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Governor's Message Calls for Bonus Freeze, Correction of Inequities; 'But What About Upward Pay Revision?' State Employees Ask

EDITORIAL

Memo to Administration And Legislature

IN his message on employee matters delivered to the Legislature on February 4, Governor Dewey said:

"Recent studies of the salaries paid by private industry and by other public jurisdictions demonstrated the need for careful re-examination of our own salary structure. . . . It is already clear from this study that the correction of inequities must be the first order of business. To do this may require a considerable number of reallocations and conversion to an improved salary schedule. The committee is also evaluating the level of State salaries in comparison with 'outside' salaries to determine what other adjustments may be warranted. . . ."

It is clear that the Governor understands the situation. Less clear is the actual answer he proposes. His message came in the midst of uncompleted negotiations with employee representatives, negotiations in which no definite clues had yet been made available concerning what could be expected.

That a freeze-in of the emergency bonuses has been recommended is commendable. The bonus was always an indefensible device; and to continue it now would have been utterly inappropriate.

However, conversion of emergency bonuses into base pay does not by itself add a single penny to the salaries of employees. It solves not a single economic problem for underpaid workers, other than removing one persistent source of anxiety.

The basis questions remain: How many additional dollars are going into the paychecks which employees receive? And on this question, the Governor's message was disturbing in its vagueness.

How Does One Interpret This?

Where information is so meagre, one seeks clues everywhere. What meaning, then, is to be given to a paragraph that appeared on page 18 of the New York Times for February 4, in an article about a meeting between the Governor and Mayor Robert F. Wagner of New York City. The paragraph reads:

"One of the items in the city's estimate of its needs that came under particularly sharp attack was \$54,000,000 for salary adjustments for city employees, including teachers. It would appear that the average wage increase for city employees that such an amount would provide is far in excess of any rises that state employees can get out of the money reserved for this purpose in Governor Dewey's executive budget."

How is one to interpret this? It would be mistaken to consider that the NYC administration is planning to extend any munificent largesse to its employees. If Mayor Wagner's figure caused a furore in Albany, it can only lead to further doubts concerning the State administration's plans for its own employees.

The Governor's executive budget had \$16,500,000 hidden away in one of its tables of figures, this sum identified as being for the purpose of supplementary bills. Even if all of it should be allocated to salary readjustments, it would be far from meeting what the facts and figures show to be fair and right. The figures of the State's own study incidentally, support the salary claims of the employees.

What Upgrading Means

A resolution has just been introduced in the State Legislature proposing that the salary of the Governor be raised to \$50,000 a year and that of the Lieutenant Gov-

(Continued on Page 10)

Social Security Rise, Subversive Law Change Asked

ALBANY, Feb. 8—In his special message to the Legislature, Governor Dewey favored legislation that would permit integration of Social Security benefits with those of the New York State Employees Retirement System. This would require both Federal and State legislation. A change in the Subversive Law was asked.

PER DIEM MEN GET HOLIDAY PAY

MINEOLA, Feb. 8—Nassau County paid its hourly rate and per diem workers for the Saturdays that fell after Christmas and New Years Day in 1953.

The arrangements were made after Helen R. Kientsch, president of the Nassau County chapter, Civil Service Employees Association, brought the matter to the attention of County Executive A. Holly Patterson. In making the request, the chapter pointed out that "emergency work could be taken care of and those essential services continued on a standby basis."

It is the first time that such a request has been granted in Nassau County history.

JOHN G. BRIGHAM NAMED TO WCB

ALBANY, Feb. 8—Mary Donlon, Chairman of the State Workmen's Compensation Board, has announced the appointment of John G. Brigham of Troy, as assistant secretary of the Board.

Mr. Brigham is resigning as City Clerk of Troy. In his new position he will assist the Board Secretary in the functions of all upstate offices and will act as administrative representative for the Workmen's Compensation Board in Albany.

ALBANY, Feb. 8—Governor Dewey, in a special message to the Legislature dealing with State employees, asked that emergency compensation be made a part of base pay, effective April 1, 1954. This is one of the legislative aims of the Civil Service Employees Association.

General Raise Not Included
The Governor also favored rectification of inequities in State pay, in regard to particular jobs and titles, with actual proposals to be made after the State's own salary survey is completed. He did not, however, recommend a general pay increase for State em-

ployees, an omission that disappointed them greatly.

John F. Powers, president of the Association, said the first pressing need of employees was for a general pay raise, but that the Governor's proposal did nothing to alleviate their plight. He said the Governor failed to take into account the realities, though the Association submitted data as proof of the absolute justification of a general raise of at least 12 per cent.

The Association is continuing its fight for its main legislative objective, an overall raise. (See page 14)

Buffalo Chapter Devises Ingenious Plan to Push Campaign for Salary Rise

BUFFALO, Feb. 8—Tremendous activity on the salary front has marked the campaign of Buffalo chapter, Civil Service Employees Association. A "Flash" circular, signed by Al Killian, chapter president, went to every member. The circular is headed:

"You MUST do all of the following to get out of that complacent attitude."

Personal Letters
The employees were urged to write every State Senator and Assemblyman in the district. No form letters. Mr. Killian wanted something much more personal than that. He suggested typical letters. Here's one:

"To meet our expenses, my wife must work three days a week. I urge and plead for a much-needed salary adjustment including the freeze-in of cost-of-living bonus. Will you lend your support to our cause?"

Here's another example:
"I must work two jobs to give my children adequate food and clothing. The freeze-in is also

necessary. Your vote will be appreciated."

A third example:
"My job with the State pays \$10 less weekly than a comparable job in private industry. Can we count on your help to do the right thing about this situation?"

Mr. Killian's circular lists the names and addresses of all the legislators in the area.

Mailing En Masse

Another gimmick: Instead of mailing them directly, it is suggested that the employees address and stamp the letters, then give them to the delegate or alternate, who will bring them to the big Buffalo chapter meeting scheduled for February 17. Then the material will be mailed to the legislators en masse.

And, adds Mr. Killian cannily:
"Do it now!"

DeANGELIS RE-NAMED

ALBANY, Feb. 8—Governor Dewey has sent to the Senate for confirmation the nomination of Charles L. DeAngelis of Utica to the Board of Visitors of Marcy State Hospital.



In the presence of Governor Dewey, Oscar M. Taylor takes the oath of office as president of the State Civil Service Commission. The oath is administered by Secretary of State Ruth M. Minor.

Bills Introduced in Legislature

The LEADER continues this issue a resume of civil service legislation introduced in the State Legislature at its current session.

Senate bills are listed first, in consecutive order. Bills in the Assembly follow. Each bill has an introductory number, for identification purposes, indicated by "S.I." (Senate) or "A. I." (Assembly), preceding the name of its sponsor.

The corresponding number and name of the sponsoring assemblyman are cited where there is a companion bill in the lower house.

Last item in each summary indicates the committee to which the bill was referred in each house.

SENATE

S.I. 909, SORIN (Same as S.I. 199, in January 26 LEADER).

S.I. 926, FRIEDMAN—Fixes new salary schedule for competitive and non-competitive of classified service of State, ranging from minimum salary of \$2,600 to \$15,975. In S. Civil Service.

S.I. 936, SANTANGELO — Provides that restrictions on persons in NYC getting pensions or retirement allowance, from holding office, shall not apply where salary exclusive of pension amount to less than \$1,800 annually. In S. NYC.

S.I. 942, ZARETZKI (Same as A.I. 1025, KAPELMAN)—Prohibits NYC Transit Authority from assigning employees to work singly in live track area of rapid transit system, or supervisory employee from requiring any employee to work alone or singly in such area. In S. Finance, A. Ways and Means.

S.I. 950, ARCHIBALD (Same as S.I. 989, MORTON) — Increases from 6 to 12 maximum number of years of total service credits of member of State Employees Retirement System to be used in computing ordinary death benefit and strikes out provision that benefit shall not exceed 50 per cent of compensation earnable during last 12 months of service. In S. Civil Service.

S.I. 951, ARCHIBALD (Same as S.I. 990, MORTON) — Permits guards in State prison or correctional institution upon separation from service other than by retirement, to receive value of unused sick leave not exceeding 150 days, unused vacation allowance, holidays when work was performed and any accrued overtime with-lated contributions to State Em-out pay, in addition to accumu-employees Retirement System and interest thereon. In S. Civil Service.

S.I. 952, ARCHIBALD (Same as A.I. 1332, NOONAN) — Provides that when guard in State prison or correctional institution is promoted or appointed to position of higher grade he shall be paid not less than maximum salary received in former position. In S. Civil Service, A. Ways and Means.

S.I. 955, ARCHIBALD (Same as A.I. 594, in February 2 LEADER).

S.I. 958, COOKE—Permits voluntary withdrawal from force by member of State Police without consent of Superintendent if at least two weeks' written notice of intention to withdraw is given. In S. Finance.

S.I. 982, FUREY—Allows members of NYC Teachers Retirement

System additional pension of 5/7 of 1 per cent for each year of credited service before September 16, 1917, for public school contributors and before September 16, 1918, for Hunter College contributors and before June 1, 1923, for all other college contributors, with maximum total pension of 50 per cent of salary. In S. NYC.

S.I. 991, MORTON (Same as S.I. 1103, WILLIAMSON, A.I. 1331, NOONAN) — Fixes maximum 8 consecutive-hour day and 40-hour week for guards of State prisons and correctional institutions, unless public safety requires otherwise, with pay not less than regular hourly rate, for overtime, and without reduction in pay now received. In S. Penal Institutions, A. Ways and Means.

S.I. 994, RATH (Same as A.I. 1209, J. FITZPATRICK) — Prohibits employment of State employees in institutions under Mental Hygiene, Correction, Health or Social Welfare Departments, or in Division of Canals, or in State School for Blind, Batavia, or in State Veterans Rest Camp, for more than 40 hours or more than five days a week commencing April 1, 1954, without reduction in weekly pay; appropriates \$15,500,000. In S. Finance, A. Ways and Means.

S.I. 996, SEELY — Allows civil service employees in State civil basis to observe all legal holidays service paid on per diem or hourly with pay, or time off in lieu thereof. In S. Civil Service.

S.I. 997, SEELY (Same as S.I. 101, in January 19 LEADER).

S.I. 1104, MACDONALD (Same as A.I. 795, in February 2 LEADER).

S.I. 1024, HALPERN (Same as A.I. 1302, VOLKER) — Prohibits assignment of platoon or member of police force, for more than 40 hours of duty during 7 consecutive day period. In S. Civil Service, A. Cities.

S.I. 1043, HALPERN (Same as A.I. 379, in February 2 LEADER).

S.I. 1052, KOERNER — Makes federalized employee dismissed from Federal service and subsequently certified for Federal employment in related work eligible for reinstatement if application is made to Civil Service Commission within one year, for position in State service to that held by him before, and at same salary which he would have received had he continued during period of Federal service in S. Labor.

S.I. 1060, ZARETZKI — Continues to June 30, 1954, provision allowing members of NYC Employees Retirement System pension of 1 per cent of final pay times number of years, for allowable service on and after October 1, 1920, for right to retire at age 55, subject to deductions. In S. NYC.

S.I. 1065, BUDGET BILL (Same as A.I. 1359)—Allows State officers and employees, except legislative and judicial officers and employees, emergency pay for fiscal year commencing April 1, 1954 of 12½ per cent on first \$2,000 or less, 10 per cent on next \$2,000 or part thereof, and 7½ per cent for those who receive more than \$4,000, but not more than \$1,000 additional; no additional pay shall be allowed those who receive in excess of \$17,500. In S. Finance, A. Ways and Means.

S.I. 1086, BUDGET BILL (Same as A.I. 1360)—Allows State officers and employees, except legislative and judicial officers and employees, additional emergency pay of 6 per cent, but not more than \$1,000 and not for those receiving regular pay in excess of \$17,500 a year on or after April 1, 1954. In S. Finance, A. Ways and Means.

S.I. 1102, WILLIAMSON—Fixes 8-consecutive-hour day and 40-week as maximum for guards of State prisons and State correctional institutions and uniformed personnel, unless public safety so requires; allows 20 per cent increase in pay. In S. Penal Institu-

tions.

S.I. 1107, McCULLOUGH (Same as A.I. 487, in February 2 LEADER).

S.I. 1108, NEDDO (Same as A.I. 1295, TAYLOR)—Permits person who last became member of State Employees Retirement System on or before July 1, 1954, instead of July 1, 1953, to obtain credit for any allowable service for which he made contributions whether they were returned to him when he left such service, or for service rendered by him while not member of any retirement system of which State or municipality thereof is contributor, if he makes contributions therefor and renders at least five years of member service after he last became member. In S. Civil Service, A. Ways and Means.

ASSEMBLY

A.I. 866, AUSTIN—Extends to June 30, 1955, provision for member of NYC Employees Retirement System to elect to receive pension of 1 per cent of final pay times number of years of allowable service rendered on or after October 1, 1920. In A. NYC.

A.I. 867, AUSTIN—Allows child of deceased teacher who was member of NYC Teachers Retirement System and appointed after April 10, 1929, death benefit of \$50 a month until age 18, to be paid out of contingent reserve fund. In A. NYC.

A.I. 876, T. FITZPATRICK (Same as S.I. 74, in January 19 LEADER).

A.I. 882, GORDON (Same as S.I. 157, in January 19 LEADER).

A.I. 899, PRELLER (Same as S.I. 405, in January 26 LEADER).

A.I. 925, GANS—Prohibits determination of charges for removal of civil service employees by officer or body preferring charges or by designated deputy or employee; charges shall be determined by State or local civil service commission. In A. Judiciary.

A.I. 994, FARBSTEIN—Extends Workmen's Compensation coverage to include employees of NYC or any agency whose employees are paid out of City treasury, except those permanently disabled in line of duty but ineligible for disability for retirement under retirement system; those permanently disabled and eligible for disability retirement may choose either benefit. In A. Labor.

(Continued on Page 15)

An Announcement of Special Importance to STATE AND LOCAL EMPLOYEES and their ORGANIZATION LEADERSHIP

From time to time you may have seen the advertisements of Government Employees Insurance Company. They have described the many benefits our automobile insurance offers to state and local employees.

These advertisements have emphasized the benefits which you—a member of a select, preferred group, can derive through the purchase of insurance from us.

In the near future, I would like to tell you, briefly, a few additional things about our Company. *These are the facts which back up and bolster the benefits we have been describing.*

As you know, no policy is better than the Company behind that policy.

