued on Page 16)

Capital District Conf. Makes Change In Its Constitution

The first major revision of the constitution of the Capital District Conference, CSEA, was hailed by the group's president as an important step forward in assuring the future growth of the local Conference.

A. Victor Costa, conference head, said that the Board of Directors of the CSEA's State Association has given its formal approval to the amendment of Section 3 of Article 7 of the constitution. The amendment, dealing with the voting strength of chapters making up the Conference, was approved by Conference delegates at a special meeting on Aug. 12.

New Representation

The amendment provides for proportionate representation in that each chapter shall be entitled to one vote for each 500 members or fraction thereof. The revision gives the larger chapters some-

(Continued on Page 16)

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader office.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y., corner of Chambers St., telephone BArcley 7-1616. Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

Applications are also obtainable at main post offices, except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

U.S. Service News Items

By MARY ANN BANKS

Executive Dropout Estimated At 33%

"Of the 2,000 top career posts in Government, we estimate that one of every three will become vacant in a five-year period."

This statement was recently made by U.S. Civil Service Commission Chairman John W. Macy, Jr. in an expression of need for executive training. To alleviate a portion of this need, an Executive Seminar Center will open October 7 at Kings Point, Long Island, Macy reported.

The Kings Point Center has been established as an inter-agency training facility available to all Federal departments and agencies. The Center may be attended by career executives selected from grades 13 through 16 in order to provide a deeper understanding of the role of the Federal Government in society.

This concept of the civil servant and the public services he provides has been receiving a great deal of additional publicity recently. Many civic groups, professional organizations, newspapers, etc., are beginning to concern themselves with the issue of recruitment problems for higher level positions.

Critical Shortages

As Macy pointed out, many top posts are being vacated. The list of critical personnel shortages in the Federal Register is becoming more and more lengthy. A recent article in the New York Times Sunday Magazine pointed out the fact that college students are virtually not interested in a civil service career. The same article related the fact that private industry considers Washington a recruitment "gold mine" where many highly competent professional people are interested in the change to private industry.

President Kennedy recently told his White House staff that big government and its related problems may become a major domestic issue in the next Presidential election. With so many private citizens behind an improved career civil service, this recruitment controversy may easily become a big government problem.

Depression Era

Many people have pointed that Depression-era employees who craved the security of a civil service job have now reached or are near reaching retirement age. The next generation has little interest in the lower-paying secure career civil service and greater enthusiasm for private industry financial success including the fringe benefits programs which private industry is offering on an increasingly larger scale.

With a greater public awareness of the impending descent in the level of public service to the taxpayer; lagging civil service salaries; and major recruitment problems, Macy's prediction could easily be true.

Personality Traits Of A Federal Executive Discussed in New Book

A new and revealing view of the Federal executive is available in a recently published book entitled "The American Federal Executive," published by the Yale University Press.

Co-authors W. Lloyd Warner, Paul P. Van Riper, Norman H. Martin, and Orvis F. Collins have attempted to take a statistical

cross-section of the U.S. Government's high echelon civil servants and their characteristics.

"He possesses lofty aspirations, the majority of which stem from external influences from heroic figures or models, and from demands made upon him by the system and his role as a career man" is just one of many new concepts which the foursome managed to come up with.

Other subjects such as political views, ambition, morality, motivations, and women competitors in high level government jobs are covered in this 405 page publication.

Bar Assn. Consulted

The Civil Service Commission has asked the advice of the Federal Bar Association. The Commission is considering the possibility of placing Government attorneys under the merit system.

Promotions Denied If Leave Is Abused

Postmasters have been instructed to maintain a close watch on employees. Apparently, the Post Office Department has had an increase in the use of sick leave which has been partially attributed to "abuse by some employees."

Those employees found abusing sick leave absence may be denied promotions. At the same time, postmasters were warned against taking action against individuals unless they have positive proof of this abuse on the part of the employee.

Pay Raise Support

House Civil Service Committee Chairman Murray has now promised to throw his support behind the supplemental pay increase bill. In the early phases of the House hearings, Murray was reported to

have said that salary increases "are completely inappropriate at this time."

Dr. Gill On Faculty

ALBANY, Sept. 30—Dr. Merton M. Gill of Berkley, Calif., a noted psychiatrist and psychoanalyst, has been named to the faculty of the State University's Downstate Medical Center.

Dr. Gill will serve as Research Career Professor of Psychiatry at \$25,000 a year. He is the author of over 30 published papers and was co-recipient of the Manning award of the American Psychoanalytic Association for outstanding psychoanalytic research in 1961.

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Jack served two years active duty in the United States Army. Mr. and Mrs. Blaunstein and their two sons reside in Ellenville, N. Y.



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Action On Brookings Report Expected To Raise Quality, Efficiency Of City Services

A speed up in personnel recruitment by cutting red tape and giving greater freedom to department heads has been announced by Mayor Wagner in an attempt to plug the flow of professional people leaving City employment every day.

The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

Reports say that BESS HIRSCHBERG, an assistant supervisor of the Welfare Department's Day Centers for the Aged, is tackling a new job. She is rumored to be hard at work establishing another Day Center in the Bronx. The new center will be the 31st of its type to be set up by NYC Welfare.

LEA LEMIEUX, State Tax Department, Albany, is burning the candle at both ends these days. As chairman of the social committee of the 118,000-member Civil Service Employees Association, her big problem is the annual meeting which is scheduled for October 8, 9 and 10, at New York City's Park Sheraton Hotel. She will reign as hostess over more than 700 delegates.

Lima, Stockholm, Moscow, Vienna, and Switzerland—that's where ADELE LEE'S job has taken her. As a recruiting officer for the U.S. Foreign Service, she has been telling a good many New York area young ladies about the advantages of the foreign service. She has no intention of remaining a New Yorker but will patiently spend a two year term of duty here awaiting transfer to another romantic spot.

Three of New York City's women civil servants are off to the Dominican Republic to help care for the victims of a polio-myelitis epidemic which has hit that Caribbean nation.

When an SOS came from the Pan American Sanitary Bureau, NYC Health Commissioner Dr. George James discussed the request with Mayor Wagner and approved a thirty day stay for physiotherapist ALICE RANDAZZO, public health nurse MARJORIE S. MAYERS, and public health nurse ROSALINA VELEZ.

Women in high government positions have probably worked longer to reach their level than men, according to a recent study. On the other hand, women make up 49.1 PERCENT of the Federal Government's work force on the GS-1 level. Only two women in the Federal Government have reached the GS-18 point.

The announcement follows a recommendation by the Brookings Institution in a report to the Mayor last April 26. "This is an important first step to raise the quality and efficiency of City services," the Mayor said.

One of the eight steps in the program has been implemented—that of the creation of an open-competitive examination which would attract college graduates to the clerical administrative field. This would be accomplished by a college graduate's entrance into field at the supervisory level. The creation of the title however, caused a noisy public hearing at which time career employees claimed that their ranks would be invaded by college trained personnel who would move ahead in promotional examinations at a faster rate than the career employee.

Second Step
A second step—that of the delegation of authority to each agency head to fill vacancies within current budgetary allotments, was implemented under a recent executive order. This order affected most City agencies and is expected to eliminate delays which formerly operated to keep qualified employees from taking jobs with the City.

One major headache for the Department of Personnel as well as for other agencies was the necessity of obtaining approval for each examination advertisement and of Civil Service Commission rules. This problem remains unsolved and awaits an executive order by the Mayor in order that it be resolved. The Brookings team noted that delays arising from division of authority for personnel functions caused professionals to withdraw from accepting employment. Should the period from filing of applications to accepting a job be shortened, more applicants will accept employment. The present waiting time—up to five years in some cases—causes many successful applicants to lose interest in public employment.

Now Included
One point being watched closely by employees is the recommendation that operating agencies participate in the examination process under "carefully controlled conditions." The agencies were formerly prohibited from participation in such action. According to the Mayor, department heads will be able to apply their professional knowledge and familiarity with their department needs to the selection of appropriately qualified personnel. Participation of departments in the examining process will be carried out under adequate safeguards, he pledged.

A project which came about two years ago has spread to other agencies. When the Department of Personnel found itself short-staffed to the extent that it was having problems keeping up with the vacancies in the Police Department, it asked for and re-

ceived the support of the Police Department.

Now, increased participation of agencies with the Department of Personnel is urged, coordinating departmental programs with recruitment activities. A joint effort along these lines was launched recently by the Hospital Department and the Department of Personnel to recruit professional personnel to fill a number of vacancies in job titles which have remained vacant for a long time. The Transit Authority is now co-operating in a similar move to attract recruits for the Transit Police Department.

Permissive legislation is also being sought from the State Legislature to allow the City and the State to rehire retired personnel in job titles where shortages exist. Skilled employees who retire at an early age cannot be replaced easily in these critical areas. The permissive legislation being considered would allow the State and City government to rehire these employees to their former positions and pay them both salary and pension allowances.

Final proposal—now in the process of being formulated—is the directive of the Mayor which mandates new quarters for the Department of Personnel. The Brookings report characterized the present application section at 96 Duane St. as "unattractive and not likely to encourage qualified professionals to work for the City." "This condition must be corrected and funds found for the purpose since this is the place, where many prospective professional employees receive their first impression of City employment," the Mayor asserted.

The new quarters for the Department of Personnel, it is understood will be located in the same general area as their present location at 299 Broadway.

These recommendations have been approved at conferences between the Mayor, Deputy Mayor (and City Administrator) Charles H. Tenney, Dr. H. H. Land, Personnel Director and Budget Director William F. Shea. This committee of four plans additional meetings to further implement the recommendations of the Brookings Institution.

Five Appointed

ALBANY, Sept. 30 — Governor Rockefeller has appointed five new members to the Advisory Council for the Advancement of Industrial Research and Development. They are:

Dr. John William Graham Jr., University of Rochester; Dr. Monroe E. Spaght, Shell Oil Company; Dr. William Louis Whitson, Clarkson College; Earle J. Mac-hold, Niagara Mohawk Power Corp.; Dr. John R. Ragazzini, New York University.

The Veterans Administration has made grants totaling \$69.2 million to provide special housing for paraplegics.

The Job Market

A Survey of Opportunities In Private Industry

By V. RAIDER WEXLER

A fully experienced calendar operator on plastics is wanted in Brooklyn. He will work five nights a week, from 11:30 p.m. to 7:30 a.m. The pay is \$2.40 to \$2.50 an hour . . . car washers needing no experience are wanted for extra Friday and Saturday or just Saturday work. The pay is \$1.15 an hour . . . Apply at the Brooklyn Industrial Office, 590 Fulton St.


A cylinder pressman trainee in direct mail advertising will get \$65 a week to start. He will learn to operate a Verner Letter Press. Must have printing background and some experience in make ready and lock up . . . Apply at the Manhattan Industrial Office, 255 West 54 Street. Women with good skills are wanted as secretaries in advertising agencies in midtown Manhattan. The salary is \$80 to \$90 a week . . . Also wanted are women with experience on any transcribing machine, electric or manual typewriters, to work as dictaphone operators. Will get \$75 to \$85 a week. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Claims examiners are wanted to interview claimants for unemployment insurance benefits. College graduates start at \$5,158, with an increase in six months to \$5,518. Those with one year specialized claims adjustment experience plus

a combination of six years of business experience and high school or college start at \$5,518. They are given comprehensive formal on-the-job training. Civil Service (Continued on Page 15)

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TUESDAY, OCTOBER 1, 1963



City Should Study Levitt Proposals

STATE Comptroller Arthur Levitt has announced a series of retirement measures that he will submit to the Legislature for action. The content of his proposals mostly affect State workers but they should be of interest to New York City employees, too.

Levitt's major proposal—a measure similar to one advocated by the 118,000-member Civil Service Employees Assn.—would make the State Retirement System non-contributory for State employees. At the same time, this bill would assure retirement at any age past 55 with benefits of 1/60th of final average salary for each year of service after the proposal became law. The benefit would be in addition to the retirement allowance already earned.

For new members of the Retirement System, guaranteed half-pay retirement would be earned for 30 years service. Another major proposal would grant vesting benefits at age 55 instead of 60, as is now the case.

State employees are certain to look with favor on Levitt's legislation. For New York City, with its maze of retirement systems, the Comptroller's approach could offer a long range solution to the City retirement mix-up by providing a program for all new employees that could render equality in City retirement plans.

Answer To The Problem?

ONE of the recommendations to improve the serious shortage of skilled manpower in New York City and State agencies would allow retired persons to be re-hired to their former positions without loss of pension rights.

This would mean that the retiree-employee would collect both salary and pension during the time he was needed to fill the shortage.

Permissive legislation is needed to put this plan in effect. The State Legislature will be asked to approve the plan during the next session. Should the measure be approved, both City and State agencies would benefit. So too, would the employees.

Members of the Legislature should study well City and State government employment problems before making their decisions on this legislation. Much time can be spent looking into the workings and problems facing both the agency and the employee.

It would be easily seen that a problem truly exists and this suggestion to rehire retirees could be a solution. Of course, salaries more equitable with private industry would be a better answer.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

"What must a person receiving social security benefits do if he earns over \$1200 in a year?"

Anyone entitled to social security benefits who earned over \$1200 in a calendar year and who was under 72 in all months of the year must file an annual re-

port of his earnings with the Social Security Administration.

"I'm 72 years old and still working. I may retire the end of this year. How soon after retirement can I file for social security?"

You should file a claim for social security benefits right away, because you can be paid for the month you reach 72 and for later months, no matter how much you work or how much you earn. However, your total earnings for the year are used in deciding what, if anything, is due in benefit payments for those months of the years before your 72nd birthday.

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., N.Y. 7, N.Y.

Holiday Loss Called Cheating

Editor, The Leader:

I was gratified to read, in The Leader, the statement made by Edward D. Meacham, director of Personnel Services, on the importance of fringe benefits. The benefits mentioned were time off, increased vacations and holidays, etc.

If Mr. Meacham would lend his support to end that irritating rule which cheats employees out of a holiday simply because it falls on a Saturday, he would improve morale and gain the appreciation of State employees, preferably before Columbus Day.

RICHARD VIGGERS

This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

Tuesday, October 1

9:30 p.m.—Career Development—Police Department promotional course. "Administrative Planning, Organization of the Department."

*3:30 p.m.—Army Special—Army film series. "Ranger"

4:00 p.m.—Around the Clock—Police Department training program. "New Laws".

*5:00 p.m.—Nutrition and You—Iva Bennett of the Nutrition Bureau and guest.

8:00 p.m. Nutrition and You—Iva Bennett of the Nutrition Bureau and guest.

8:30 p.m.—Army Special—Army film series. "Ranger".

10:30 p.m.—Operation Alphabet—New York City Department of Labor literacy series.

Wednesday, October 2

2:30 p.m.—New York City Department of Hospitals series on principles and methods of developing plans for nursing care.

4:00 p.m.—Around the Clock—Police Department training program "New Laws of 1963".

*5:00 p.m.—Nutrition and You—Iva Bennett, Nutrition Bureau and guest.

7:30 p.m.—On the Job—Fire Department training course.

10:30 p.m.—Operation Alphabet—New literacy series sponsored by NYC Dept. of Labor.

Thursday, October 3

4:00 p.m.—Around the Clock—Police Department training program. "New Laws of 1963".

7:30 p.m.—On the Job—Fire Department training course.

10:30 p.m.—Operation Alphabet—Literacy series by NYC Dept. of Labor.

Friday, October 4

1:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing care. "Development of the nursing care plan".

4:00 p.m.—Around the Clock—Police Department training program.

*5:00 p.m.—Nutrition and You—Iva Bennett of the Nutrition Bureau and guest.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Thought Provoking Reading

ADVOCATES OF good public relations for civil servants and the civil service will find thought-provoking reading in the Brookings Institution report on the results of five years of polling public opinion about government service.

A SAMPLE OF 5,078 people was taken by the Brookings team. The sampling was among three classes: those employed outside government, those inside government, and students planning to go into government.

HONESTY SEEMS to be the most mentioned attribute of civil servants. This, of course, is a public relations "plus." But the battle for good public relations of civil servants is far from won.

THE BROOKINGS report says that businessmen are the most contemptuous critics of the civil service. The better paid the businessman, the lower he rates civil service. So there's a long way to go in this area since businessmen are important opinion leaders.

WE'RE INTERESTED in the negative parts of the report, but we feel that it's more important to look ahead and heed the affirmative recommendations. Here are the highlights:

- Recognize that the long battle for security in civil service has been won.

- Shift the emphasis of future policy from negative protection to positive opportunity for creative expression in shaping human affairs.

- Create a personnel research agency, probably within the Civil Service Commission, to study the positive aspects of public service.

- Project the needs of the civil service for five years in advance, revising the estimates yearly.