If you were told that Government Employees Insurance Company offers you the finest automobile insurance at lower rates, that would be only part of the story. Other things are also important—our Company's financial strength (\$27,000,000 in assets makes us the largest Company specializing in automobile insurance for government employees); our Company's fine record of prompt payment of claims (this is a story all in itself; and of much importance to you); our Company's outstanding record of growth (an indication of how your fellow government employees have responded to the caliber of our service).

We of Government Employees Insurance Company are proud of our organization's record and reputation. We are prouder still of the fact that



Leo Goodwin

so many government employees as individuals and groups have seen fit to entrust their insurance protection to us. These are not "average" people. Government employees are above average in reasoning power, stability and judgment. To be preferred by them is a mark of distinction.

In forthcoming messages, we'd like to tell you more about how and why we merited the confidence of your fellow government employees. It's a story with a special meaning for you. I hope you'll watch for it.

Leo Goodwin,
President

GOVERNMENT EMPLOYEES Insurance Company

GOVERNMENT EMPLOYEES INSURANCE BLDG.
WASHINGTON 5, D. C.

(A Capital Stock Insurance Company—Not Affiliated with the United States Government)

Assets Over \$27,000,000



Bill Would Give Police 40-Hour Week

ALBANY, Feb. 8—A drive to win a 40-hour week for police officers has opened on Capitol Hill with introduction of bills by Senator Seymour Halpern, Queens, and Assemblyman Julius Volker, Erie County.

The Republican lawmakers would extend the 40-hour week to all municipal police departments except in case of an emergency.

The proposal has the support of the State Police Conference.

Bill Asks Minimum 1,500 Transit Police

ALBANY, Feb. 8—Assemblyman John T. Satriale (D., Bronx) has introduced a bill to increase to 1,500 men the NYC transit police force. Present strength is less than 500 patrolmen, he said.

In 1949, when the 48-hour work week was still in force, Mr. Satriale added, a survey made by the Police Commissioner said 1,200 men were needed to patrol the transit system properly.

The increase of crime on the subways, together with the institution of the 40-hour week, makes the need for additional patrolmen imperative, Mr. Satriale added.

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Code of Ethics Group Invites Public's Ideas

ALBANY, Feb. 8—Have you any opinions on a code of ethics for government and political party officers?

The Legislative Committee on Integrity and Ethical Standards in Government wants such opinions. The committee, named by Governor Dewey, must report to the Legislature by February 20.

Among the tasks the committee has set for itself are these:

Setting up standards of rights and wrongs for government officials.

Drawing up a code of rights for persons called as witnesses before legislative and executive investigating committees. The conduct of these investigations will receive priority in the committee's work, says former Supreme Court Justice Charles Lockwood, its chairman.

The committee met in NYC last Thursday to hear the views of persons who might wish to contribute ideas.

Civil Service Acts Fast On Appeals

ALBANY, Feb. 8 — The State Civil Service Commission reports that increased speed in considering candidates' appeals of their examination ratings has reduced the number of appeals awaiting final action to the lowest mark in recent years.

Only 137 appeals are now on hand and nearly two-thirds of these are in the final stages of processing. The reduction has been accomplished in the face of rising totals of examinations and candidates in recent years and a corresponding increase in the number of appeals submitted.

During 1953 the Commission completed action on 738 appeals, dismissing 553 and allowing 185. Compared to the total of 66,763 candidates' examination ratings completed during the year, these appeals are about 1.2 per cent of the total ratings. The appeals allowed comprise about three-tenths of 1 per cent of the total ratings.

The appeals are from candidates who believe errors were made in grading their examination for a State job or a position with a local unit of government.

Won't Waive Immunity, Loses Pension

ALBANY, Feb. 8—A former Ogdensburg City Court judge has been held ineligible for a \$750-a-year pension by the State Retirement Division on the grounds he declined to sign a waiver of immunity and testify before a Special Grand Jury gambling investigation in St. Lawrence County in 1952.

Former Judge John H. Wells would have been entitled to a pension, it was disclosed here, if his refusal had not constituted a "discontinuance" of his office as judge.

Under the State Constitution and Public Officers Law, a public official cannot refuse to waive immunity and testify before a Grand Jury. To do so can cause forfeiture of his office, plus ineligibility to hold public office for five years, if an action toward that end is sustained.

STATE CANCER TITLE CHANGED

ALBANY, Feb. 8—The following State job titles have been added and eliminated as shown, because of reclassification:

Eliminated title: Principal cancer dermatologist, G-40, \$8,800 to \$11,925.

New title: Associate chief cancer research dermatologist, G-42, \$9,325 to \$12,521.

BUILDING SUPERINTENDENT TITLE RE-ESTABLISHED

ALBANY, Feb. 8—The title of building superintendent has been re-established in State service. The salary range is \$5,232 to \$7,421.

Metro Conference in Strong Actions to Push Pay Drive

In an articulate exposition of employee attitudes, the Metropolitan Conference, convening on Saturday, January 30, furthered two basic aims of State workers:

1. A re-affirmation of the Civil Service Employees Association bid for a 12 per cent pay increase.

2. Introduction of a 40-hour week for all institutional employees at the present 48-hour pay.

The Conference also voted to seek a change in the Association constitution and by-laws to permit county chapters to enter as component parts of Conferences. The view was expressed by Henry Shemin, a Conference officer, that unification of State and county chapters within the conferences would help make the Association function more effectively.

Conkling Summarizes

A report given by Thomas Conkling, Conference chairman, summarized recent actions of the board of directors, of the Conference itself, and current problems being faced by employees.

Other actions taken by the group included a contribution of \$25 toward Brotherhood Week and approval of an expenditure of \$200 for advertising purposes in the salary campaign.

The group also asked the expenditure by the Association of \$10,000 in furthering its salary campaign, and establishment of a NYC office. An Association committee which studied the advisability of a CSEA office in NYC had commended the plan as highly useful, but the Association board of directors had vetoed it. The proposal will probably be brought before the board again.

Strong Pay Work

One of the remarkable developments at the meeting was the

revelation by delegates that nearly every legislator in the metropolitan area had been approached on the salary issue. Contacts had been made in person, by letter, by the presence of legislators at chapter meetings, and in one case by having the legislator present at dinner in a delegate's home. Typical was the story told by Andrew Cocco, of Kings Park State Hospital, whose chapter had won commitments by seeing the legislators in Long Island. In addition, Mr. Cocco had written to 21 newspapers. Six favorable news articles resulted.

Unexplored Membership

Eve Armstrong, of Suffolk County chapter, spoke on the relationship of State and local employees, and told the assemblage how the units could assist one another. "In the County Division," she said, "is the greatest unexplored area of membership." Describing how her chapter builds membership, she said: "I've found nothing so efficacious as buttonholing non-members. We take new employees out to lunch, and sell the organization to them."

Predicts 100,000 Members

Al Greenberg, co-chairman of the Conference membership committee, gave figures showing that paid membership in the area is about 1,000 higher than it was at this time last year. He predicted that for the entire Association, a coordinated vigorous membership drive could result in 100,000 members. He called upon the statewide membership committee to redouble its efforts.

Mr. Greenberg, aided by William Price of the State Insurance Fund, urged development of bowling as an incentive toward membership. He described the functioning of the Metropolitan Bowling League.

The point was made that many interests of employees should be sponsored by the Association, as a means of winning employee interest. But over and over again, it was emphasized that a substantial pay increase now is the vital thing.

Training Program

A guest speaker was Leonard Nadler, of the State Training Division, who outlined the training facilities available to public employees, and urged that those employee groups who want training in any field should communicate with the Training Division. He stated that he is available at all times for discussion on training matters. He may be reached through the State Civil Service Department at 270 Broadway, NYC.

Another speaker was Victor Graham, of the Government Employees Insurance Company, who described his firm's automobile insurance to the group. Dealing only with government employees, he said, his organization is able to provide a quality and low price of insurance impossible otherwise.

Excellent Hosts

The meeting was held at Psychiatric Institute, NYC. The delegates were welcomed by Dr. Philip Politan, of the Institute. An excellent buffet supper was served. Details of the festivities were handled by Psychiatric chapter, with Dixie Mason and Biagio Romeo much in evidence as excellent hosts.

The meeting was one of the lengthiest held by the Metropolitan Conference. It began at 1 P. M. and lasted until 9 P. M. Edith Fruchthender, Conference secretary, was given a rousing welcome by the delegates. She had been in Arizona.

Psychiatric Institute Chief Named

ALBANY, Feb. 8—Dr. Lawrence C. Kolb of Rochester, Minn. has been appointed director of the New York State Psychiatric Institute and executive officer of the department of psychiatry, Columbia University, college of physicians and surgeons, it was announced jointly by Dr. Newton Bigelow, Commissioner of Mental Hygiene, and Dr. Willard C. Rappleye, dean of the faculty of medicine. Dr. Kolb will also be director of psychiatry service at Presbyterian Hospital. All appointments become effective July 1.

At present Dr. Kolb is consultant in psychiatry at the Mayo Clinic, Rochester, Minn.

At the Psychiatric Institute, which is the hub of the broad research and teaching program of the Department of Mental Hygiene, Dr. Kolb succeeds Dr. Nolan D. C. Lewis who retired from State service last September. Starting salary for the position is \$12,521.

Vocational Open House In Rochester

ROCHESTER, Feb. 8—Walter P. Prien, district supervisor of the Rochester-Elmira area offices of the State Education Department, Division of Vocational Rehabilitation, announces that an open house will be held on Wednesday, March 17, from 1 to 4 P. M. at 65 Broad Street, Room 709, Rochester. Cooperating agencies, professional groups, employers and individuals who are concerned with the problems of the vocationally handicapped are invited to attend.

Vocational rehabilitation service is a State-Federal program designed to restore, develop or improve the working ability of handicapped persons to the point where they can become satisfactorily employed or self-supporting.

Karl G. Kaffenberger of Albany, new State director, will be present with the local staff to show exhibits, answer questions and explain the program.

Sandwiches will be served.

Key Answers

TENTATIVE OFFICE APPLIANCE OPERATOR GRADE 2

(2nd Filing Period) (Held Saturday, January 30)

1. C; 2. D; 3. A; 4. B; 5. C; 6. C; 7. D; 8. C; 9. A; 10. D; 11. A; 12. B; 13. B; 14. A; 15. B; 16. A; 17. D; 18. A; 19. A; 20. C; 21. C; 22. B; 23. C; 24. A; 25. B.

26. C; 27. D; 28. C; 29. B; 30. D; 31. B; 32. A; 33. A; 34. D; 35. C; 36. A; 37. A; 38. C; 39. D; 40. C; 41. J; 42. D; 43. F; 44. B; 45. J; 46. B; 47. D; 48. F; 49. H; 50. B; 51. B; 52. D; 53. D; 54. A; 55. C; 56. D; 57. C; 58. B; 59. D; 60. C; 61. F; 62. E; 63. H; 64. K; 65. B; 66. K; 67. J; 68. E; 69. J; 70. D; 71. C; 72. C; 73. B; 74. B; 75. A; 76. D; 77. B; 78. C; 79. D; 80. D.

Friday, February 19 is the last day to file protests with the NYC Civil Service Commission, 290 Broadway, New York 7, N. Y.

Bill Would Alter HIP Set-up

ALBANY, Feb. 8—Assemblyman Frank J. Pino of Brooklyn last week introduced two bills which would give to members of H.I.P. of Greater New York the right of free choice of physicians, and free choice of health plan.

In connection with the introduction of the bills, Assemblyman Pino made the following statement: "A law to permit NYC employees who are members of the Health Insurance Plan of Greater New York to choose their own physicians; and a measure to permit all City employees free choice of a health plan are long overdue. It is a cause of common complaints among City employees who are members of the H.I.P. plan that very often they are dissatisfied with treatment furnished through physicians to whom they are compelled to go for medical assistance. Where is ample evidence that compelling a patient to submit to the treatment of a particular doctor or number of doctors in whom he may not have confidence is unsound, detrimental to the recovery of the health of that person and contrary to the basic dignity and freedom of the individual."

HIP argues that the real intent of the bills is to kill the Health Insurance Plan, to which most NYC employees belong.

RANKING INTERNAL REVENUE JOBS IN ALBANY, SYRACUSE

James E. Rossell, director of the Second U. S. Civil Service Region, announced exams for Internal Revenue positions as district director, Syracuse, \$12,000 a year, and assistant district director, Albany, \$10,800. Last day to apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., is Wednesday, February 24.

No written test will be held. Candidates must be residents of New York State.

Applicants must have six years' administrative experience, and must undergo personal interview and an investigation of character, suitability and qualifications.

APPRENTICE EXAM CLOSED

The exam for apprentice, 4th class, jobs at the N. Y. Naval Shipyard, Brooklyn, closed for receipt of applications February 4.

TWO NAMED VISITORS FOR ALBION STATE SCHOOL

ALBANY, Feb. 8—Governor Dewey has named Mrs. Sarah C. Hint, of Basom, a member of the Board of Visitors of the Albion State Training School. Mrs. Hint fills the vacancy caused by the resignation of Mrs. John J. Kennedy, of Buffalo. The appointment of Mrs. Hint will run until February, 1957.

The Governor also nominated Mrs. Frank Farnsworth, of Rochester, for reappointment to the Board.

State Credit Union Pays 3 1/4 Percent

A dividend of 3 1/4 per cent for 1953, highest in several years, was announced by the New York State Employees Federal Credit Union at its recent annual meeting in NYC. Steady growth of the organization was further reflected in the disclosure that total assets had passed \$200,000. The Credit Union's office is in Room 900, 80 Centre Street, NYC.

Overall reports on operations during 1953 showed increases in share-holdings and in volume of loans and a slight drop in total operating expenses. Total assets were reported at \$203,587.27; shares totalled \$179,655.80; and money volume for loans was \$155,107.14.

H. N. Smith Elected President

Elected at the meeting were the following: Henry N. Smith, president; Harry Hirsch, vice president; Morris Gimpelson, 2nd vice president; Ola Francis, 3rd vice president; Solomon Bendet, treasurer; and Arthur Grey, secretary and assistant treasurer. The officers, with the addition of Mabel Parrell, constitute the organization's board of directors.

The credit committee includes John McHugh, Samuel Emmett, Harry Brawer, Lawrence Epstein and Kilner J. McLaughlin. On the supervisory committee are Herbert Kirmmse, Theodore Nocerino and Roslyn Sussman.