- Use these projections to reduce the waiting time between application for civil service and appointment. This will make government genuinely competitive with business, whose recruiters now have authority to act almost instantly in snaring unusual talent.

- Without stopping present recruitment in colleges, begin propagandizing the high schools to take advantage of the unusually favorable attitude there is toward public service. This may save for the public service, students who go to college and there tend to turn sour on civil service.

- Adopt the recruiting methods of civil government's toughest competitor—the military services. Offer in-service training to those who cannot afford post-high school study. Provide college training and even graduate study to those who show they are capable.

- Focus appeals for civil service generally on upper educational and economic levels of the population. People on the lower levels are already sold on civil service. Those in the upper levels are not.

- The civil service promotion and pay system works well during the first five years of service. Then, it sags. To correct this weakness, give civil servants progressively expanded autonomy to work out new ideas as they gain experience and rises in rank. Raise the top salary bracket to \$25,000 to encourage initiative.

- Expand the experienced civil servant's opportunity to keep up with his speciality by attending meetings and participating in research experiments. Simultaneously assign him active responsibility for serving as an ambassador to the outside world, especially to youth.

- Accept the President of the United States as spokesman for the upper echelons of civil service. The lower echelons, through force of numbers, already make their opinions felt in Congress.

WE URGE THAT these recommendations be pondered seriously. Only a progressive, forward-thinking, forward-looking civil service will win good public relations.

6:00 p.m.—The Big Picture—U.S. Army film series.

7:30 p.m.—Your Lion's Share—NYC Public Library series.

10:30 p.m.—Operation Alphabet—Dept. of Labor literacy series.

Saturday, October 5

3:30 p.m.—Report on Education

NY State Education Dept. series.

7:30 p.m.—On the Job—Fire Department training course.

8:00 p.m.—Citizenship Education—Film lectures in civic studies.

9:00 p.m.—The Big Picture—U.S. Army film series. "Ranger"

(Continued on Page 15)

Draftsman Title Offers \$6,400 Starting Salary

An open-competitive examination, in conjunction with a promotional exam will be held following the filing period, opening Oct. 2, for the position of civil engineering draftsman. The title, offered by the New York City Department of Personnel, has an annual salary range of \$6,400 to \$8,200 with annual and long-evity increments of \$300 each. The position requires a college degree or the equivalent in experience and offers promotional

DPW Chap. Installs Connors President

POUGHKEEPSIE, Sept. 30—Lyman Connors was installed as president of the New York State Department of Public Works, District No. 8 chapter, CSEA, at an annual meeting held recently at the Italian Center, here.

opportunities to the title of assistant civil engineer. Filing will remain open until March 3, 1964. For further information and application forms contact the Department, Applications Division, 96 Duane St., New York 10007.

Other newly elected officers installed were Mrs. Evelyn Van Zant, first vice president; Elmer Van Wey, second vice president; Daniel J. Gonla, treasurer, and Mrs. Millie B. Robinson, secretary. Thomas Luposello, CSEA field representative, acted as installing officer. Dinner was served to approximately 75 members.

Connors, new president, introduced the guest speaker, William Drescher of the local Social Security Administration office who spoke on "The Social Security Program" and conducted a question and answer period.

Clatworthy Named

BUFFALO, Sept. 30—Dr. Willard H. Clatworthy has been

named director of a new Bureau of Statistics, just established at the State University College at Buffalo.

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Meter Maid Filing Expected To Open

Filing for the title of parking meter attendant (women) is expected to open October 2. The New York City Department of Personnel is expected to offer this \$4,000 position from Oct. 2 to Oct. 22. In conjunction with the announcement, The Leader is also carrying the last examination which was given in this title.

The attendant position has an annual salary range of \$4,000 to \$5,080, a uniform allowance and longevity and annual increments. Employees in this title are eligible for promotion to the title of senior parking meter attendant (women).

Applicants will be required to pass a qualifying medical and physical examination and also a competitive written examination.

Candidates may obtain application blanks from Personnel's Offices at 96 Duane St., N.Y., N.Y. 10007.

McLean Chairman

ALBANY, Sept. 30—Harry H. McLean, director of the Bureau of Materials, State Department of Public Works, is in charge of the program for the 39th annual meeting of the New Jersey, New York and New England States Testing Engineers Association.

The conference will be held at the Inn Towne Motor Hotel here Nov. 18-20.

McLean said the conference would hear technical discussions, including presentation of papers by authorities in the testing field.

Charles Fogg

ALBANY, Sept. 30—Charles Hayward Fogg, 58, assistant director of the Division of Food Control in the State Department of Agriculture and Markets, died recently after a long illness. He had been with the department since 1933.

Previous Experience In Communications Valuable In Clerk Jobs Overseas

The State Department of the U.S. Government is now seeking communications clerks who have had relative previous experience. The positions are open in 300 locations in Federal posts overseas. A starting annual salary of \$4,110, promotional opportunities and additional allowances for overseas living is offered. This is one of several positions which are now being offered in foreign countries to men and women.

Qualifications

The positions offered by the State Department are, for women, communications and records clerk, secretaries and clerk stenographers. For men, the position offered is the communications and records clerk. The qualifications for the position of communications clerk is typing rate of 45 words per minute; for secretaries, 55 words per minute, typing and 100 words per minute with shorthand; and for clerk stenographers, 50 words per minute, typing and 80 words per minute with shorthand.

The requirements for these positions are that the applicant be over 21, single, have no dependents, be American citizens, and be in good general health.

Additional Information

Further information may be obtained by writing to Miss Adele Lee, State Department recruiting officer at the U. S. Civil Service Commission, 220 East 42 St., New York City. Miss Lee will also interview applicants at this office. For appointments or further information call YUKon 6-2626.

Non-Competitive Appointments Are Announced By State

ALBANY, Sept. 30—The State Department of Civil Service has approved the following non-competitive appointments:

Joanne Cornell, assistant in educational testing; Altamont Cornwell, associate claims engineer; Emily Stamm, associate nutritionist; Fred H. Grimm, chief account clerk; Lillian V. Fish, correction superintendent, Westfield.

Kenneth Maurer, general parkway foreman; James P. Cleary Jr., head account clerk; Emanuel Wax, principal key punch operator; Frank Hurst, principal mail and supply clerk; Abraham Berman, principal statistician; Daniel Healey, senior rent accountant; Doris J. Hobson, offset printing machine operator and Jane Kiernan, principal stenographer.

Remelt A Visitor

ALBANY, Sept. 30—John D. Remelt of West Henrietta has been reappointed by Governor Rockefeller to the Board of Visitors of the State Agricultural and Industrial School for a term ending in 1970.

The MINISINK

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Gordon Elected President By Maintenance Council

Al Gordon, field superintendent of surveys and inspection, of the New York City Housing Authority, was elected chairman of the buildings and grounds maintenance council of the City of New York. The election took place at a recent meeting of the council at the Department of Parks' Latourette Golf Course in Staten Island. Elected with Gordon for 1963-64 was secretary, Raymond C. Hudson, Division of Maintenance and Operation, Board of Education. This is Mr. Hudson's second term.

Executive Committee members elected for 1963-1965 are: Arthur Alena, Department of Public Works, and Marvin Braff, Department of Correction.

John Lefton, Department of Public Works, outgoing chairman, automatically became a member of the Executive Committee. Other members of the Executive Committee are: E. T. Bragaw, Department of Parks; C. Durlach, Department of Welfare; R. Flood, N.Y.C. Housing Authority; P. Kehoe, Queens Borough Public Library; A. Rosenbaum, Bureau of the Budget, and M. Saslow, Department of Personnel.

The members of the Council are administrators and supervisors of the buildings and grounds maintenance operations in agencies and cultural institutions of the City of New York.

The Council was founded in 1958 for the purpose of increasing the effectiveness of buildings and grounds maintenance. Last year's programs consisted of lectures and panel discussions on pertinent maintenance subjects, and the development of a training program for supervisors.

Gordon first entered public service as an employee of the New York Zoological Society in 1930.

In 1937, he was appointed from a civil service list to the Department of Parks. After three years of service in World War II, he joined the New York City Housing Authority as a maintenance man, and through promotion examinations went to assistant resident buildings superintendent, resident buildings superintendent and senior superintendent in charge of janitorial standards.

Nursing Titles Head List Of VA Openings

Leading the list of positions which are now open at the Veterans Administration Hospital in Brooklyn are those of practical and registered nurses. The registered nurse earns from \$5,035 to \$5,820 per annum. The position requires a degree from an approved school of professional nursing.

The practical nurse receives \$3,820 to \$4,110 per year depending upon qualifications. Applicants must have completed a full time program of study in a school of practical nursing and have a current state license.

Other positions now being offered are occupational therapist, GS-7, at \$5,540 to \$7,205 per year, with six months professional experience in the field and a degree from an approved school of occupational therapy.

The hospital is also seeking die-

tician, \$5,540 to \$7,205 per year; a clinical social worker, \$6,675 to \$8,700 per year; and a research psychologist, \$9,475 to \$11,150 per year.

For additional information contact the Personnel Office, Mrs. Baron, Veterans Administration Hospital, Brooklyn 28.

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Worksheets Effective

ALBANY, Sept. 30—Herbert R. Kling, director of the Division of Milk Control in the State Department of Agriculture and Markets, reports that use of new time worksheets for field forces has proved to be effective. The new worksheets provide a means of comparing the amount of time spent by senior and dairy products inspectors in each of their many activities.

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The Federal Service Entrance Examination is issued to fill jobs in nearly all branches of the Federal Government. The positions which are to be filled from the test are located throughout the United States and in U.S. agencies in foreign countries.

For grade GS-5, paying from \$4,690 to \$6,130, candidates must meet the above experience or educational requirement. For the GS-7 positions, paying from \$5,795 to \$7,550, candidates must have an additional year of graduate study or a combination of graduate study and experience totaling one year.

Management internships are also offered. This test is to recruit people with management potential for special training.

Most of these management intern positions are located in the Washington, D.C. area. These jobs are in grades GS-7 at \$5,795 a year.

Federal Service Entrance Examination tests will be given in January, February, March, April and May. Management internship tests will be given only in January and February.

Candidates who wish to take the management intern tests must file by Jan. 14, 1964. Candidates for general positions must file by April 14, 1964.

Application form 311 can be obtained from the regional office of the U.S. Civil Service Commission, 20 E. 42nd St., New York 17, N.Y., or from the U.S. Civil Service Commission in Washington, D.C.

U.S. Air Agency Jobs Offered To Veterans, Others

Air traffic control specialist jobs with the Federal Aviation Agency are now open for the filing of applications. Specialists earn \$4,345 a year to start, and can earn up to \$4,830 in their title.

Armed forces experience can apply to the requirements

Armed forces experience can apply to the requirements for the position.

Overseas air traffic control specialists have a transportation allowance for movement from place of residence to the appointment area, for himself, his family and his household effects at the time of his appointment.

This examination is designed to provide an avenue through which young people of promise may begin careers as air traffic controllers, airplane pilots or navigators. Each position allows the candidate to qualify on experience alone.

For further information applying to these positions and application forms, contact the U.S. Civil Service Commission, News Bldg., 220 E. 42 St., New York 17.

Ulster Chapter Sets Salary Committee

POUGHKEEPSIE, Sept. 30—Members of the Ulster County chapter, Civil Service Employees Association, recently attended a meeting at the Board of Public Works office.

James Martin, chapter president, appointed committee to meet with the Salary Committee of the Ulster County Board of Supervisors. Appointed were Richard Kocsis, Julie Richardson, Albert Oehner, Daniel McMonagle, Dorothy Lacey and James Martin.

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DEDICATED EMPLOYEES

Nine employees of the New York City Department of Relocation are shown above after receiving career service awards from Herman Badillo, (sixth from left), Relocation commissioner, at ceremonies in the Department's office recently. Philip Horowitz (third from left) was cited for over 35 years of city service. Those employees with at least 20 years awards from left are: Michael Schure, Meyer Shostak, Horowitz, Clifford Kirmss, Meyer Kallo, Commissioner Badillo, Irving Sorotick, Ethel Gutwill, William McPhee, and Frank Lewis.

Witz (third from left) was cited for over 35 years of city service. Those employees with at least 20 years awards from left are: Michael Schure, Meyer Shostak, Horowitz, Clifford Kirmss, Meyer Kallo, Commissioner Badillo, Irving Sorotick, Ethel Gutwill, William McPhee, and Frank Lewis.

Finkelstein Hailed As Law Journal Publisher

(Continued from Page 1)
field as publisher of the venerable New York Law Journal.

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"I wish both you and the Journal continued long life."—(Mayor) Robert F. Wagner.

"I congratulate you most heartily on your election as Chairman of the Board of the Law Publishing Company and on your appointment as publisher of the New York Law Journal.

"Our Law Journal is not only the oldest but it is also, undisputedly, the finest publication of its kind. Your early legal training, your long time interest and highly creditable participation in government, and the experience you gained over the years as the publisher of that outstanding newspaper, The Civil Service Leader, give solid assurance that the Law Journal will continue to give essential and distinguished service to the judiciary and the legal profession.

"I wish for you much success and happiness in the fulfillment of your new and important responsibilities."—(Manhattan District Attorney) Frank S. Hogan.

"Please accept my sincere best wishes on becoming publisher of the New York Law Journal.

"This is another milestone in a magnificent career combining business and public service in the best tradition and I am confident that under your helm the New York Law Journal will achieve new heights of success.

"I know first hand of the high standards of journalism to which you are dedicated and have no doubt that your excellent background and experience will be reflected in the publication of the Journal. With personal regards."—(U.S. Senator) Kenneth B. Keating.

"I am pleased to extend my

heartiest congratulations to you as the new publisher of the New York Law Journal. It is historic among New York's bar and yours is indeed a rare and happy opportunity as its publisher.

"The Journal will continue I am sure in the same fine tradition set by The Civil Service Leader, which you have maintained so superbly. With every good wish."—(U.S. Senator) Jacob K. Javits.

"It is good and exciting news that you have become publisher of that historic old publication, the New York Law Journal.

"All of us in the law depend on it for the orderly conduct of our business lives.

"Knowing the integrity and character you have exhibited as a publisher in the 25 years since you founded The Civil Service Leader, I am confident you will give the same devotion and accuracy to the Law Journal.

"My heartfelt wishes for the future success of the Law Journal and yourself."—(Congressman) Emanuel Celler, Chairman, House Judiciary Committee.

"My congratulations on becoming owner and publisher of the New York Law Journal, I am sure you will continue its high traditions of service to bench and bar. As publisher and founder of The Civil Service Leader you have contributed significantly to publishing, particularly in the area of news of importance to government employees. With warm regards."—(Congressman) Ogden Reid. (Mr. Reid formerly was publisher of the New York Herald-Tribune.)

"I was delighted to see the announcement of your acquiring control of the New York Law Journal and I hasten to extend to you my heartiest congratulations and all good wishes."—James A. Farley.

A former New York City Planning Commission Chairman, Mr. Finkelstein is a director in a number of business and industrial corporations in addition to being publisher of The Leader.

DON'T REPEAT THIS

(Continued from Page 1)

ators, assemblymen and other local officers seeking re-election next year fear an arch conservative at the head of the GOP ticket more than they do President Kennedy.

The reasons? In many areas, particularly Metropolitan New York, Republicans need additional independent and, occasionally Democratic votes to win. As one of New York's astute GOP "pros" told this writer, "If our convention nominates Barry Goldwater for President we blow New York nationally to the Democrats. Furthermore, when Goldwater loses heavily in New York State numerous local officials, and possibly the U.S. Senate seat of Kenneth Keating, would lose with him."

The tendency to vote a straight party line is strongest in Presidential elections and the pro to whom we spoke declared "the average independent voter, in my opinion, leans toward the more liberal political philosophy. He is not going to pull the lever on a column headed by Goldwater and the loss of these independent votes could mean the loss of several offices."

Some Examples

It was pointed out that Congressmen such as Seymour Halpern in Queens and John V. Lindsay in Manhattan were examples of big vote getters who could get hurt with a very conservative Presidential candidate leading the ticket. It is known that Halpern gets lots of Democratic, independent and liberal votes, as does Lindsay. This is because their Congressional records are basically reflective of the liberal wing of the GOP. The fight to defeat a candidate such as Goldwater could make a lot of voters forget this, it is feared.

State senators and assemblymen will be up for election next year, too, and some of these could be in danger for the same reasons. Nassau County (where Democratic registration has been growing in recent years) tends to elect men to the Legislature that are clearly identified as Rockefeller, or lib-

eral Republicans. But even a popular figure such as Assembly Speaker Joseph F. Carlino could be in trouble in a year that would feature Kennedy against Goldwater.