Appointed for the first time was an educational committee, composed of St. Clair Bourne, Stanley Simn and Stewart Rodnon.

Chartered in 1935, the credit union provides thrift facilities, and a loan service for State employees at reasonable interest rates.

Employment Credit Union Shows Health

The annual meeting of the Credit Union of the employees of the Division of Employment (PUIE Federal Credit Union) was held January 28 at 1440 Broadway, NYC. The members voted to accept the recommendations of the board of directors that a regular dividend of 3 per cent, plus a special dividend of 1/4 per cent, be declared. Accordingly, a total dividend of 3 1/4 percent will be paid. Several of the directors selves, but as the full strength of were elected to succeed them the board is now authorized as eleven, Mae Murray and Frances Fields were elected additionally to the board. Vera Engel was elected as a new member of the credit committee.

TIME-OFF DEADLINE

ALBANY, Feb. 8—Important note to State employees:

Under the attendance rules, you must use up by March 31, 1954, any vacation or compensatory time off for overtime which you earned before April 1, 1953. Check to be sure you don't lose your earned time off.

Southern Conference Cites Violations of 'Equal Pay' Law; Demands 12% Rise

NEWBURGH, Feb 8—Delegates present at a meeting of the Southern Conference unanimously approved a resolution to support the original plans made by delegates last October concerning the need for a salary adjustment for State employees. A telegram was sent to the Civil Service Employees Association salary committee as a result of the motion. The resolution stressed the need for an adjustment and was supported by facts which show that the salaries of State employees are behind by 12 per cent.

Representatives of ten institutional chapters were active in discussing plans for favorable action on the 40-hour bill. A large percentage of members in the Southern Conference area are employed in State institutions and

work 48 hours a week. A storm of criticism was aimed at the violation of the "equal pay for equal work" policy on the part of the State. Concrete examples, such as the fact that prison matrons do not receive the same salary as prison guards, the differential in pay among guards and the difference in pay in institutions in the same department (Matteawan and Dannemora) were cited.

Charles R. Culyer, Association field representative, addressed the meeting on membership and effectiveness of employee organization. Mr. and Mrs. Francis A. MacDonald were present. Mr. MacDonald organized the Southern Conference and was its first president.

Charles E. Lamb presided at the meeting, which was held at the Newburgh Armory.

Feb. 15 Last Day to Apply For State Clerk

Monday, February 15, is the last day to apply in the State clerk exams, for \$2,180 a year jobs, to start. Pay rises to \$2,984. Weekly salary is \$41.90 to \$57.40.

There are no educational or experience requirements. Age limits are 18 and 70.

All candidates will take a written test, scheduled for Saturday, March 27, at exam centers throughout the State, including six in NYC.

List of Titles

The titles are: clerk, exam number 8300; account clerk, exam number 8301; file clerk, 8302; statistics clerk, 8303. Appointment will also be made to other appropriate titles, such as various office machine operator specialties, audit clerk and actuarial clerk.

Candidates must be U. S. citizens and legal residents of New York State since March 27, 1953.

Apply in person or by representative to the State Civil Service Commission at either the State Office Building, Albany, or 39 Columbia Street, Albany, or Room 2301 at 270 Broadway, NYC; or State Office Building, Buffalo. Mail requests should be sent to the Commission at the Columbia Street address. Enclose a 10-inch long self-addressed, six-cent stamped envelope. Mention title and serial number of the exam.



Pictured at the dance of Brooklyn State Hospital chapter, Civil Service Employees Association, are, from left, front, Archie Miller, Molly Streisand, Mae Rebhan, William Farrell and Mrs. L. S. Palmer. Rear, Charles R. Culyer, CSEA field representative; Fred J. Krumman, president of the Mental Hygiene Employees Association; Emil Impresa, chapter president; Rudolph Rauch, Barbara Sweet, Frank Cole, Mrs. Mary Bussing, and Dr. L. Secord Falmer, assistant hospital director.

More Winners Of State Idea Awards Listed

ALBANY, Feb. 8—Marguerite T. Ouimet of Cohoes, a typist in the Albany office of the Bureau of Motor Vehicles, has been awarded \$50 and a certificate of merit by the State Employees Merit Award Board, for devising a new form to notify cashiers of auto registration and license refunds. "It has effected considerable savings in clerical time, and has expedited the handling of refund transactions," the Board said.

Michael S. Jackson of Troy, a senior photo-copy operator in the Albany Bureau of Motor Vehicles, won \$25 and a certificate of merit for a suggestion to salvage a dismantled hand-operated paper cutter ready for the junk pile and use it in another departmental operation. Last July Mr. Jackson received \$470 from the Board for an idea which increased production of accident report photocopies by 50 per cent, at the time cutting photocopy paper costs.

Other Winners

Fifty dollars and a certificate of merit to Theodore Wilkinson, a guard at Elmira Reformatory. He repaired and rebuilt the locks of several cell blocks in the institution which his supervisors assert has saved the State much money. Kuzminsky and Romeo Honored Fifty dollars and a certificate of merit to Isidore Kuzminsky, of Brooklyn, a senior U. I. claims examiner in the State Division of Employment. He proposed a new form which eliminated several forms and memoranda formerly used in routine communications by the Division.

Simultaneously, the Board also announced an award of \$25 and the Board's certificate of merit to Biagio Romeo, head institution patrolman at the New York State Psychiatric Institute, NYC. He doubles in brass as safety supervisor for the institute, and provided a better way of preparing and analyzing quarterly and annual employee accident injury frequency reports.

Where to Seek Overseas Jobs

All inquiries about civilian employment overseas with the U. S. Army should be sent to the Chief, Recruitment Branch, Overseas Affairs Division, Office of Civilian Personnel, at the Office of the Secretary of the Army, Old Post Office Building, Twelfth and Pennsylvania Avenues N. W., Washington 25, D. C.

Daniel J. Cashin, who headed the NYC office, which was recently closed for recruitment purposes, remains at 346 Broadway as liaison officer between the northeast area and Washington.

NYC Promotion Candidates

The following lists the number of NYC employees who applied in promotion exams during the January filing period:

- 7026. Architect, Manhattan Borough President's Office, 2.
- 7069. Assistant bacteriologist, Departments of Health and Hospitals, 72.
- 6995. Assistant electrical engineer (railroad signals), NYC Transit Authority, 9.
- 7025. Inspector of carpentry and masonry, grade 4, Department of Education, 6.
- 6899. General park foreman, Department of Parks, 141.
- 7068. Inspector of plumbing, grade 4, Department of Hospitals, Comptroller's Office, 4.

3 NYC Lists Issued

Three NYC eligible lists — one open-competitive, one promotion, and one Labor Class—were issued last week by the Municipal Civil Service Commission. They are:

- Open-competitive — Housing community activities coordinator, 35 eligibles.
- Promotion—Senior dentist, Department of Health, 23 eligibles.
- Labor Class — Laborer, Nassau County, 38 eligibles.



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between 18 and 50, to prepare now for U. S. Civil Service jobs in and around Greater New York. During the next twelve months there will be over 29,320 appointments to U. S. Government jobs in this area.

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Activities of Employees in New York State



Lucas Tesselone, tinsmith, and Frank Angelilli, head indus-of the board of visitors, and Mrs. Pavis; Mrs. C. Earnest trial shop worker, of Willowbrook State School, were joint Smith; the Rev. A. W. Schattschneider, Mrs. Tesselone; C. winners of a \$300 merit award for adapting a cushion-filling Earnest Smith, president of the board of visitors; Mr. and machine for use in constructing crib mattresses. Pictured, Mrs. Angelilli, Mrs. Berman, Rabbi Charles L. Ozar and Mrs. at the dinner in their honor, are, from left, Frank A. Pavis, Ozar; Mrs. F. B. Glasser, Dr. Glasser, Mr. and Mrs. Borey.

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Kings Park State Hospital

KINGS PARK State Hospital chapter meeting at York Hall opened with a travelog on Mexico and a color film of Republic Aviation employees' lavish Christmas party for veterans. President Coccoaro presided at the business meeting, where reports on the 40-hour week at 48-hour pay were made by John Link and Ben Adams, who attended State meetings. Committee chairmen also reported. An appeal was made for donations to help pay for newspaper ads taken by Brooklyn State Hospital chapter on behalf of the 40-hour week. Contributions should be given to Mrs. Lulle, Building A. Resolutions for presentation at the annual meeting should be submitted now to President Coccoaro.

Show your interest in your own and other employees' welfare by attending chapter meetings. Attendance was three times as great this time as last, but still represents only 15 per cent of chapter membership.

Refreshments were served after the meeting.

Mr. Coccoaro, Miss Ostrander and Mrs. Lyons attended the Metropolitan Conference meeting at Psychiatric Institute. The 40-hour week with 48-hour pay was unanimously endorsed, and \$200 was donated to help Brooklyn State Hospital chapter's publicity campaign. A buffet supper was served, and the meeting continued into the evening.

Louis W. George, senior physical therapist, heads the physiotherapy department at Kings Park. The new department's therapies and diagnostic work include electroencephalography, hydrotherapy, electrocardiography, electrotherapy, passive and active exercise, activities of daily living and rehabilitation. Mr. George is assisted by Mrs. Louise Zaetz and Mrs. Catherine Granata. The department is expanding rapidly and may become the largest in Mental Hygiene. Plans include close teamwork with occupational, industrial and recreational therapy.

The hospital's recreation department was the subject of an article in the Smithtown Messenger recently. Mr. Workum and Mr. Brady were commended for the train room in the basement of the juvenile wards, group II, particularly the wild west scene and the trains speeding through tunnels and skirting the snowcapped cardboard mountains.

Alfred Hemmens, assistant meat cutter, has been promoted to head meat cutter. He's been in State service 20 years.

Welcome to Frederick Wilson and Joseph Linder, new bakers at the hospital.

George Roraback, stores clerk, announced formation of a good welfare committee for storehouse employees.

Sympathy to the family of Mrs. Martin Crowley, who passed away recently.

Mr. and Mrs. Edward Zaetz will spend several weeks in Miami. Fishing and visiting friends are on the agenda.

Wishes for a speedy recovery go to everyone in the infirmary and to Ernest Cook and Roland Glozoga, chapter treasurer.

Manhattan State Hospital

MANHATTAN State Hospital chapter members are securing signatures for the 40-hour week at 48-hour pay for institutional employees. Chapter officers are confident that many thousand signatures will result.

The chapter has been notified by CSEA headquarters that the free toll bill for MSH car owner employees will be introduced by Senator Seymour Halpern of Queens. John Wallace, chapter president, suggests that all employees write their Senator and Assemblyman urging support of the measure.

Deepest sympathy to Ralph Carfagno, whose brother-in-law passed away; and to Betty Lavin, Robert Burgess, Elizabeth Deegan and Sol Bendet, whose mothers died recently.

Get well wishes are extended to Dan McCormack, Josephine Donlon, Lilla Holland, Owen Steele, Bill Pace and Margaret Keaveney. Chapter membership continues to increase, proving that employees are aware of the strength of unity.

MSH chapter's January 27 meeting was attended by 85 members, plus chapter officers and guests. Emil Impresa, president of Brooklyn State Hospital chapter, explained the need for contributions to publicize the 40-hour week. James Shanks of Psychiatric Institute, who was proxy for chapter president Dixie Mason, said cooperation among employees at various institutions showed the deep need for salary increases and a shorter work week.

Nomination of chapter officers took place at the meeting. Nominees are: Jennie Allen Shields and John J. Wallace, president; Jerome Menchel and Cornelius Downing, 1st vice president; Elizabeth McSweeney and Larry Lillis, 2nd vice president; Leola Waterman, Bridie Shanahan, Al White and Jerry Morris, 3rd vice president; Marg-

aret Kinsella and Michael Cantatore, 4th vice president; Helen Noisette, Patrick Geraghty and Michael Napolitano Jr., treasurer; Catherine Brett, Rose Battle and Florence Sommerer, corresponding secretary; and Margaret Feeney and Alice Gaillard, recording secretary.

Ballots will be distributed by John J. Ryan, nominations chairman, and his committee. Ballots must be deposited by Wednesday, February 17 at 6 P. M., in two ballot boxes, one at the firehouse, the other in the community store. Every member should vote, to insure the best chapter leadership.

Mrs. Shields was named chairman of the publicity fund. She is busy telling the general public about the need for a shorter work week with no cut in pay.

The next chapter meeting will be held Wednesday, February 17 at 4:45 P. M. in the amusement hall basement. Election results will be announced. Charles R. Culyer, CSEA field representative, is among the guests invited to attend.

Creedmoor

CREEDMOOR State Hospital chapter, CSEA, reports that the petition requesting the 40-hour work week at 48-hour pay was a huge success. Well over 8,000 signatures were secured. It was gratifying to see how all got behind the project and turned in a bang up job.

A meeting at Psychiatric Institute was attended by Miss MacDonnel, John Murphy, Helen Quast, Robert Thompson, Claudia Thompson and John MacKenzie. A report will be given at the next chapter meeting.

Glad to inform the members that Mrs. Peterson is feeling better and will soon be back on the job.

Father Boniface, Catholic chaplain of the hospital, gave a party in the social room in appreciation of Mr. Baird's work with the patients' choir. Father Boniface presented him with an electric clock. All the patients and attendants in the choir were invited. A good time was had by all.

Rita Batchellor, Susan Schaefer and Mr. and Mrs. Maclaren are spending a few weeks' vacation in Florida.

Installation of officers of Creedmoor War Veterans will take place on February 16 at 8 P. M. in the social room. Refreshments will be served. All employees who are veterans are invited to join the post. See Mr. Baird or Mr. Sottong before the 16th and join up.

The bowling league is in full swing. Tex Mayfield is moaning that Harold Davis' team is too close for comfort. Charlie Byank and Tommy Neville are battling for the highest average. At the present time Charlie has the upper hand.

Employment, NYC and Suburbs

PRESIDENT Bill Steingesser, of the Employment chapter, NYC and Suburbs, urges members to get their tickets to the chapter's first anniversary dance immediately. Reports from Local Offices show that the dance, on Friday, February 19 at the Hotel McAlpin, (Continued on Page 12)

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TUESDAY, FEBRUARY 9, 1954

How to Get a Top Probation Service

THE crime rate in New York City is high, and juvenile delinquency a problem of increasing concern. A top-rating probation service is a vital part of the judicial system. Yet, in these hazardous days, city courts are crippled by chronic staff shortages, high turnover of staff, and an inability to meet fully the demands imposed upon them.

It is difficult at any time to obtain sufficient personnel with the education, professional training and personal qualities required in a good probation officer. It is doubly difficult in the face of such handicaps as low salary and a rigid residence law.

Although pay scales were raised slightly last year, the increases were insufficient to give real assistance to the courts in competing for qualified probation officer candidates with the county and Federal governments, which offer much higher remuneration. Money saved by the City in salaries is lost in the high cost of turnover, which requires continuous training of new staff; the necessity of employing large numbers of provisionals, many of whom will eventually have to be dropped; and lowering of standards. Salary rates ought to be such that the City would be in a favorable position to compete for the best talent—this would in the long run prove to be economical, not extravagance.

The Lyons Residence Law is another hurdle. It was enacted in a time of job scarcity. The scarcity is now one of applicants rather than jobs, in many lines of work, including social work. The Lyons Law constricts the narrow field from which the City must recruit probation officers by making it impossible to use talent which might be available in the New York commuting area. Much less can the City reach out for persons having the necessary ability and experience, but who happen to live in other cities; or graduates of New York City social work schools who happen to live elsewhere but would like to remain in New York; or qualified persons who, because of housing shortages, were forced outside the City limits. The Chief City Magistrate has asked that the provisions of the Lyons Law be waived to permit appointment of non-residents to the professional staff of the Probation Bureau of the City Magistrates Courts. Clearly he is right.

These two steps—a competitive salary level and a waving of the restrictive residence law—will solve the problem.

Question, Please

ALTHOUGH I sought rehiring to a U. S. job I was entitled to, at a little higher pay than I formerly received, I didn't get it. C. E.

Answer—Certain minimum requirements must be met, at least one of which you did not meet. In some cases of laid-off career workers otherwise entitled to be rehired, the applicants have not filed a certificate from their agency stating that the agency has no job in the pertinent commuting area occupied by an indefinite employee for which the career worker is qualified and available. Another principal case is that of employees who have requested a salary higher than their priority level. The priority level is the highest salary earned before September 1, 1950, or the salary earned when separated, whichever is lower. Others are not eligible because they were separated from excepted positions or have filed for jobs in the area when they were separated from field positions.

White House Parley On Highway Safety To Open on Feb. 17

President Eisenhower has invited Governor Dewey to take part in the White House Conference on Highway Safety scheduled for February 17, 18 and 19 and to designate 20 to 25 citizens to represent New York State.

The conference is to develop a plan for citizen leadership of a traffic safety movement.

Seven basic groups will represent labor, agriculture, business, women, public officials, media of public information and other organizations.

Sinclair Weeks, Commerce Secretary and general conference chairman, has appointed Geneva McQuatters, of New York, an officer in the Federation of Women's Clubs, as secretary of the women's group.

SCHOOL LUNCH GROUP TO MEET ON FEB. 15

All high school cafeteria workers were invited to a meeting of School Lunch Local 372, Government and Civic Employees Organizing Committee, CIO, on Monday, February 15 at 7:30 P. M. in Room 300, 154 Nassau Street, NYC.

Comment

NURSES CLARIFY 40-HOUR STAND

Editor, The LEADER

The New York State Nurses Association has received several inquiries concerning an article which appeared on Page 5 in the January 26 issue of your publication, concerning NYSNA opposition to legislation, to establish statute, a 40-hour work week for registered professional nurses.

The NYSNA stand voted at the 1953 NYSNA Convention in Buffalo, last October, was specifically directed to Senate Int. 110 Pr. 110 Zaretski, which would affect all registered professional nurses, and nurses alone, who are practicing in New York State.

The NYSNA stand does not pertain to any measure other than Senate Int. 110 Pr. 110 Zaretski.

Nurses in civil service have not, to my knowledge, requested the New York State Nurses Association to support or reject any measure which would affect them in any way. However, the NYSNA committee on legislation would be most happy to assist, in any manner possible, registered professional nurses employed in civil service positions.

I trust this letter will correct any misunderstandings caused by the press release which you received.

EDWIN G. GRAHAM
Asst. Executive Secretary,
Publicity and Public Relations

The LEADER ran the story about the stand of the nurses just as it was received in a news release. We are, however, glad to print Mr. Graham's clarifying letter.—Editor.

ONE WHO OPPOSES RULE OF THREE

Editor, The LEADER:

In measuring our subordinates we are, in a sense, measuring our subordinates. This in itself might be just a useless cliché, but under our present New York State point system of adding opinionated values to examination marks that have been honestly earned we are making our merit system a grey affair. Whether it is paint or examination marks, when you add black to white, or white to black, the net effect is the same.

If you are fortunate enough to rise above the tide of competition in spite of the present coloring scheme, your worries are far from over. You then have the one-out-of-three scheme to contend with. You may be hopped, skipped, jumped, bypassed, looked over or under, so that the other fellow gets the prize you beat him for. This in itself is understandable. After all, you might be afflicted with halitosis, epidermiphthosis, or some other non-mentionableness. For private business that's okay, but certainly not for government.

Potato Peeler's Case

No rational individual will deny that we cannot always select the competent by written examinations alone. Let us take, for example, our potato peelers (with or without G. I. qualifications). A man might very easily guess at the number of potatoes in a particular basket once he's given the volume of the basket, the size and density of each individual potato, and the planet on which the potatoes are to be weighed. But still we would not honestly know whether he could peel a potato. To obviate the unskilled potato peeler, the one-out-of-three selection system must be followed. But what happens when the selector knows, is acquainted with, is particularly fond of or dislikes any of the selectees? We might as well ask what happens when a plaintiff in a lawsuit is allowed to be a juror on his own case.

Must contenders for State civil service jobs undergo double jeopardy? It would seem that is an applicant for a particular job has survived the ordeal of one injustice of the system he certainly should not be subjected to another.

SKINNED

WANTS HIGHER STENO PAY

Editor, The LEADER:

You have helped so many. Won't you do what you can to get the salary grade of State stenographers changed? It is very unjust for the State to pay them the same salary as clerks. Federal agencies and private concerns differentiate in these two salaries.

M. A. BROWN

Syracuse

CIVIL SERVICE

NEWS

Letter

BILLS HAVE been introduced in the State Legislature to provide four basic reorganizational changes in the NYC Government as recommended by a State Commission of which Devereux C. Josephs, president of the New York Life Insurance Company, was chairman. The Commission has issued its second and final report, reaffirming its four primary recommendations of last September, and newly suggesting some of the many inadequacies it feels must be remedied additionally.

The bills would create a City Administrator with strong authority over department heads, increase the powers of the Deputy Mayor, and require a performance budget, and creation of a system of personnel administration responsible to the Mayor. The bills were drafted by Arthur H. Goldberg, counsel to the Commission.

THE COMMISSION complains that the functions of the newly created position of City Administrator are too limited.

In a minority report, J. Anthony Panuch, concurring in the recommendation of the majority, complains about the duties assigned to Dr. Luther H. Gulick, City Administrator: "All that Mayor Wagner's 'City Administrator' administers are himself, his deputies and his small staff." Mr. Panuch, a lawyer, was counsel to the President's Committee on Government Reorganization in 1945.

A minority report by Senator Arthur Wachtel (D., Bronx) and Assemblyman Ludwig Teller (D., Lib., Manhattan) dissenting from the majority, calls the recommendations dangerous or impractical, and politically motivated besides.

All hands pay tribute to the report of the Mayor's Committee on Management Survey, which spent three years and \$2,200,000 studying City Government. The Commission finds the committee glossed over some important problems and missed the boat on others. The two Democratic minority members then attempt to show how the Commission glossed over some important problems and missed the boat on others. The two Democrats charge that the Dewey-appointed Commission asks NYC to do what the Democrats have asked Dewey to do in the State Government, but which, they say, the Governor has refused to do.

A PROBLEM that NYC has been unable or unwilling to solve, and that might be turned over to its citizens advisory commission, which has so many distinguished members, concerns annual increments.

First of all, increments are granted, if at all, as a matter of indulgence only, as the old law has long since been outpaced by pay. They should be made mandatory again. Secondly, some employees get increments, others, like social investigators, don't, and those who do, if provisionals, lose them on being permanently appointed from an eligible list. All this makes for unfairness and confusion.

The State, by Law, prevents infliction of such injustice, and perhaps the City will now follow suit. Nothing but a solid increment law, that lets the permanent employee keep the increments he earned as a provisional, would provide the iron-clad type of protection that employees prefer, even if such a law itself might favor a provisional lower on a list as against a higher eligible who somehow couldn't contrive to get a provisional appointment.

Welfare Local 371, CIO, points out that the social investigator exam opened in September 9, 1952, and the first certification was made on January 18, 1954, two years and four months later. The January 18 date is suspect, because had appointments been made on January 1, 1954, increments would have been due on January 1, 1955. Now they won't be due until July 1, 1955, so the union wants Mayor Wagner to advance the increment date to January 1, 1955 for this group of appointees.

Counting provisional service, many employees wouldn't get a raise for three years. This proved too much for one complainant, so he resigned, and others threaten to follow suit. Action by the Mayor could provide a preventive.

CONFERENCES are being held by Cabinet officers, White House staff officials and member of Congress on a possible pay increase. Proposals discussed were a general raise, and a reclassification to bring the pay of high and top bracket employees in line, as previous across-the-board raises gave them disproportionately small increases. Postmaster General Arthur Summerfield was at one conference. Postal pay is set separately from that of the classified employees.

A HOUSE SUBCOMMITTEE approved a bill to pay postal employees every two weeks, instead of twice a month. The change could make automatic promotions, effective the next pay day, come a little sooner.

"THE WAGE STANDARDS of our municipal employees must be improved," Mayor Wagner said in a message to the Council on NYC government problems.

He said the reclassification the Municipal Civil Service Commission is preparing will include a "salary scheme based upon equal pay for equal work."

He said the new Labor Relations Department "will play a very significant role in the City government."

DEARBORN, MICH. department heads must be at work by 8 A.M. and spend the first 30 minutes just thinking, by order of Mayor Orville Hubbard. "Shut yourself in your office, accept no phone calls, see nobody, but just keep thinking and thinking, jotting down any hot ideas," the order reads. . . . A House subcommittee has been holding public hearings in Detroit on Federal employment problems, including pay.

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105 Right Answers Needed To Pass Police Written Test; Half of Candidates to Fail

By H. J. BERNARD

Since the pass mark in the NYC patrolman (P. D.) written test is 70 per cent, and there were 149 questions, candidates will be required to get 105 of them right, to pass. Veterans cannot add points to attain the pass mark, because such points are credited only to those veterans who get 70 per cent or more. The points are 10 for disabled war veterans, 5 for non-disabled.

5,300 Expected to Pass

The exam, held Saturday, January 30, was in two parts. The 105 requirement assumes that both parts will be given equal weight. There is a possibility, however, that Part II may be weighted a little bit higher than Part I, to produce a larger number of eligibles, as a sampling of 400 papers by the Municipal Civil Service Commission showed 40 per cent passing, and candidates doing better on Part II than in Part I. Finally, 50 per cent are expected to pass the written, or almost 5,300.

In general, Part I dealt with knowledge of facts, Part II with judgment, word comparisons or meanings, spelling, arithmetic and law.

There were 150 questions originally, and the tentative key answers to them were published in last week's LEADER, but the Commission subsequently struck out Question 104.

The key answers for the 149 questions are likely to remain unchanged in the final key. While all the tentative answers were correct in Part I, one or two in Part II

Actual Pass Mark In Police Test 70.4697 Per Cent

In eliminating one question from the 150 in the NYC patrolman written test, the Municipal Civil Service Commission, if it weights Parts I and II equally, will consider each question as having a value of .67114 per cent. That requires 105 correct answers, to attain the pass mark, for the following reasons:

1. Exact 70 per cent cannot be obtained, since it would require getting 104.3 questions right, and there are no fractional questions.

2. It would not do to get 104 questions right, as that would produce 69.79856, which is less than the pass mark. Formerly the Commission would consider anything above 69 but below 70 as being the substantial equivalent of 70, and pass a candidate, but this practice has been formally abandoned. Also, a recent court case makes it dangerous to attempt to apply a pass mark less than the actual advertised one, and even holds the pass mark must be stated in advance of the exam, or the exam is unconstitutional.

Practical Result

The actual score of a candidate getting 105 answers right is 70.4697. This is substantial compliance with the announced pass mark, because less than 70 per cent is illegal, and a minor fractional percentage point in excess of 70 is legal. Attainment of exactly 70 per cent is impossible. The law never requires the impossible.

Response in '54 Police Test Compared With Predecessors'

The following table gives the number of patrolman applicants, the number who took the written test and percentage of applicants they constituted, as well as the resultant number of eligibles (1954 eligibles estimated):

Year	Applicants	Examined	P.C.	Eligibles
1954	12,632	10,632	84.6	4,000*
1952	12,453	10,326	82.9	1,337
1950	25,741	21,736	84.4	6,932

* Estimated

were wrong, in the sense a most nearly correct answer was not requested, hence a correct answer required.

The Stretching Operation
However, the Commission would count these correct on the theory no candidate is harmed thereby, the definitions are close enough for an exam not given to lawyers only, and the other optional definitions offered in the two questions are so far removed from the correct answer, that a technical inaccuracy in the question is immaterial.

About the same would be true of the inadequate definition of "penology" as "the science of the punishment of crime," except that the definition given is only inadequate, rather than wrong.

69 and Fraction Out
The pass mark of 70 will stand for the written test and also the physical test, the only other competitive one. Last time the pass mark in the written test was lowered to produce more eligibles. This time it won't be necessary, and besides was made 70 per cent absolutely, and so stated on the exam paper, hence can't be lowered. Actually 70.4697 per cent is the effective pass mark, derived from 105 correct answers.

The written and physical scores count equally and will be averaged to produce the final percentage, but anybody getting less than 70 per cent in the written is out of the exam.

Probable Schedule
Because the Commission produced a smooth exam this time, the rating of the papers will proceed rapidly. Failure notices will be sent out probably by April 1. Those who pass will be called by Paul M. Brennan, director of the physical-medical bureau, to the medical test; those who pass the medical, or are only conditionally rejected, will be notified to appear at the physical. Conditional rejection is for some remediable defect or ailment, which must be removed before the candidate can be eligible for appointment, even if he passes the physical.

The patrolman medicals are expected to begin about June 15 and last until July 23. The physicals would start about July 25 and last until Labor Day.