Legislature Balance

"Not that I think it likely that Goldwater on the ticket would disturb the Legislature domination by the GOP," said our pro, "but we know that it is within the realm of possibility, if not probability."

"The influence of the vote upstate," he said, "would not be too great. But to lose Metropolitan New York in a big way is to hand the state to Kennedy on a platter and to hurt liberal Republicans in the area.

If Rockefeller does take the nomination, Republicans locally feel they have a good chance to stay in office despite the popularity of President Kennedy. The right kind of dark horse candidate, should Rockefeller and Goldwater cancel each other out, would allow for a better chance, many GOP leaders feel.

"By the 'right kind' I mean that there are many men who could help the party on a national level against Kennedy but only a few who would help local office seekers in New York," said our pro. One man whom he felt would give a boost for the GOP here is Sen. Kenneth Keating, who is very popular in New York.

As a matter of fact, Democratic county leaders in New York would

Junior Chemist

The Civil Service Commission in Mineola is now recruiting for the title of junior chemist. Filing for this \$4,620 to \$5,900 position will remain open until Oct. 16. For further information contact the Commission at West Wing, New Court House, Old Country Rd. & County Seat Drive. This is a promotional examination.

FREE BOOKLET by U. S. Government on Social Security, Mail only. Leader, 97 Duane Street, New York 7, N.Y.

worry more about the nomination of Keating than Rockefeller—and certainly Goldwater. Goldwater is very strong in the South and Southwest. He is growing in popularity in the Midwest and President Kennedy knows this. A year ago, the Kennedy team feared Rockefeller as a candidate but now would like to see him in the race in the top spot.

As for Republican office seekers, a check among other leading GOP figures support the points of the pro with whom we talked. The consensus: New York Republicans are watching the forthcoming race closely—and with apprehension.

Transit Patrolman Test In December; Apply This Month

An expected increase in the quota for the title of transit patrolman (Transit Authority) will lead to a large number of appointments from an eligible list to be determined by a December 4 examination.

The current eligible list for the title is expected to be used within the next few months. Transit patrolmen receive the same salary as City policemen and receive equal benefits with the exception of the retirement system. It is expected that a parallel retirement system will be set up in the coming session of the State Legislature.

Salary for the position starts at \$6,180 and increases in three steps to \$7,631. With uniform allowance and holiday pay, the salary reaches almost \$8,000.

A high school education or the equivalent is required before appointment. The minimum height is 5 feet, 8 inches. Maximum age for this position is 29, with time served in the military services to be deducted from the age.

Applications will be accepted by the Department of Personnel weekdays from 9 a.m. to 4 p.m. and Saturdays from 9 a.m. to noon at the applications section, 96 Duane St., N.Y. 7, N.Y. Final date for filing is Oct. 31.

Quality Control Title

The United States Air Force is now recruiting civilians for positions as mechanical quality control representatives, GS-9 at \$6,875 per annum and GS-11 at \$8,045. For further information concerning these titles contact the Board of U.S. Civil Service Examiners at 1206 S. Maple Ave., Los Angeles, Cal. 90015.

TO BUY, RENT OR REAL ESTATE — PAGE 11

Five Pass Test

ALBANY, Sept. 30—Five State Banking Department employees have passed a civil service promotion examination for deputy superintendent of banks, a \$17,680-a-year post.

They are, in order of their rank: V. H. Crawford, Seafood; Leo F. Schroedel, New York City; John D. Dever, Elmhurst; A. R. Billington, Queens Village, and L. E. Millsbaugh, Bronxville.

Wertime Renamed

ALBANY, Sept. 30—Walter H. Wertime of Cohoes has been reappointed to a new term on the Council of the State University College at Albany.

Parking Meter Attendant Queries Prepare Readers

The New York City Department of Personnel is expected to open filing on October 2 for the examination for the positions of parking meter attendant (women). The examination is one of the most popular that the City offers and in an effort to aid its readers in preparation for this test, The Leader is publishing the last examination which was given in these titles. The exam and the key answers which correlate with the questions will be published in part this week and continued for the next few weeks.

Each of questions 31 to 55 consists of a word in capital letters followed by four suggested meanings of the word. For each question, choose the word or phrase which means most nearly the same as the word in capital letters.

31. ABOLISH (A) count up (B) do away with (C) give more (D) pay double for.

32 ABUSE (A) accept (B) mistreat (C) respect (D) touch.

33. ACCURATE (A) correct (B)

lost (C) neat (D) secret.

34. ASSISTANCE (A) attendance (B) belief (C) help (D) reward.

35. CAUTIOUS (A) brave (B) careful (C) greedy (D) hopeful.

36. COURTEOUS (A) better (B) easy (C) polite (D) religious.

37. CRITICIZE (A) admit (B) blame (C) check on (D) make dirty.

38. DIFFICULT (A) capable (B) dangerous (C) dull (D) hard.

39. ENCOURAGE (A) aim at (B) beg for (C) cheer on (D) free from.

40. EXTENT (A) age (B) size (C) truth (D) wildness.

41. EXTRAVAGANT (A) empty (B) helpful (C) over (D) wasteful.

42. FALSE (A) absent (B) colored (C) not enough (D) wrong.

43. INDICATE (A) point out (B) show up (C) shrink from (D) take to.

44. NEGLECT (A) disregard (B)

flatten (C) likeness (D) thoughtfulness.

45. PENALIZE (A) make (B) notice (C) pay (D) punish.

46. POSTPONED (A) put off (B) repeated (C) taught (D) went to.

47. PUNCTUAL (A) bursting (B) catching (C) make a hole in (D) on time.

48. RARE (A) large (B) ride up (C) unusual (D) young.

49. RELY (A) depend (B) do again (C) use (D) wait for.

50. REVEAL (A) leave (B) renew (C) soften (D) tell.

51. SERIOUS (A) important (B) order (C) sharp (D) tight.

52. TRIVIAL (A) alive (B) empty (C) petty (D) troublesome.

53. VENTILATE (A) air out (B) darken (C) last (D) take a chance.

54. VOLUNTARY (A) common (B) paid (C) sharing (D) willing.

55. WHOLESOME (A) cheap (B) healthful (C) hot (D) together.

Attendant Answers

The following are the key answers for questions 21 through 30 which were given on the previous examination for the title of parking meter examination by the New York City Department of Personnel:

21.B; 22.D; 23.C; 24.D; 25.A; 26.A; 27.B; 28.B; 29.D; 30.B.

LEGAL NOTICE

NOTICE TO BIDDERS

Sealed proposals covering Replacement of Sidewalks, State Office Building, 80 Centre Street, New York, New York, in accordance with Specification No. 18444GE and accompanying drawing will be received by Henry A. Cohen, Director Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Avenue, State Campus, Albany 26, N.Y., on behalf of the Executive Department—Office of General Services, until 10:30 A.M. Advanced Standard Time, which is 9:30 A.M. Eastern Standard Time, on Wednesday, October 23, 1963, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the New York State Department of Public Works, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidders will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawing and specifications may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, Division of Architecture Building, State Campus, Albany, N.Y.

Bureau of Contracts, Administration and Engineering Bldg., 1220 Washington Ave., Albany 26, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 23, N.Y.

District Engineer, 125 Main St., Buffalo, 3, N.Y.

Office of General Services, 143 Washington Ave., Albany, N.Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts, Department of Public Works, Administration and Engineering Building, 1220 Washington Ave., State Campus, Albany 26, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00, or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of January 2, 1960, will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, Administration and Engineering Building, State Campus, Albany, N.Y., for the sum of \$5.00 each. DATED: 9-20-63 LJT:mpe

Westchester Names Mrs. Jonas Cowan To Grievance Board

WHITE PLAINS, Sept. 30—Mrs. Jonas Cowan, former president of the Westchester County League of Women Voters, was appointed recently by County Executive Edwin G. Michaellan as a member of the County's new Grievance Board.

The three-member Grievance Board will have jurisdiction over the new procedures being established to handle grievances of all County employees except the parkway police which has its own board. Edward J. Walsh will serve as chairman of the new County Grievance Board. The member is yet to be appointed.

The Grievance procedure was put into effect as the result of a mandated State grievance procedure bill, which was passed last year in the Legislature and sponsored by the Civil Service Employees Association.

Westchester Resident

A resident of Westchester for the past 12 years, Mrs. Cowan has held numerous important positions and offices in the County L.W.V. and County governmental affairs and also those of her home community of Mount Vernon. A former school teacher, she has become widely recognized during these years for her knowledge of and interest in County and Local governmental procedures and effective public programs.