ANALYSIS OF QUESTIONS

The examination consisted of Part I, 75 correct-wrong type questions (choose one of two optional answers given), and Part II, 74 multiple choice questions (choose one out of four to eight given, including three on matching or mismatching). From Part II Question 104 was stricken out.

Friday, February 19 is the last day to protest tentative key answers to the Municipal Civil Service Commission, 299 Broadway, New York 7, N. Y. State reason on protests.

Part I

All the tentative answers given by the Commission in Part I are correct. Notes on some of them that have raised doubts among candidates follow:

1. The President of the Council, not the Deputy Mayor, becomes Mayor.

23. The Children's Court is a branch of the Domestic Relations Court, not of the Magistrates Court.

28. A wife cannot be compelled

to testify against her husband, but is not absolutely forbidden from doing so.

32. A suspended sentence is given on conviction, or plea of guilty, and is not a certificate of innocence at all.

34. The safety-and-health power of government is known as the police power, not as the right of eminent domain, which means authority to acquire property for a public purpose, the owner being compensated.

36. A corporation is subject to many criminal laws, for violation of which it may be fined, or its officers even imprisoned.

38. A person may be charged with a crime he had no intention of committing, since acts subsequent to the crime could make him guilty. A comparable case is some one who helps a criminal after the crime is committed, and himself becomes guilty as an accessory after the fact.

41. "Wantonly" means "with reckless or deliberate negligence," not merely negligence, which could be mere carelessness.

43. The Bertillon system is a measurement system.

44. "Double jeopardy" means "having to face trial a second time on the same charge after there has been a disposition of the charge previously," which could have been acquittal, hence not necessarily conviction.

46. "Harass" means "annoy," not "endanger."

47. "Duress" means "compulsion," hence action one takes against one's will.

49. "Motive" refers to what the criminal seeks to gain; "intent," his determination to commit the crime, and in some instances the intent is conclusively presumed as a matter of law but the motive never is.

57. "Four weeks is a long time to wait" is correct, because the subject is "time." The length of time is the predicate object.

64. "Whom did you say that was" is correct, because "whom" is the pronoun object of the active verb "say." Leave out "that was," which is superfluous, and the point becomes clearer.

65. Reconstructed, the sentence reads "You send whomever will be satisfactory," hence "whomever" is correct, as object of a transitive verb. The verb "to be" does not figure in the determination, any more than in Question 64.

66. "Lay" and "lie" are trouble words, but the past tense of neither is "lain," which is the past participle of "lay."

71. Dr. Luther Gulick is City Administrator, not City Manager.

Part II

78. Color of eyes is best for identification purposes, because people often lose hair, teeth and weight, but seldom eyes.

92, 93, 94, 95, 96. The correct spelling is contrivance, collusion, breach, grievous, wilfully.

113. "A judgment passed by a court on a person on trial as a criminal offender is called a"

J. "sentence," is given as the tentative answer but consider this: The judgment could have been one of acquittal. Had the question read, "A penalty imposed by a court on a person convicted as a the confusing word "judgment" would have been avoided.

criminal offender is called a"

123. ". . . is the science of the punishment of crime."

O. penology, is the tentative answer, only partly correct, as penology also includes crime prevention, and the management of prisons and reformatories. The tentative answer is close enough, however, to stand.

124. "False swearing constitutes the crime of"

P. perjury, is the tentative key answer. This is wrong, as swearing falsely to an immaterial act is itself immaterial. To constitute perjury, the false swearing must be of a material fact and the oath must be required.

\$10,800 JOB OPEN TO JERSEY RESIDENTS

Residents of New Jersey may apply until February 15 for the \$10,800 job of Assistant Director of Internal Revenue, in the Newark, N. J. office.

Where to Apply for Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000. Applications also obtainable at post offices except the New York, N. Y., post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Thursdays and Fridays, 9 to 5. All of foregoing applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAIN 4-2800.

NYC Travel Directions

Rapid transit lines for reaching the U. S., State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

EXAMS NOW OPEN

NYC

The following NYC exams are open for receipt of applications. Last filing date is Thursday, February 18.

Candidates must be U. S. citizens and residents of NYC for three years prior to appointment, unless otherwise indicated.

Applications may be obtained, and filled-in forms filed, at 96 Duane Street, NYC. Unless otherwise indicated, application may not be made by mail.

OPEN-COMPETITIVE

7115. ASSISTANT ELECTRICAL ENGINEER (RAILROAD SIGNALS), \$4,771; one vacancy in NYC Transit Authority. Exempt from NYC residence requirement. Requirements: bachelor's degree in engineering and three years' railway signal engineering experience; or equivalent. Fee \$4. (Thursday, February 18).

6964 (amended), CAPTAIN (SLUDGE BOAT), \$5,360; two vacancies. Requirements: U. S. Coast Guard license as master of coastwise steam or motor vessels, 1,500 gross tons; or a better license; endorsement as pilot, first class on waters sailed by sludge boats. Fee \$5. (Thursday, February 18).

6836. CHIEF ARCHITECT, \$12,000; one vacancy in Department of Education. Requirements: bachelor's degree in architecture and ten years' experience in supervision of projects equal in size to schools built by Board of Education, five years of which must have been in connection with building design, plans and specifications; or equivalent; State registration as architect. Fee \$5. (Thursday, February 18).

6908 (amended), CLIMBER AND PRUNER, \$3,350; 30 vacancies in Department of Parks. Requirements: six months' experience; or intensive training course; or equivalent; maximum age, 35, except for veterans. Fee \$3. (Thursday, February 18).

6962 (amended), CHIEF MATE, \$4,625; two vacancies. Requirements: U. S. Coast Guard license as chief mate of coastwise steam or motor vessels, 1,500 gross tons; or better license. Fee \$4. (Thursday, February 18).

6983. DECKHAND, \$3,760; four vacancies. Requirements: nine months' experience as deckhand; or equivalent; maximum age, 45, except for veterans. Fee \$3. (Thursday, February 18).

6984. ELEVATOR OPERATOR, \$2,485. Requirements: six months' experience as elevator operator in

office building or apartment house or store in which the operation of elevators is under director of starters. Fee \$2. (Thursday, February 18).

6950. FOREMAN, GRADE 2, \$3,386; four vacancies. Requirements: either (a) two years' recent experience; or (b) one year of recent experience, plus training in approved vocational or trade school. Six months' experience will be credited for each year of training; maximum age, 55, except for veterans. Fee \$3. (Thursday, February 18).

7058. HOUSING CARETAKER, \$2,505; 250 vacancies in NYC Housing Authority. Exempt from NYC residence requirement. Men only. No educational or experience requirements. Fee \$2. (Thursday, February 18).

7045. JUNIOR DRAFTSMAN, \$3,260; 18 vacancies in Board of Estimate, Departments of Education, Sanitation and Tax, NYC Housing Authority, and Queens Borough President's Office. Education and HA employees are exempt from NYC residence requirements. Requirements: high school graduation and one year's drafting experience; or equivalent. Fee \$3. (Thursday, February 18).

6947 (amended), SCOWMAN, \$3,260; 34 vacancies. No educational or experience requirements; performance test. Fee \$3. (Thursday, February 18).

6959 (amended), SECOND MATE, \$4,195; four vacancies. Requirements: U. S. Coast Guard license as second mate of coastwise steam or motor vessels, 1,500 gross tons; or better license. Fee \$4. (Thursday, February 18).

7042 (amended), BOOKKEEPER, \$2,350. No formal educational or experience requirements; written test. Fee \$2. (Thursday, February 18).

7007. PROBATION OFFICER, GRADE 1 (1st filing period), \$3,565; 25 vacancies. Jobs with City Magistrates Courts and Court of Special Sessions. Requirements: bachelor's degree and either (a) master's degree or certificate from school of social work, or (b) two year's full-time paid case work experience in social case work agency; age limits, 21 to 55, except for veterans (persons less than 21 may apply, but will not be appointed until their 21st birthday.) Fee \$3. (Open until further notice).

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State Exams Open

STATE Open-Competitive

The following State open-competitive exams are now open for receipt of applications. Last day to apply is given at the end of each notice.

Unless otherwise stated, candidates must be U. S. citizens and residents of New York State.

8225. ASSOCIATE MEDICAL BACTERIOLOGIST (VIROLOGY) \$8,350 to \$10,138. One vacancy in Division of Laboratories and Research, Albany. Open nationwide. Requirements: (1) State medical license; (2) graduation from medical school and completion of internship; and (3) four years' experience in medical bacteriology of which two years must have involved research in virology. Fee \$5. (Monday, February 15).

8226. ASSOCIATE IN SCHOOL NURSING, \$6,088 to \$7,421. One vacancy in Education Department, Albany. Requirements: (1) State school nurse teacher certificate; (2) college graduation; (3) four years of school nursing, of which one year must have been in supervisory capacity; and (4) either (a) two more years' experience, or (b) one more year's experience and 30 graduate hours in school nursing or related subjects, or (c) equivalent. Fee \$5. (Monday, February 15).

8227. BIostatistician, \$4,512 to \$5,339. One vacancy each in Mental Hygiene at Albany and Syracuse. Open nationwide. Requirements: (1) bachelor's degree, including or supplemented by 15 credits in statistics and mathematics, of which at least six hours must have been in statistics; and (2) either (a) two years' experience in professional statistical work, of which one year must have been in public health or medical agency, or (b) one year's experience, plus one year in school of public health or one year of graduate training in statistics, by June 20, 1954, or (c) equivalent. Fee \$3. (Monday, February 15).

8228. ASSISTANT DIRECTOR OF STATE MUSEUM, \$7,277 to \$8,707. One vacancy in Education Department, Albany. Open nationwide. Requirements: (1) bachelor's degree with specialization in botany, geology, paleontology or zoology; (2) five years' experience in natural history museum, of which three years must have been in supervisory capacity; and (3) either (a) three more years' experience or (b) completion of requirements for Ph.D. in botany, geology, paleontology, zoology or related field, or (c) three years' experience in one of the above sciences, or (d) equivalent. Fee \$5. (Monday, February 15).

8229. ASSOCIATE IN CHILD EDUCATION AND PARENT EDUCATION, \$6,088 to \$7,421. One vacancy in Education Department, Albany. Open nationwide. Requirements: (1) completion of 30 graduate credits, of which 12 hours must have been in parent education and child development and related fields; (2) three years' experience; and (3) either (a) two more years' experience, or (b) completion of requirements for doctorate in education, including 24 hours in above fields, or (c) equivalent. Fee \$5. (Monday, February 15).

8231. SOCIAL WORKER (MEDICAL), \$3,571 to \$4,372. One vacancy in Ray Brook State TB Hospital. Open nationwide. Requirements: (1) college graduation or equivalent; and (2) either (a) one year of recent experience in social case work with social agency, preferably in supervised medical social work, or (b) one year in school of social work, or (c) equivalent. Fee \$3. (Monday, February 15).

8232. SOCIAL WORKER (PSYCHIATRIC), \$3,411 to \$4,212; 70 vacancies. Open nationwide. Requirements: (1) college graduation or equivalent; and (2) either (a) one year in school of social work, or (b) one year's psychiatric social work experience in consultation with psychiatrist, plus six credits in school of social work, or (c) two year of social case work, or (d) equivalent. Fee \$2. (Monday, February 15).

8233. SOCIAL WORKER (YOUTH PAROLE), \$3,731 to \$4,532. Five vacancies in Social Welfare Department: two for women at State Training School for Girls, Hudson; two for men at State Training School for Boys, Warwick; one field position for woman, in Syracuse. Requirements: (1) college graduation or equivalent; (2) either (a) two years in school of social work, including supervised field work, or

(b) two years of social case work, of which one year must have been in case work treatment of individuals, or (c) equivalent. Fee \$3. (Monday, February 15).

8234. SENIOR ADMINISTRATIVE ASSISTANT (MENTAL HYGIENE), \$6,088 to \$7,421. One vacancy in Mental Hygiene Department, Albany. Requirements: (1) three years' experience in office management in large mental hygiene agency, hospital or lay or professional society; and (2) either (a) four more years' experience or (b) college graduation and two more years' experience, or (c) equivalent. Fee \$5. (Monday, February 15).

8237. PHOTOFLUORographer, \$2,611 to \$3,411. Three vacancies in Division of TB Control, Department of Health. Requirements: (1) high school graduation or equivalent; and (2) either (a) two years' X-ray or photofluorographic experience, or (b) one year training course in photofluorography including six weeks course in theory, or (c) equivalent. Fee \$2. (Monday, February 15).

0001. ASSISTANT DISTRICT SUPERVISING PUBLIC HEALTH NURSE, \$4,053 to \$4,889; four vacancies. Open nationwide. Requirements: (1) nursing school graduation and State professional nursing license; (2) bachelor's degree including or supplemented by public health nursing courses in supervision; (3) either (a) three years of public health nursing experience, including two years under nursing supervision, or (b) equivalent. Fee \$3. (Friday, March 5).

0002. ATTENDANT, Tenth Judicial District, \$2,616 to \$3,581 for 48-hour week. Vacancies at Central Islip, Pilgrim, Kings Park and Creedmoor State Hospitals. Open to residents of Nassau, Queens and Suffolk Counties only. Requirements: ability to speak, read and write English understandably; experience as medical corpsman, practical nurse or attendant desirable but not essential. Fee \$1. (Friday, March 5).

0003. ASSOCIATE BIOPHYSICIST, \$6,088 to \$7,421; one vacancy in Division of Labs and Research, Department of Health, Albany. Requirements: (1) master's degree in physics or biophysics; (2) four years' experience in physical sciences, of which two years must have been in field of instrumentation; and (3) either (a) one more year's experience, or (b) doctor's degree in physics or biophysics, or (c) equivalent. Fee \$5. (Friday, March 5).

0004. ASSISTANT BUILDING ELECTRICAL ENGINEER, \$4,964 to \$6,088; two vacancies expected in Department of Public Works, Albany. Requirements: (1) high school graduation or equivalent; (2) one year's professional engineering experience in preparation, inspection and checking of electrical lay-outs on building; and (3) either (a) bachelor's degree in electrical engineering plus one more year's experience and one year's experience assisting in such work; or (b) master's degree in electrical engineering plus one more year of either type of experience, or (c) five years' experience assisting in such work and one year of professional experience, or (d) equivalent. Fee \$4. (Friday, March 5).