Her work with the League of Women Voters began in 1952 when she joined the Mount Vernon League, and within a month was designated that league's representative to the County League. In 1953 she was elected vice president of the Mount Vernon League, and in 1954, Mount Vernon League president.

FREE BOOKLET by U.S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N.Y.

Plumber Titles Are Offered In Promotion Exam; To \$4.75-Hour

The New York City Department of Personnel is now offering filing for the promotional examination in the title of plumber. The position has a salary of \$4.75 per hour, for a 7-hour day. The exam is open to all employees in City government. The closing filing date for the title is October 22.

Jefferson Chapter To Hear Hungerford

WATERTOWN, Sept. 30—Isaac S. Hungerford, director of the New York State Retirement Fund, will be guest speaker at the fall membership meeting of the Jefferson County chapter, Civil Service Employees Association.

Mrs. Fannie W. Smith, chapter president, announced today that the dinner meeting will be held here Thursday, Oct. 17, at the Italian American Civic Association clubhouse.

During the meeting, Mrs. Smith will discuss the successful 1963 membership drive which saw the membership of the city-county civil service organization increased 250 percent over two years ago.

As a result of two consecutive membership drives, the total number of members in the county chapter is close to 400, Mrs. Smith said today. Two years ago it was 117.

Hungerford is scheduled to discuss the retirement system in his address here.

Members of the dinner committee are: James Haley, Pauline Drew, Leonard Varno and Mrs. Madaline Kidney.

The exam is tentatively set for January 18, 1964. The exam is open to employees now permanently employed in the title of plumber's helper. Candidates for this title are requested to do installation, maintenance and repair work relating to gas, portable water, plumbing and drainage systems.

For further information and application forms contact the Department, Applications Division at 96 Duane St., New York, 10007.

Fellowship Deadline Is November 15

ALBANY, Sept. 30—Attention faculty members of the State University:

The deadline for receipt of applications for the 1964 faculty research fellowships and for the fall series of grant-in-aid is Nov. 15th.

The faculty research fellowship stipend has been increased from \$1,000 to \$1,200. These fellowships and grants-in-aid of up to \$1,200 are available to fulltime faculty members of the state-operated colleges of the State university. They are given to support research and related scholarly activities.

Applications for grants-in-aid, which will be awarded next spring, are due March 1, 1964.

Certificates of Achievement Awarded 20 At Matteawan

(From Leader Correspondent)

POUGHKEEPSIE, Sept. 16—20 charge and supervising officers of Matteawan State Hospital received Certificates of Achievement in the Fundamental of Supervision, at ceremonies conducted recently at the hospital. Foster F. Way served as instructor for the course, which was one of many being conducted by the New York State Department of Correction.

The presentation was made by Dr. W. C. Johnston, superintendent, at a dinner honoring the recipients. Dr. Johnston said in his remarks, "The correction officer at Matteawan has a position unique in his field. While he must keep uppermost in mind the security factors entrusted to him, and guard them at all costs, he must also remember that Matteawan is a hospital for the treatment of the mentally ill and their rehabilitation.

Requires Skill

"This is quite a task when you realize that the most meek appearance may mask a personality whose viciousness towards society is unparalleled.

"As to the future," Dr. Johnston continued, "the group will be briefed on the step-up in inpatient processing by the courts. "Such step-ups," he continued, "will release those whose conditions have improved, back to the courts and to Mental Hygiene Department more rapidly. This will enable Matteawan to be relieved somewhat of its overcrowded conditions and to offer more

concentrated treatment to those remaining patients."

Attending and honored were Mabel Powell, supervisor, member Training committee; Mary Douglas; Joseph Nameth, chief officer, member training committee; Dr. Johnston; Leon J. Vincent, security supervisor; Marie Mills; Sally Best, secretary, member training committee; and Foster F. Way, instructor.

Also, Wesley Tompkins, supervisor; Thomas Douglas; Stanton McArthur; Arthur Tompkins; Herman Dethlefs; Kenneth Gonyea, Supervisor; Robert Montana; William Wade; Edward King training committee; Mary Doug-drom; Nicholas Ferrone, and Frank Cunningham, acting supervisor.

Levitt Speaks

ALBANY, Sept. 30—State Comptroller Arthur Levitt recently addressed some 300 local government officials, who attended the annual training school for fiscal officers and municipal clerks here.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent. TO: ATTORNEY GENERAL OF THE STATE OF NEW YORK; and to "John Doe" the name "John Doe" being fictitious the alleged husband of Gertrude Skinner, also known as Judy Skinner, deceased, if living and if dead, to the executor, administrator, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Gertrude Skinner, also known as Judy Skinner, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Gertrude Skinner, also known as Judy Skinner, deceased, who at the time of her death was a resident of Woodward Hotel, 210 West 55th Street, New York, N.Y.

Send GREETING:

Upon the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 22nd day of October, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Honorable Joseph A. Cox, a Surrogate of our said County, at the County of New York, the 21st day of August, in the year of our Lord one thousand nine hundred and sixty-three.

(Seal) Philip A. Donahue, Clerk of the Surrogate's Court.

SNELL, FREDERICK CHARLES. — CITATION. — File No. P 636, 1963. — The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of FREDERICK CHARLES SNELL, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest, whose names are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on October 9, 1963, at 10:00 A.M., why a certain writing dated November 16th, 1961, which has been offered for probate by HAROLD J. HICKS, residing at 1870 Byrd Drive, East Meadow, L. I., N. Y., should not be probated as the last Will and Testament, relating to real and personal property, of FREDERICK CHARLES SNELL, deceased, who was at the time of his death a resident of 233 East 86th Street, in the County of New York, New York.

Dated, Attested and Sealed, August 29, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

KEEPEN, HENRY.—CITATION. File No. P 2836, 1963. — The People of the State of New York, By the Grace of God Free and Independent, To BERT J. WILLIAMS, GRETCHEN ROTTER.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on November 7, 1963, at 10 A.M., why a certain writing dated March 29, 1963, which has been offered for probate by HENRY C. EILERS and HERBERT ABBE, residing at 314 Willis Avenue, Bronx, New York, and 516 Roff Avenue, Palisades Park, New Jersey, respectively, should not be probated as the last Will and Testament, relating to real and personal property, of HENRY KEEPEN, deceased, who was at the time of his death a resident of 241 East 73rd Street, in the County of New York, New York.

Dated, Attested and Sealed, September 23, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

CSEA Asks \$350,000 For Oneida Cty. 'Common Working Man' In Salaries

UTICA, Sept. 30—A salary plan designed to boost the income of the "plain, common, ordinary working man" recently was submitted to the Oneida County Board of Supervisors by the Oneida County chapter, Civil Service Employees Assn.

The plan, as described by Joseph A. Mathews, president of the chapter, is primarily aimed at the grades 1 through 14 employees, who are in a \$2,600 to \$5,881 salary bracket. Over 83 percent of the Oneida County employees fall into these grades.

Only \$21,840 of the \$350,000 plan would not be applied to the first 14 salary grades. The Oneida chapter plan is an addition to the proposed appropriation which the County is expected to allocate next year.

Mathews said the CSEA's proposed pay increases were intended to supplement those raises employees will receive under the county's new salary schedule Jan. 1.

Speaking of the county plan, Mathews said: "We feel that it is a step in a right direction since it has brought about an equalization of salary for similar work within the various departments."

However, Mathews said the association also felt that "the salary schedule has not reflected a salary increase of sufficient proportion for the majority of county employees."

He said the county government's supervisory, administrative or highly specialized personnel appeared adequately compensated under the county's pay schedule.

"For these people we request only a token increase or none," he said, adding:

"Our chief concern at this time is for the plain, common, ordinary working man."

The CSEA proposal suggested a two-increment raise over the current pay schedule for employees in Grades 1 through 7 and a 1½ increment increase for those in Grade 8 through 14.

A one-increment increase was suggested for Grades 15 through 20 and a one-half increment raise suggested for Grades 21 through 25.

The increments suggested by the CSEA for the first 14 grades were: 1, \$104; 2, \$109; 3, \$115; 4, \$120; 5, \$126; 6, \$133; 7, \$139; 8, \$146; 9, \$154; 10, \$161; 11, \$169; 12, \$178; 13, \$187, and 14, \$196.

These are the yearly increments provided for under the county's plan. The CSEA proposal merely suggests a speed-up in their im-

CSEA Wins Health Plan In Tompkins

The Tompkins County Board of Supervisors has adopted the New York State Health Insurance Plan for county employees as recommended by the Tompkins County chapter of the Civil Service Employees Association.

Earlier this year, representatives of CSEA, led by E. Paul Nedrow, chapter president, met with the Civil Service and Salaries committee of the Board of Supervisors concerning the new health plan which could cover more than 600 county employees.

Reasons Why

Benjamin L. Roberts, CSEA field representative, said that more than 90 percent of the county employees favor the plan, which requires participation of at least 75 percent of county employees before it goes into effect January 1, 1964.

Under the terms of the agreement, the county pays 50 percent of the employee's monthly rate and 35 percent of the coverage of his immediate family. Ralph Fuller, chairman of the supervisor's committee which studied the plan, said most businesses and industries offer medical insurance as a benefit and that the county should do so to remain in a competitive position in the job field.

plementation.

But the CSEA proposal would also necessitate new and higher salaries for steps 5 and 6 of the county plan. The county plan operates on a 6-increment basis, with the employee reaching maximum salary in the grade after six years.

The CSEA proposal also calls for monetary recognition of extended county service.

It proposes an additional increment after 10 years service and another after 15 years service.

According to the CSEA proposal, there are 122 employees with 10 to 14 years service and 189 with 15 or more.

"We have reviewed the salary of these people," the proposal states, "and find that this would cost the county \$60,000 to set the plan in motion."

A small part of this would be reimbursed by the state and federal governments, the proposal said.

Asks Study

The proposal urged the board to give the matter conscientious study."

"We do not feel we are unreasonable," it stated. "We are only asking a fair wage for the workers."

Mathews said that about \$38,000 of the \$350,000 in salaries covered by the CSEA proposal would be reimbursed by state and federal governments.

The remaining \$312,000 cost to the county was termed "not a sum unreasonable in size in proportion to the total county budget."

No Raise Since '61

County employees have not received a general pay raise since 1961. Then increases of \$200 and \$300 were granted. In the meantime, according to the CSEA, the cost of living has increased 8 percent.

(Continued on Page 16)

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER
CSEA Mental Hygiene Representative

Responsibility Should Be Rewarded

THE SPECIAL mental hygiene attendants committee met in Albany last month to complete work in support of the upward reallocation and reclassification of positions in the attendant series. The Department of Mental Hygiene has been very cooperative and has worked diligently with the Civil Service Employees Assn. on this appeal.

THE ATTENDANTS appeal has been sent to J. Earl Kelly, Director of Classification and Compensation. Many facts, recommendations and arguments were presented in the appeal, some of which we will cover here.

IT CALLS FOR reallocation for attendants from grade 5 to grade 7. Lack of promotional opportunities for attendants has been a "bug-a-boo" for far too many years. The Department of Mental Hygiene has recommended that 2,698 attendant items be reclassified to senior attendant. This would be a new title and would be grade 9.

INCUMBENTS now in grade 5 whose duties call for a senior attendant item (certain positions on evenings and nights and others) would assume this position (senior attendant) without a Civil Service competitive examination. Promotion, of course, in the future, would be on a competitive basis, as is the staff attendant now.

STAFF ATTENDANTS would be reallocated from grade 7 to grade 11, with staff attendants T.B. going from grade 9 to grade 13. Supervising attendants would be raised from grade 11 to grade 14, head attendants from grade 14 to grade 16 and chief supervising attendants from grade 17 to grade 19.

IN IMPROVING the care and treatment of mental patients, the State has found it necessary to add new duties and responsibilities to the position of attendant, but has failed to recognize that the changing nature of this position makes its former concept and its present annual salary obsolete.

IT IS OUR contention that the upward reallocation of this title should not be denied on the basis that the vast number of positions involved or affected by such upward reallocation would have insurmountable fiscal implications for the State of New York. To deny the application on behalf of the attendants on this basis would result in a state of immobility with respect to salaries for approximately 25 per cent of New York State's employees. We feel that such a state of immobility with respect to salaries does not afford an opportunity for compensation commensurate with the changing concept of the position of attendant as reflected in their new duties and responsibilities.

THE INCREASED use of tranquilizing drugs as a major form of therapy has made it necessary for the attendant not only to administer these drugs but also be thoroughly familiar with the prescribed dosage and know the expected reaction and side effects of such drugs.

THE "OPEN DOOR" policy engaged in by the Department of Mental Hygiene has added to the responsibility of the attendant. It is much less difficult to maintain close supervision over a patient who is confined to a ward than it is over a patient who is permitted freedom of access to more facilities within the institution.

THE SHORTAGE of qualified nursing personnel has made it necessary for the attendants to assume many of the duties that normally would be delegated to a Registered Nurse. Under certain circumstances attendants are required to administer drugs by intra-muscular injection. In many instances, the attendant must be familiar with and recognize symptoms of various diseases and be able to have an understanding of the general condition of the patient in the absence of the nurse.

THERE ARE many more facts (such as shortages, low salaries, etc.) that are contained in the appeal but space does not permit printing same.

AT TIMES, WE receive letters criticizing the column for not devoting space to the problems of smaller group of employees. These critical observations are probably partly justified but if we don't have all the facts and information, we can't write about them. We certainly don't want to ignore anyone's problems or offend our readers.

IF YOUR GROUP, regardless of its size, feels that your position should be reallocated, you should contact Mr. William Bloom, Director of Research, Civil Service Employees Association, 8 Elk Street, Albany, N.Y. He will be glad to help you with your appeal.



WHEN IN ROME — Not Italy, but New York, of course, where the recent Central Conference of the Civil Service Employees Assn. met. In attendance were, from left, Samuel Borelly, chairman of the County Workshop; Clara Boon,

statewide CSEA candidate for secretary; Irma German, candidate for Mental Hygiene Representative, and William Kean, president of the Rome State School Fort Stanwix chapter, hosts to the Conference.

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This Week's Civil Service Telecast List

(Continued from Page 6)
* May be pre-empted by UN session.

Sunday, October 6
4:00 p.m.—Citizenship Education—Film lectures in civic studies produced by the New York State Education Department.
6:00 p.m.—Report on Education—Weekly series.
6:30 p.m.—Air Force Story—Film series on the U.S. Air Force.
7:00 p.m.—The Big Picture—U.S. Army film series.
8:30 p.m.—City Closeup—City official interviewed by Seymour N. Siegel.

Monday, October 7
2:30 p.m.—Nursing Today—NYC Dept. of Hospitals series on nursing techniques "The Change of Tour Report."
4:00 p.m.—Around the Clock—Police Department training program. "New Laws of 1963."
5:30 p.m.—Career Development—Police Department Promotional Course.
6:30 p.m.—Air Force Story—Film series on the U.S. Air Force.

7:30 p.m.—On the Job—Fire Department training course. "Building Construction."
8:30 p.m.—Career Development—Police Department Promotional Course.
10:30 p.m.—Operation Alphabet—Literacy series by NYC Dept. of Labor.

Real Estate License Course Opens Oct. 3

The Fall term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property, opens Thurs., Oct. 3, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months, evening course is approved by the State Division of Licensing Services as equal to one year's experience towards the broker's license.

THE JOB MARKET

(Continued from Page 5)
examinations are given frequently, followed by early appointment. Apply at the Professional Placement Center, 444 Madison Avenue. Men with recent farm experience are still wanted for seasonal farm work—all types of heavy agricultural work. Most jobs are six days a week at 90 cents to \$1.00 per hour or prevailing piecework rates. Inspected housing is furnished free . . . Apply at the Farm Unit of the Service Industries Office, 247 West 54th Street, Manhattan.

A major shopping center in the Soundview area of the East Bronx opening at the end of October is now assembling a staff. Experienced sales persons will get from \$1.25 to \$1.45 an hour and up with periodic increases and many fringe benefits. Also wanted are experienced cashiers. The personnel office is open from 9 a.m. to 4:30 p.m. daily, and until 8 p.m. on Wednesdays and until noon on Saturdays. The minimum age is 18. Applicants are requested to bring their social security cards and, if under 21, proof of age . . . Apply at 2433 East Tremont Avenue near Paulding Avenue in the Bronx.

Wanted in Queens is an experienced polisher on white metal costume jewelry to use buffing wheel, pumice stone and to do roughing. Will get \$60 to \$85 a week . . . Also wanted is a polisher with cut-down experience on brass using a buffing wheel. Must be able to dress own wheel. Will get \$1.75 a hour and up . . . Apply at Queens Industrial Office, Chase Manhattan Bank Building, Long Island City.