0005. JUNIOR BUILDING ELECTRICAL ENGINEER, \$4,053 to \$4,889; two vacancies in Department of Public Works, Albany. Requirements: (1) high school graduation or equivalent; and (2) either (a) bachelor's degree in electrical engineering plus one year's engineering experience assisting in preparation, inspection and checking of electrical lay-outs on building plans, or (b) master's degree in electrical engineering, or (c) four years' experience assisting in electrical engineering work plus one more year of above experience, or (d) equivalent. Fee \$4. (Friday, March 5).

0006. ASSISTANT CORPORATION EXAMINER, \$4,964 to \$6,088; one vacancy in Department of State, Albany. Requirements: (1) admission to New York State Bar; (2) one year's law experience in organization or reorganization of corporations; and (3) either (a) three years' experience in practice of law, or (b) college graduation and two years' experience in law practice, or (c) equivalent. Fee \$4. (Friday, March 5).

0007. INDUSTRIAL FOREMAN (PRINTING), \$3,571 to \$4,372; one vacancy at Sing Sing Prison. Requirements: five years' experience as printer, of which one year

(Continued on Page 10)

Postal Jobs for Men and Women; Test Closes Feb. 18

Applications in an exam for substitute clerk-substitute city carrier jobs in the New York, N.Y. post office will be received until Thursday, February 18.

Only residents of the delivery area (Manhattan and Bronx) or bona fide patrons of that office, may apply. A person with a business in the area is such a patron, and an employee of the New York, N. Y. post office is also so considered, but an employee who simply works for someone in that area, is not a patron, if he lives outside the area.

The exam, No. 2-30 (54), is open both to men and women. Everybody takes the same written test. At that test he declares whether he is competing for the clerk or the carrier job. There will be two separate registers, one for clerk, the other for carrier. Existing registers will not be killed but combined with the new ones.

Some Probational Jobs

By far the largest percentage of appointments will be made on an indefinite basis. Some, however, will be probational, which lead to permanency.

The post office has been making some probational appointments monthly, made possible through deaths, resignations, promotions and transfers. Present indefinite appointees—now employed in the New York, N. Y. post office, from an eligible register—could benefit from taking the new exam, if they get a higher score than in the test which resulted in their indefinite appointment. This opportunity exists also for present eligibles who have not been appointed.

Probational appointments are made from a list of eligibles and indefinite appointees, arranged in the order of percentages.

Substitute Defined

Persons who are paid on an hourly basis are called substitute employees, and those paid on an annual basis are called regular employees. The starting pay for substitute clerks and carriers is \$1.61½ cents an hour.

The following are excerpts from the official announcement made by James E. Rossell, director, Second Regional U. S. Civil Service Commission:

"The registers will be used for making both permanent and non permanent appointments. It is anticipated that there will be more non-permanent than permanent appointments made from this register.

"Eligible registers established under announcements issued after January 1, 1949 will be combined with the eligible registers resulting from this examination. Persons who were eligible in these examinations need not file another application.

"Written Test: All competitors will be required to take a written examination designed to test aptitude for learning and perform-

ing the duties of the positions. The test subject will be of the following types: (1) following instructions and (2) address checking.

"Additional Information: Additional information regarding duties, physical and general requirements, veteran preference, and sample test questions, will be furnished applicants at the time they are scheduled for the written test.

"From the lists of eligibles in these examinations, certification will be made to fill vacancies in substitute positions and occasionally in regular positions unless it is in the interest of the service to fill any vacancy from within the service or by appointment of former Federal employees.

"The position of special-delivery messenger will also be filled from the eligible substitute city carrier registers resulting from this examination in first-class post offices.

"Appointments are usually made to substitute positions and promotions made to regular positions according to seniority of appointment. Substitutes are required to be available for duty on short notice, and, generally they will be working every day."

Obtain Card Form 5000-AB from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Fill it out completely, showing the title of the exam and the number of the announcement, 2-30 (54).

Send the Card Form 5000-AB to the U. S. Civil Service Region, at the Washington Street address. Most of the jobs, by far, will be as clerk.

The written test, for which an hour and a half will be allowed, will deal with ability to follow instructions, and address checking. At least 70 per cent is required in each of these two parts, hence the overall pass mark is also 70.

Official requirements follow: "Citizenship — Applicants must be citizens of or owe allegiance to the United States. (This latter group consists of natives of American Samoa).

"Age — Applicants must have reached their eighteenth birthday but must not have passed their fiftieth birthday on the closing date for acceptance of applications. These age limits do not apply to persons entitled to veteran preference.

"Nature of Appointment — Appointments to these positions will be indefinite or probational for all

persons who have not reached their 50th birthday by the closing date of the announcement and for veterans who have not reached their 70th birthday on the day they enter on duty. Veterans who are 70 or older on the day they enter on duty will be given temporary appointments for not to exceed one year. Agencies may renew such temporary appointments. Persons receiving either indefinite or temporary appointments will not thereby acquire a competitive civil service status.

"Height and Weight—Male and female applicants must be at least 5 feet 4 inches in height without shoes, and male applicants must weigh at least 125 pounds. The weight and height requirements are waived for applicants entitled to veteran preference. These requirements may also be waived for non-veterans who are presently, or who have been employed in the positions of substitute clerk or carrier and who have demonstrated their abilities to discharge efficiently the full duties required of the position."

For substitute carrier positions only, the following applies:

"Ability to Drive Automobile—Because the use of motor vehicles is required in city-delivery service, no person will be appointed as substitute carrier who is unable to drive an automobile. For some special-delivery messenger positions, persons who are unable to furnish a suitable motor vehicle will not be considered."

Long Island Park Police Jobs Open

Applications for park patrolman, \$3,411 to \$4,212 a year, with the Long Island and Niagara Frontier State Park Commissions, will be accepted until Friday, March 12, the State Civil Service Commission announced. The written exams will be held April 10.

Candidates for the Long Island jobs must be residents of Nassau, Queens and Suffolk Counties for at least four months before the exam date.

Candidates in the upstate area must be legal residents for four months of Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming Counties.

EXAMS NOW OPEN

NYC Promotion

Candidates in NYC promotion exams must be present, qualified employees of the department mentioned. Last day to apply is given at the end of each notice.

7086. ARCHITECT (Prom.), Department of Hospitals, \$5,846 to \$7,090. Six months as assistant architect; State registration as architect. Fee \$5. (Thursday, February 18).

7037. BRIDGE AND TUNNEL SERGEANT (Prom.), Triborough Bridge and Tunnel Authority, \$4,751 to \$5,830. Six months as bridge and tunnel officer. Fee \$4. (Thursday, February 18).

7018. CIVIL ENGINEER (Prom.), Department of Sanitation, \$5,846 to \$7,090. Six months as assistant civil engineer or assistant civil engineer (sanitary); bachelor's degree in engineering and six years' sanitary engineering experience; or equivalent; State professional engineer's license. Fee \$5. (Thursday, February 18).

7033. ELEVATOR MECHANIC (Prom.), Department of Public Works, \$20.24 a day; two vacancies. Six months as elevator mechanic's helper. Fee 50 cents. (Thursday, February 18).

7082. HEALTH INSPECTOR, GRADE 2 (Prom.), Department of

Health, \$4,016 to \$4,645. Six months as health inspector, grade 2. Fee \$4. (Thursday, February 18).

7004. SENIOR CHEMIST (Prom.), Department of Education, Queens Borough President's Office, NYC Transit Authority, \$4,961 and over. Six months as chemist. Fee \$4. (Thursday, February 18).

6788. STATIONARY ENGINEER (ELECTRIC) (Prom.), Manhattan and Brooklyn Borough Presidents' Offices, and Department of Public Works, \$19.68 a day; three vacancies. Six months as senior sewage treatment worker, oiler or stationary engineer. Fee 50 cents. (Thursday, February 18).

7025 (amended). INSPECTOR OF CARPENTRY AND MASONRY, GRADE 4 (Prom.), Departments of Education, Hospitals, Health and Comptroller's office, \$4,646; four vacancies. Requirements: six months as inspector of carpentry and masonry, grade 3. Fee \$4. (Thursday, February 18).

7014. PARK FOREMAN (Prom.), Department of Parks, \$3,940 to \$4,385. Men only. Six months as assistant gardener, attendant, grades 1 and 2; auto engineman, climber and pruner, gardener, instructor (farming) or senior instructor (farming). Fee \$2. (Thursday, February 18).

Semi-Security Proposed By Young for Some Jobs That Now Have None

WASHINGTON, Feb. 8—The sharp downward trend in Federal employment has apparently run its course, Philip Young, Chairman of the U. S. Civil Service Commission, told the American Federation of Government Employees at a dinner celebrating the 71st year of U. S. civil service.

Latest figures show that since January, 1953 there has been an actual net reduction of 192,700 employees, with a 9,400 reduction during last December. In the continental United States, employment decreased by 8,900 during December to a total of 2,180,000. A total of 2,356,240 employees were reported on the Federal payroll as of December 31, 1953.

"While the President's budget for 1955 indicates slight further reductions," said Mr. Young, "it can be assumed that these will be taken care of by simply not filling vacancies that occur through normal turnover."

Semi-Security Jobs

Discussing the need for providing better security for many U. S. employees, Chairman Young proposed an expanded and redefined Schedule A, outside the career service, between policy-making and confidential jobs, in Schedule C, and the competitive service.

"In addition to absorbing unusual expansions and contractions, such a group could include certain other positions which, while not temporary do not meet the criteria for either the career service or Schedule C," he said.

"For example, it might include key positions below the policy-making level in any new agency set up to administer a program that may not be a permanent Government activity, and also certain other positions, which, although not policy-making, involve association with State or local officials under circumstances wherein the current political climate may have a definite bearing on the effectiveness of the job that can be done. Such positions are clearly not career material."

INTERNAL REVENUE EXAMS

2-29 (54). DISTRICT DIRECTOR OF INTERNAL REVENUE, \$12,000, at Syracuse, N. Y., and ASSISTANT DISTRICT DIRECTOR OF INTERNAL REVENUE, \$10,800, at Albany, N. Y. Open only to New York State residents. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Wednesday, February 24).

Wildlife And Fish Jobs Open

The Fish and Wildlife Service of the U. S. Department of the Interior needs game management agents, fish culturists and refuge aids, for jobs in New York, New Jersey, Pennsylvania, Delaware, Maryland, West Virginia, the District of Columbia, and the six New England States.

Apply to the U. S. Civil Service Commission, First Region, Post Office and Courthouse Building, Boston 9, Mass., until Wednesday, March 3.

Jobs as U. S. game management agent pay \$4,205 and \$5,060 a year. Game management agents enforce Federal statutes for the conservation of wildlife, make investigations, and provide information on game managements.

Experience Required

Two years' experience in wildlife refuge or game management, or game management, or wildlife research is needed, plus at least two years' experience in game laws enforcement. College study in biology, game management, fishery management or law may be substituted for part of the experience requirement.

Refuge aids, \$2,950 a year, help manage and protect Federally-owned wildlife refuges. Three years' experience on a wildlife refuge or wildlife management area of at least 500 acres, is required. Post high school study in biological study may be substituted.

Fish culturists, \$2,750 to \$4,205 a year, assist in operating a fish culture station. Experience in fish culture or game management is needed, plus specialized experience in fish culture or fishery research for the higher-paying jobs. High school and post high school study in biology may be substituted.

Applicants for game management agent and fish culturist jobs will take a written test. There is no written exam for refuge aid.

Minimum age for refuge aid or fish culturist is 18. Age limits for game management agent are 21 and 40. Age limits do not apply to persons entitled to veteran preference.

LEGAL NOTICE

AT a Special Term, Part 2 of the City Court of the City of New York, held on and for the County of New York, at the Courthouse, 52 Chambers Street, City and State of New York, on the 5th day of February, 1954.

PRESENT: Hon. Arthur Markewich Justice.

In the Matter of the Application of HELEN CHARIN SOMBERG in behalf of ROBERT CHARLES STARK for leave to change his name to JOHN CHARIN SOMBERG.

On reading and filing the petition of HELEN CHARIN SOMBERG, verified the 29th day of December, 1953, praying for a change of name of Robert Charles Stark, an infant, to John Charin Somberg, the affidavit and consent of NATHAN SOMBERG, sworn to the 29th day of December, 1953, birth certificate No. 39212 of Robert Charles Stark, and due notice of this application having been given to IRVING GILBERT STARK, the father of the above-named infant, Robert Charles Stark, by service of a copy of the papers herein upon him at his last known address outside the State of New York, by mailing same by registered mail, return receipt requested, on the 29th day of December, 1953 and same appearing to the court to be sufficient notice of this application and in accordance with the provisions of Section 82 of the Civil Rights Law of the State of New York and further notice being dispensed with; and on the consent of Irving Gilbert Stark and it further appearing that the infant, Robert Charles Stark, was born in the County and City of New York, State of New York, on October 8, 1948 and the number of his birth certificate is 39212; and the court being satisfied that said petition is true and it appearing from said petition and the court being satisfied that there is no reasonable objection to the change of name proposed and it appearing that the best interests of the said infant will be substantially promoted by the change of name:

NOW, on the motion of STULTZ & GABBER, ESQS., attorneys for the petitioner

ORDERED that the said infant, ROBERT CHARIN SOMBERG be and he hereby is authorized to assume the name of JOHN CHARIN SOMBERG in the place and stead of his present name on the 17th day of March, 1954 upon compliance with the provisions of Article 6 of the Civil Rights Law of the State of New York, namely, that the petitioner cause this order and the papers upon which it was granted to be filed in the office of the clerk of the City Court of the City of New York, County of New York, within 10 days from the date hereof and that within 10 days from the date of the entry of said order, the petitioner cause a copy of this order to be published in The Civil Service Leader and that within 40 days after the making of this order proof of such publication by affidavit be filed with the clerk of this court and after such requirements are complied with, the said ROBERT CHARLES STARK shall, on and after the 17th day of March, 1954, be known as and by the name of JOHN CHARIN SOMBERG, which he is authorized to assume, and by no other name.

ENTER A. M. J.C.C.

EXAMS FOR PUBLIC JOBS

STATE

Open-Competitive

(Continued from Page 9)

must have been in supervisory position. No written test. Fee \$3. (Friday, March 5).

0008. ANIMAL INDUSTRY AIDE, \$2,931 to \$3,731; one vacancy in Department of Agriculture and Markets, Albany. Eligibles may also be appointed as dog licensing agent, \$2,931 to \$3,731. Requirements: (1) two years of general inspection experience involving regular contacts with farmers or rural groups; and (2) either (a) two more years' experience, or (b) high school graduation or equivalent, or (c) equivalent. Fee \$2. (Friday, March 5).