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Nassau County Employees Strive To 'Keep Pace' With Industry; Ask Salary, Benefit Increases

(From Leader Correspondent)

MINEOLA, Sept. 30—The Nassau County chapter, Civil Service Employees Association, has filed with the Nassau County Board of Supervisors a memorandum supporting its case for a seven percent pay boost and improvement in longevity increments.

The proof of the need for an across-the-board wage increase is supplied by the figures from the State Department of Labor, which show that in the Nassau-Suffolk Labor Market Area, average earnings have increased at a rate of .39 percent per month about for 20 of the 30 months between June 1961 to Jan. 1, 1964.

Last Raise In 1961

Nassau County employees received last pay increase in June 1961. By Jan. 1, 1964, nearly 30 months will have elapsed since Nassau workers received their last pay adjustment. If the 20-month average increase is applied, county salaries should be increased by approximately 7.8 percent on Jan. 1, 1964 in order to keep pace with present trends in private industry in the Nassau-Suffolk area.

Otherwise, the memorandum stated, "unless an upward adjustment is made, effective Jan. 1, 1964, Nassau County salaries will not have kept pace with this trend but will have remained static for a period of 30 months. No action to increase the salaries of Nassau County employees at this time will mandate that they remain unchanged for an additional 12-month fiscal period, thereby extending the period during which no upward salary adjustment has been made to 3½ years."

"We do not feel," the Nassau County chapter added, "that the administration of this progressive county is desirous of continuing a policy of laissez faire with respect to the upward adjustment of salaries for county employees. The continuance of such a policy in the light of current trends would be unwarranted and unrealistic."

Longevity Increase Benefits All

The CSEA chapter also requested the granting of a double longevity increment, the first after 10 years of county employment, the second after 15 years of county employment. The bene-

fits accruing to the employee would be, it was said, "to reward long and faithful service by recognizing a quality of performance beyond that normally expected or required, to remove the 'dead-end' feature of employment and thereby encourage continuous incentive and improved moral, and to partially compensate for a lack of promotional opportunities."

Benefits accruing to the employer, it was said, would be, "to retain the skill of experienced employees thereby reducing operational costs, to provide an effective means of reducing employee turnover, and to avoid unnecessary reclassification and recruitment costs."

Oneida County

(Continued from Page 14)

The CSEA contended that:

"If you were to make a study of individual salaries in the lower brackets with consideration to take-home pay and the number of dependents, you would find there are people in the employ of Oneida County who actually qualify for welfare."

Mathews speaking at a general membership meeting of the newly organized Utica City unit of the Oneida chapter, stated that the committee that prepared the proposal included Helen Rauber, chairman; Alice Burns; Marion Dersherl; John Murphy; Louis Wroblewski; Carmen Graziano, and Stanley Soja.

At the meeting the new officers of the Utica City unit were installed. Officers for the coming year are: William Collins, president; Raymond Nicotera, first vice president; Nicholas McGowan, second vice president; Salvatore Mosca, third vice president; Thomas McCarthy, secretary; Carolyn Bertoline, treasurer, and Herman Gragetta, sergeant-at-arms.



INSTALLED —

Seymour Shapiro (above) was installed as president of the New York City chapter of the CSEA for the 1963-64 term, at the first Fall meeting of the chapter which was held last Thursday. Harry Albright, counsel for the Association, swore in the entire slate of new officers, including Shapiro. Out-going president of the chapter, Sam Emmett, introduced the new officers.

Vestal Police Seek 18% Pay Raise

VESTAL, Sept. 30—Members of the Vestal Town Police Department are seeking a pay raise of 18 percent above the current \$5,000 salary for a first grade patrolman.

The 14 members of the department asked the town board for a \$900 across-the-board increase or an increase of \$800 a man if the town would assume police insurance payments.

Only raise given the policemen in four years was \$100 across-the-board last year.

"Vestal is the lowest paid (police) department in Broome County," a spokesman said.

Pickets Continue In Rochester

(Continued from Page 3)

not describe how the fight would be carried on but said the union wants job retention based on ability and fitness to do the job.

Objections to the new procedure were based on City Manager Porter W. Homer's veto power over a grievance committee he would name. Homer said 99 cases of 100 would find him agreeing with the committee's decision but it was illegal for him to turn control of city personnel over to third parties.

A spokesman for the Civil Service Employees Assn. said that "what the union really wants out of all this is to control hiring and firing in the City—to control patronage in other words."

Otootte said he doesn't want to detract from the authority of the city manager but the union has made some bitter attacks recently against Homer.

CORRECTION CORNER

By CHARLES LAMB

Vacation Lesson

VACATION TIME is now a thing of the past and your writer must get to work on the correspondence that has accumulated. Thanks to the many friends who missed the column and sent letters inquiring about my welfare.

MY VACATION IN California was only marred by one constant factor. When speaking to the many people I met, not only in private industry but public employment as well, there was the tremendous difference in salaries in comparison to New York State. To be sure their cost of living is higher but their salaries are commensurate with the higher prices. Of course I received a bland look of astonishment when I inquired about a policy of "Pay as you go." Their answer to this was "Who, in this day and age would even suggest such a policy, when credit all over the world is begging for customers, it has become a way of life". I certainly would never recommend that our retirees, on their slim retirement allowances, retire to the Gold Coast of California. Nice but expensive.

LOTS OF ENCOURAGING mail received on the contemplated application for re-allocation and re-classification of institutional clerical employees. The only representatives missing to date in the Southern Conference area are Woodbourne Correctional, Westfield State Farm, Rehabilitation Hospital, Annex New Hampton, Wassale State School and Green Haven Prison. Let's hear as soon as possible from these institutions as they are holding up this application for more money.

THE UNIFORMED Supervisor Association of the Department of Correction will present an application for re-allocation of salaries this year, starting with Sergeants, Grade 19 and higher titles up to and including Deputy Warden with the present spread in grades maintained.

OUR HATS ARE off to Sol Bendet Chairman, and his members of the CSEA salary committee, for creating a FIRST in CSEA history in having the proposed salary bill drafted far in advance of the delegates meeting in October disseminating the content of the proposal in the newspapers, on TV and radio and to CSEA members throughout the State who will have an opportunity to discuss the salary proposal to their members and be in a better position to vote intelligently on the proposal at the delegates meeting.

THE PROPOSAL was already approved by the Salary and Resolutions Committee and the Board of Directors. All that is needed now is final adoption by the assembled delegates at the convention. The 12½% salary increase request, no doubt was fully explained by Bendet and the negotiating team of CSEA at their meeting with Budget officials. If sincere effort and presentation of cold facts is the formula for securing an increase in salary for State employees you can be assured your Salary committee has all the ingredients plus some, never heard of in previous attempts.

JOE FEILY, CSEA president, in speeches throughout the State has never been so incensed about salaries of State employees, stating, "I feel State Government today is big business and should be operated as such by planning in advance for the granting of proper compensation for its employees, the same as any private enterprise or corporation. It should not be the responsibility of the employees to find the funds to increase salaries, this is the responsibility of the Administration, even to the extent if necessary, of increasing taxes."

THE COURT ACTION that the Correction Officers have initiated against the Budget Director for turning down their appeal for reallocation, is scheduled to be argued in the Appellate Court in October.

ALBERT FOSTER, President of the Correction Conference-sponsors of this court action in behalf of the Correction Officers—has informed me that he has received wonderful support from all the institutions in the Department of Correction, but is discouraged to find that Matteawan, Green Haven and Walkkill uniform employees have not seen fit as yet to support the efforts of their co-workers in seeking such legal redress.

Capital Dist.

(Continued from Page 3)

what more voting strength than they have had in the past. The original version of the section provided that each chapter should have only one vote.

Costa also announced the appointment of Mike Cimmorelli of the Civil Service Department as chairman of a Constitution Re-

vision Committee which will study the Constitution and proposed further changes to bring its provisions more in line with modern principles of governing and those of the parent organization.

Others named to the committee include Ben Comi, College of Education; Thomas Shearer, Conservation; Dorothy Honeywell, Employment, and Ruth Brennan, Social Welfare.



WELCOME — Joseph F. Feily, president of the Civil Service Employees Association, second from right, is welcomed to the annual meeting of the State County Officers Association at the Hotel Concord, Kalmesha Lake recently by Charles P. O'Brien of Binghamton, association president. Looking on are C. L. Chamberlain, left, executive director of the Officers Association and Vernon Tapper, third vice-president of the CSEA.