0009. COURT STENOGRAPHER, Fourth Judicial District, \$9,570; one vacancy in Supreme Court. Candidates must be legal resident for at least four months before exam date, of counties of Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, St. Lawrence, Saratoga, Schenectady, Warren or Washington. Requirements: either (a) three years' experience in general verbatim reporting; or (b) two years as court reporter in any court in New York State; or (c) equivalent; or (d) State certified shorthand reporter. Fee \$5. (Friday, March 5).

STATE TROOPER, \$2,370 to \$4,270.08, plus food (or allowance), lodging, service clothing and equipment; 67 vacancies. No experience requirements; high school graduation or equivalent; ages, 21 to 40; at least 5 feet 8 inches; medically fit; driver's license. Apply to Superintendent of State Police, Capitol, Albany. (Friday, February 12).

8218. ASSOCIATE ACTUARY (CASUALTY), \$6,801 to \$8,231. One vacancy in Insurance Department in NYC. Open nationwide. Requirements: (1) three years' experience as casualty or accident and health insurer and (b) completion of any four of (a) the four parts of the associateship exam or (b) the four parts of the fellowship exam of the Casualty Actuarial Society. No written test. Fee \$5. (Saturday, February 20).

101. SENIOR PATHOLOGIST, \$6,801 to \$8,231; one vacancy each at Manhattan, Willard and St. Lawrence State Hospitals and Rome State School, Department of Mental Hygiene; two vacancies in Department of Health labs, Albany. Open nationwide. No written test. Requirements: (1) graduation from medical school, completion of internship and State license to practice medicine; and (2) two years' training and experience in pathology, chemistry, bacteriology and allied subjects subsequent to medical school graduation. (No closing date).

STATE

Promotion

Candidates in the following State promotion exams must be present, qualified employees of the department or unit mentioned. Minimum requirements for taking the exam are given. Last day to apply appears at the end of each notice.

9901. EMPLOYMENT SECURITY SUPERINTENDENT, (Prom.), \$6,801 to \$8,231. One year as assistant employment security superintendent, associate employment manager or senior administrative assistant, in Division of Employment. Fee \$5. (Friday, March 5).

9902. EMPLOYMENT SUPERINTENDENT (Prom.), Division of Employment, \$6,801 to \$8,231. Same requirements as 9901, employment security superintendent. Fee \$5. (Friday, March 5).

9903. UNEMPLOYMENT INSURANCE SUPERINTENDENT (Prom.), Division of Employment, \$6,801 to \$8,231. One year as assistant employment security superintendent, senior unemployment security superintendent, senior unemployment insurance manager, senior employment security manager, senior employment security manager or senior administrative assistant. Fee \$5. (Friday, March 5).

9900. ATTORNEY (Prom.), State departments and agencies, \$4,964 to \$6,088; one vacancy in Temporary State Housing Rent Commission, NYC. Three months as junior attorney or principal law

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clerk. Fee \$4. (Friday, March 5).
9001. JUNIOR ATTORNEY (Prom.), \$4,053 to \$4,889; one vacancy in Tax and Finance, NYC. Three months as law assistant or senior law clerk. Fee \$3. (Friday, March 5).

9002. ASSOCIATE CHEMICAL ENGINEER (Prom.), Department of Health (exclusive of Division of Labs and Research and institutions), \$7,754 to \$9,394; one vacancy. Two years as senior sanitary engineer or regional sanitary engineer; State license as professional engineer. Fee \$5. (Friday, March 5).

9003. SENIOR BUILDING ELECTRICAL ENGINEER (Prom.), Department of Public Works, \$6,088 to \$7,421; one vacancy in Albany. Two years as assistant building electrical engineer; State license as professional engineer. Fee \$5. (Friday, March 5).

9004. JUNIOR BUILDING ELECTRICAL ENGINEER (Prom.), Public Works, \$4,053 to \$4,889; two vacancies in Albany. Three months as senior engineering aide or senior draftsman. Fee \$3. (Friday, March 5).

9005. LICENSE INVESTIGATOR (Prom.), Department of State, \$4,053 to \$4,889; one vacancy in NYC. One year as license inspector. Fee \$3. (Friday, March 5).

9006. SENIOR OFFICE MACHINE OPERATORS (CALCULATING) (Prom.), NYC office, State Insurance Fund, \$2,771 to \$3,571; one vacancy. One year in clerical position allocated to G-3 or higher. Fee \$2. (Friday, March 5).

9007. HEAD ACCOUNT CLERK (Prom.), main office and district offices, Department of Public Works, \$4,964 to \$6,088; one vacancy in District Office 8, Poughkeepsie. Three months as principal account clerk. Fee \$4. (Friday, March 5).

9008. PRINCIPAL ACCOUNT CLERK (Prom.), Division of the Budget, Executive Department, \$4,053 to \$4,889; one vacancy in Albany. One year in clerical position allocated to G-6 or higher. Fee \$3. (Friday, March 5).

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The Military Sea Transport Service has announced that there are no vacancies at present for oilers on MSTs vessels.

Veterans to Dance

The Friar Jerome Kobel Post 409, Catholic War Veterans, will hold its second annual entertainment and ball on Friday, February 12 at Hotel Roosevelt, NYC. Guests will include John H. Sheehan, Acting Postmaster of the New York, N.Y., post office; Hulan Jack, President of the Borough of Manhattan, and George M. Bragalini, City Treasurer. The Post is composed of employees of the New York, N. Y. post office and is the largest in the U. S. John P. Gunning is commander.

Activities of Employees in New York State

(Continued from Page 5)

NYC. will be well attended. Tickets, \$2 each, may be secured through LO representatives. All friends and relatives of members are invited.

Chapter celebrities: Marie Doyle, manager of LO 415, Murray Tillis of the same office, and Clarence Pope of the Professional Office saw the launching of the first atomic sub, the Nautilus, as guests of the Electro Boat Co.

Murray Tillis will hold a housewarming party for the staff of LO 415 on February 19. After the party, all will attend the chapter dance.

IAPES mid-winter social was held at 37 Madison Avenue, and was well attended.

Around the town: Alice Weiss of Manhattan Needle Trades Office left on a month's vacation. Better late than never department: the staff of LO 311 welcomes its new supervisor, Aaron Sawitz. Florida will be graced by the presence of Dorothy Kaufman, administrative assistant of LO 300 who vacations later this month.

State Insurance Fund

STATE INSURANCE Fund chapter, CSEA, has gone all out to keep pressure on Governor Dewey's budget committee to grant a salary increase to all employees.

The increase in chapter membership is really noteworthy. Fifty new members have been recruited since October 1. Latest to join are Alice Biddle and Yetta Taft of Actuarial, Dorothy Morris and Bernice Ladson of Underwriting, and Henry Piontek and Beatrice Sholod of Underwriting-Disability. The following is a departmental breakdown of new members: Underwriting, 17; Claims, 8; Actuarial, 5; Personnel, 2; Audit and Review, 3; Accounting, 5; IBM Machine, 1; Payroll Audit, 10, and Safety Service, 1.

Bowling results of January 19: Payroll stopped Claims Examiners' bid for second place by taking three points. The Orphans, not living up to their rocking, socking routine, dropped three points to sixth place Accounts. The new Safety Engineers, who have taken over the team franchise of Underwriters, have agreed to assume the present standing of Underwriters, as to wins and losses; will also take over prize moneys, if any. The bowlers are Sam Brookins, captain; Vito Visconti, Ed Balkus, May Sardo, Mary Ryan, John Echevaria, M. Vulpis, L. Stubenvoll. Safety Engineers stopped Policyholder cold with three points. Safety downed Actuarial with three points. Medical and for first place; the Seniors took Claims Seniors battling it out four points.

Bowling results of January 26: Claims Seniors dumped Actuarial for three points. Payroll gave Medical another dose and took three points. Accounts took three points from Claims Examiners. The Orphans split with Policyholders, two points each. The Engineers took it on the chin from Safety, the mother team, by losing four points.

Nassau

THE regular monthly meeting of Nassau chapter, CSEA, was held at Elks Club, with an overflow attendance. Helen R. Kientzsch, chapter president, welcomed new members and introduced recently elected 4th vice president Jean Makowski, of the County Welfare Department.

Reports of officers and com-

mittees were presented. C. Wesley Williams, 1st vice president, described the newly organized Eastern Unit of non-teaching school employees. He explained plans to organize a Southern Unit of non-teaching school employees, to include Hempstead, Freeport, Roosevelt, Elmont, Floral Park, Franklin Square, Woodmere, Rockville Center, Oceanside, Long Beach and other districts.

A resolution was adopted to send a letter of thanks to A. Holly Patterson, County Executive, for granting a chapter request for paid time-off for Public Works employees on the Saturdays after Christmas and New Year's.

Discussion was held on the five-day work week with no loss of pay. It will be presented to County officials.

Salary survey sheets for County school districts have been completed and will be mailed soon.

Prevailing pay scales for trades people and mechanical force in Public Works were also discussed.

Town of Oyster Bay Unit

The unit's regular monthly meeting was held in the court room of Town Hall, with 50 members attending. The meeting was chaired by president James O'Toole. Reports of officers and committees were read. Henry Bennewitz, treasurer, reported

that paid membership had passed the 150 mark.

Association field representative Charles R. Culyer reported on negotiations for a paid holiday rule in the Highway Department, and on the use of regular payroll in the Sanitation Department, covering incinerator jobs. Application of sick leave rules was also discussed. Complaints were heard about the conduct of examinations.

Elected to Nassau chapter board of directors were Henry Moore and Charles Johnson with Frederick T. Bollum as alternate.

Public Welfare Unit

At the regular quarterly meeting of the unit, Irving Flammenbaum, president, appointed the following nominating committee: Jean Makowski, chairman; Robert Mackreth, Henry Schoen, Barbara Scott, Adelaide French, Lucy Miller and Eva Schwarcz. Josephine Price and Roberta Katz are alternate members. A slate of officers will be presented and voted upon at the April 14 meeting. Installation will follow.

Members were reminded of the visit of the Bloodmobile on Monday, February 15 at 10 A.M. Sign up now!

Acting Commissioner Campbell directed a radio broadcast on the Commission's responsibility to children, as part of the program of Nassau County Council of So-

cial Agencies. Participating in panel discussions were Mrs. Hutchinson, Deputy Commissioner, as moderator; Mr. Bremer, assistant director of public assistance, and Miss Kirby, director of child welfare.

Willowbrook State School

WILLOWBROOK State School honored two employees, Frank Angelilli, head industrial shop worker and Lucas Tessalone, tinsmith, at a dinner attended by nearly 100 employees, their wives and guests. The two employees honored were joint recipients of a \$300 award from the State Employees Merit Award Board for adapting a cushion-filling machine for use in constructing crib mattresses. This improvement is expected to result in considerable savings.

Seated at the guest table were C. Ernest Smith, president of the board of visitors, and Mrs. Smith; Frank A. Pavis, of the board of visitors, and Mrs. Pavis; Rabbi Charles L. Ozar, Jewish chaplain; Rev. A. W. Schattschneider, Protestant chaplain; Mr. and Mrs. Angelilli, Mr. and Mrs. Tessalone, Dr. and Mrs. H. H. Berman, and Dr. and Mrs. F. B. Glasser.

Dr. Berman, director of the school, was toastmaster, and wel-

comed the guests and introduced Rabbi Ozar, who gave the invocation. Following dinner Dr. Berman spoke about the progress made by the school and commended all employees for the loyalty, enthusiasm and ingenuity they displayed in the establishment of a new institution. He congratulated the award winners and cited them as representative of all employees.

One minute of silent prayer was observed in memory of employees who died during the year, and the hope was expressed that Rev. Daniel Quinn, Catholic chaplain, who is ill in a New York hospital, will soon recover his health and return to duty.

Frank Pavis also spoke. Mr. Smith presented the merit award to Mr. Angelilli and Mr. Tessalone, after which benediction was pronounced by Rev. Schattschneider.

Binghamton State Hospital

THE MEMBERS of Binghamton State Hospital Credit Union met on January 18. The treasurer's report showed that at the close of 1953 there was a share balance of \$189,820.98, a loan balance of \$180,577.81, cash in bank of \$8,383.12. This represents a substantial increase over all previous years. At this meeting a dividend was declared.

The following officers were elected for the coming year: Ralph Hutta, president; Elizabeth Groff, vice president; William Carter, treasurer; Helen E. McAndrews, clerk. Directors are Catherine Barnes, Roger Donahue and Gerald Reilly.

Craig Colony

CRAIG COLONY chapter, CSEA, will hold a Valentine party on Saturday, February 13 at Shanahan Hall, Sonyea. Entertainment, prizes and refreshments will be featured. Link Milliman and his band will supply music for dancing, from 9 P. M. Admission is 75 cents a person. Everyone is invited to attend.

DR. MIRA WITH GIMBELS

Dr. Anthony Mira, former director of medical care, NYC Department of Welfare, has resigned to become medical director of Gimbel's Brothers.

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See Page 7 for complete details.

UNION ACCEPTS \$250 RAISE
CIO's Local 373, Marine and Aviation Workers, has approved a NYC wage increase offer of \$250 for mates and quartermasters.

LEGAL NOTICE

The undersigned have filed a Certificate of Limited Partnership, in pursuance of §91 of the Partnership Law of New York with the County Clerk for New York County, setting forth the formation effective Jan. 1, 1954 of a Limited Partnership to engage in the general securities and brokerage business under the name of TOWNSEND, DABNEY & TYSON with its principal office at 30 State St., Boston, Mass., and a New York office, c/o Dominick & Dominick, 14 Wall St., N. Y. City. The term of the partnership is indefinite and until terminated by mutual agreement or action of a majority in number of the surviving partners. The name and address of the Limited Partner is John W. Adie, York St., York Harbor, Me. His contribution, which is to be returned on his death or the earlier termination of the partnership is \$35,000 in cash. He has made no agreement to make additional contributions, has no right to demand or receive property other than cash in return for his contribution, or any right to substitute an assignee other than his executors, administrators or the trustee under his will. His share of profits or other compensation by way of income is interest rate of 6% per annum payable quarterly on his contribution and an additional sum as determined by the general partners payable monthly. Additional limited partners may be admitted. There is no priority of any one limited partner over the other limited partners. The remaining general partners may continue the business on the death, retirement or insanity of a general partner during and throughout the term of the partnership. Robert B. Almy, Westfield St., Dedham, Mass.; Howes Burton, Meadow Farm Rd., E. Islip, N. Y.; Thomas N. Dabney, 357 Fox Hill St., Westwood, Mass.; Irving E. Gunn, 63 Prospect St., Melrose, Mass.; James Jackson, Jr., Meadowbrook Rd., Dedham, Mass.; William T. Glidden, Jr., 8 Barnstable Rd., W. Newton, Mass.

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Half of NYC Government Listed as Security Agencies

About half the NYC departments and agencies under the jurisdiction of the NYC Civil Service Commission have been declared security agencies by the State Civil Service Commission. The action is taken at the request of the Municipal Civil Service Commission, which in turn acts at the instance of each department itself.

All the employees of the "security" departments and agencies are subject to the State law, and thus subject to inquiry on security grounds in cases of promotion, transfer or reinstatement.

Now before the State Civil Service Commission are applications to have the NYC Departments of Hospitals and Traffic, and the NYC Youth Board included, covering all employees.

Besides inclusion of a department, with all its employees, some titles or type of work in a particular department, or in all departments, could be included, but so far only the Probation Service of

the Domestic Relations Court is in this particular category.

Security Agencies
The list of the 27 departments and agencies declared "security" ones are:

- Office of Civil Defense
- Fire Department
- Office of the Mayor
- Police Department
- Radio station WNYC
- Municipal Civil Service Com.
- Board of Water Supply
- Department of Water Supply, Gas and Electricity
- Triborough Bridge and Tunnel Authority
- Department of Investigation
- Department of Public Works
- Department of Health
- Department of Markets
- NYC Housing Authority
- NYC Transit Authority
- Office of the Sheriff
- Bureau of the Budget
- Department of Air Pollution Control
- Department of Housing and Buildings
- Department of Welfare
- Borough Presidents' Offices, Manhattan, Brooklyn, Bronx, Queens and Richmond
- Department of Correction
- Law Department
- Security Positions

Security jobs specified in particular:
Probation Service, Domestic Relations Court.

The Commission has decided to obtain the required information by

BRADFIELD DELIVERS TALK

The classification and pay plan of the Port of New York Authority was discussed by Edmond G. Bradfield, chief of the Authority's classification and salary administration, before the Municipal Personnel Society. City Register Lewis Orgel is president of the society.

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NOTICE TO BIDDERS

Sealed proposals covering Electric Work to Replace Exterior Electric Fixtures at Leonard St. Entrance, State Office Building, 80 Centre St., New York City, in accordance with Specification No. 18383 and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., until 2:00 o'clock P.M., Eastern Standard Time on Thursday, March 4, 1954, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelopes provided hereof and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid 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 bidder 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. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawing and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City
- State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 109 N. Genesee St., Utica, N. Y.
- District Engineer, 301 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 30 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee Street, Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Governor Alfred E. Smith State Office Building, Albany, N. Y. and making deposit for each set of \$5.00 or by mailing such deposit to the Bureau of Contract and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.
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Dewey Report, Vague on Pay Rise, Coolly Received by State Employees

The Governor's Message is printed in full below.

ALBANY, Feb. 8 — First reaction to Governor Dewey's message on State employees was somewhat less than enthusiastic in employee circles. There was gratification that the Governor had agreed to cover existing emergency bonuses into base pay and recognizes the need of correcting wage inequities. But his failure to concede a specific word concerning upward salary revision created moods varying from querulous "What now?" to statements of downright anger.

The message was delivered to the Legislature last Wednesday, and came unexpectedly in the midst of negotiations. In fact, a major negotiating session had been scheduled for Monday, February 8.

Seven Areas

The Chief Executive's message dealt with seven specific areas of employee interest. They were:

1. Covering of bonus into base pay schedules
2. State employee salaries
3. Retirement credit for Korean veterans
4. Reorganization of Pension Commission
5. Social Security Integration
6. Broadening of Social Security Protection
7. Subversive activities

On the question of correcting salary inequities, the Governor stated that he hoped action would be taken at the current legislative session. The Governor gave over the first part of the message to a review of civil service actions taken during his regime.

Powers Criticizes Message

The feeling of employees was indicated by the quick action of John F. Powers, president of the Civil Service Employees Association, who issued a statement criticizing the message and simultaneously forwarded a telegram to all chapter presidents urging continued efforts toward winning a pay increase.

Mr. Powers' comment:

"Governor Dewey's special message to the Legislature on public employees leaves the most important part of the salary question unsaid.

"The Governor announced his support of a freeze-in of existing emergency compensation and of the correction of inequities as the Association has advocated. He also refers to 'other adjustments' which are the most important part of the whole problem.

"The public employee is most concerned with an immediate salary increase. Evaluating all available figures including Association and other reliable government and private indices, state salaries are at least now 12% behind outside salaries. No satisfactory solution can be reached unless 'substantial other adjustments' are made to bring the level of state salaries in line with outside employment."

The Governor's message follows below in full:

STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY

February 4, 1954

TO THE LEGISLATURE:

Our State, the third largest public employer in the nation and the largest among state governments, maintains its services to the people through the labors of 80,000 civil servants.

Few enterprises involve as many diversified skills as does the government of your State. It employs insurance actuaries and social workers, cattle appraisers and bank examiners, doctors, dentists, lawyers, teachers, engineers, stenographers, clerks, hospital attendants, prison officers and hundreds of other skills. In all, there are 2,700 different kinds of jobs that must be performed and they cover a wide variety of professions, occupations and trades.

Since 1883, when New York became the first state in the nation to enact a Civil Service Law, we have led the nation in administering a merit system. Today we have a system second to none. Yet we are continually striving to make it even better. Our personnel program is sound and progressive. Yet we cannot be content with the status quo. We must be ever ready to broaden its scope and improve its quality.

Great changes have occurred in the conditions of state employment during the past eleven years. Some

have mirrored the economic changes of our times; others have been the result of careful planning and effort to achieve and maintain an outstanding Civil Service system. Through it all, we have endeavored to provide fair treatment for the men and women who staff our departments, agencies and institutions.

In 1942, the starting salary in State employ was a disgraceful \$900 a year. Today it is \$2,180. In 1943, the average salary paid State employees was less than \$1,800. Today it is \$3,698. This has come about through eight separate general increases in the salary structure since 1943, as well as adjustments through reclassification of positions.

Salary increases alone are not the full measure of our progress. Working together over the years we have enhanced the dignity and security of public employees through a series of progressive advances:

We established a new plan for retirement at the age of 55 and made great improvements in the administration of the retirement system and the services it provides.

We reduced the interest rate on loans from the State Retirement System and provided life insurance on those loans at moderate cost.

We provided retirement service credit for employees who left their jobs to become members of the armed forces during World War II.

We afforded members of the Retirement System the right to make additional contributions to the System, in order to increase their retirement annuities.

Through a system of supplemental allowances, we eased the economic plight of low-income retired employees whose retirement dollars had been halved by the impact of inflation. In addition, retired persons have been permitted to return to temporary public employment and earn up to a thousand dollars a year without loss of retirement benefits.

We provided social security coverage for 10,000 State employees who were not members of the Retirement System.

Changes in other phases of employment have also been notable. Wherever possible, we installed the basic five day-forty hour week. Wherever warranted, we now pay for overtime work or provide compensatory time off. We initiated extra pay for hazardous work in tuberculosis hospitals and other institutions.

The merit award program which was introduced in 1946 has resulted in the adoption of almost one thousand employee suggestions for improved procedures. Awards to employees under the program already exceed \$30,000, and it is estimated that State savings will exceed more than half a million dollars from improvements made possible by these suggestions.

The establishment of a formal procedure for the handling of employee complaints through the Personnel Relations Board; the introduction of counselling services for personal problems; the inauguration of training programs which in five years have provided 450,000 student hours of instruction to more than 18,000 employees, are further evidence of the gains that have been made.

Last year we paved the way for even greater improvements through legislation which makes the administrative functions of Civil Service the responsibility of one person, rather than a commission of three.

We can all take pride in this record. It demonstrates the steady growth and development of a sensitive, just policy towards public servants, year by year. We have done much. More remains to be done. I propose a seven point program to carry the development of this policy even further.

1. Conversion of Prior Emergency Increases into Regular Wage Schedules

I recommend to your Honorable Bodies that the emergency increases which have been authorized in recent years be made part of the permanent salary structure of State employees. This will conform to our previous actions in 1946 and 1949 when World War II and post-war increases were incorporated into the permanent salary schedules.

The emergency increases are already treated as regular salary for

Retirement System purposes and no change in the law is required in this regard.

2. State Employees' Salaries

Recent studies of the salaries paid by private industry and by other public jurisdictions demonstrated the need for a careful re-examination of our own salary structure. It was apparent too that there was need to examine the effects of recent emergency increases in our pay scales.

At the suggestion of the Civil Service Employees Association, I appointed an advisory committee last June to assist the Department of Civil Service in a careful review of possible inequities in our salary structure. This Committee includes the Chairman of the Senate Finance Committee and the Chairman of the Assembly Ways and Means Committee.

It is already clear from this study that the correction of inequities must be the first order of business. To do this may require a considerable number of reallocations and conversion to an improved salary schedule. The committee is also evaluating the level of State salaries in comparison with "outside" salaries to determine what other adjustments may be warranted. I trust that these objectives will be attained at this session of the Legislature.

3. Retirement Credit for Korean Veterans

After the close of World War II, your Honorable Bodies adopted legislation providing retirement system credit for State employees who had served in World War II.

Because retirement benefits are geared to years of service, the time spent by a public employee in military service diminishes his ultimate retirement allowance. To prevent this result I recommend that Retirement System credit be granted to public employees who were taken from their tasks for military service during the Korean War. This would be comparable to the treatment provided public employees after World War II. Any other course would penalize the men and women who served their country in time of need.

4. Pension Commission Reorganization

Nearly half a million present and former public employees and their families have a vital interest in the 68 pension and retirement systems maintained by our State and local governments. The assets of these systems now exceed \$2.24 billion while their liabilities for future pensions amount to many times this sum. Last year \$220 million in state and local tax moneys were required to support them and the financial burden is steadily increasing.

During each legislative session a great number of bills are introduced for piecemeal modification of the benefit provisions of these pension systems. Many are adopted without detailed cost analysis or study. The same process has been duplicated in some localities. Under the State Constitution, membership in a retirement system is a contractual relationship and contractual benefits may not be diminished or impaired. Although the precise scope of the constitutional provision has never been clearly defined, the financial results of hasty ill-conceived legislation, particularly where it involves benefits made irrevocable by the Constitution, are apparent. In some municipalities they could be disastrous.

To deal with this serious problem of public administration, I propose to your Honorable Bodies that we convert the Pension Commission into a true policy and planning agency, functioning on a year-round basis in an advisory capacity. This revitalized Commission should have authority to retain counsel and to employ a small, permanent staff. Its services should be made available to all branches of State government and municipalities. Membership on the Commission should be expanded to permit a broader view of State and local retirement problems by including leaders in business life whose experience includes dealing with expert requirements in actuarial and pension problems. With such an agency, it should be possible to adapt our systems to changing needs in the best interest of our employees on a basis which is both prudent and sound.

5. Social Security Integration

Almost all of the present pen-

sion and retirement systems were established before the Federal Social Security program. Most of them provide substantial benefits for employees who remain in public service until they qualify for retirement age. For employees who leave the public service before retirement and for the survivors of employees who die of natural causes while in service, the protection afforded by these plans is not always adequate.

Social Security coverage, while generally not as liberal in retirement benefits as most of our public pension programs, does afford better protection for the immediate dependents of a deceased employee. For instance, in the case of a widow and two children, the survivors' benefit under Federal Social Security may amount to as much as \$168.75 per month.

If your Honorable Bodies approve my recommendation for revitalizing and enlarging the Pension Commission, I propose that its first major assignment should be the preparation of a program integrating the benefits provided by the Federal Social Security system with State and local retirement programs. Integration will, of course, require changes in the Federal Social Security Act. I am hopeful that these can be attained. Participation in an integrated plan should be made available for present employees on an optional basis. Under an integrated program, I believe it possible to provide broader and better-rounded protection for public employees and their families without increasing retirement costs.

6. Broadening Social Security Protection

While we look ahead to improvements in coverage for members of public and retirement systems, we must not forget those public employees who have had neither the protection of social security or pension system coverage.

Last year your Honorable Bodies adopted the recommendation of the Comptroller's Committee and enacted laws authorizing social security coverage for public employees who were not members of a retirement or pension system. Since then social security coverage has been provided for more than 60,000 State and local employees. In the last four months, the Comptroller's office has closed agreements with 731 political subdivisions of the State for the extension of social security coverage to all or designated classes of employees. This is an impressive accomplishment. In most of these municipalities there had been no retirement program for employees until now and thousands of men and women lacked the assurance of survivors' insurance for their families or retirement income in their old age. Interest in the program is steadily mounting, and I trust that during the coming year steps will be taken to provide all local employees, not presently covered by a retirement program, with social security protection.

7. Subversive Activities

Your State Administration has acted to implement the statutory authorization permitting the transfer or dismissal from public employment of subversives and those found to be of doubtful reliability. These steps have been taken without notoriety or sensationalism. The rights of the individual have been faithfully protected. Our purpose has not been the production of headlines but rather the protection of national and State security.

To strengthen our program against subversives, I recommend that the present Security Risk Law be amended to permit the Civil Service Commission to adopt the findings and designations of subversive organizations made by other authorized State and Federal agencies. This will obviate the necessity for repetitive hearings, which are costly and time consuming. Of course, this should be permitted only if all the requirements of due process of law have been observed by the State or Federal agency making the initial designation.

Conclusion

The recommendations in this Special Message represent an effort to enhance the dignity and security of public employees in this State. They cannot be regarded as the final measure of our devotion to the principle of

just and considerate treatment of the men and women who run our government. The elimination of inequities in compensation and the inclusion of recent salary increases into permanent salary scales will enhance their economic welfare. Improved pension and retirement programs will enhance their security. We must complement these by improving educational opportunities and training programs for public employees and persons interested in entering government service.

All of these are measures of our determination to attract to the public service men and women of imagination and competence, and to utilize their talents, initiative and abilities in the interest of better government. It is only through the services of able men and women who may with vision and energy develop and operate great public programs that we can best serve the people of the State.

(Signed) THOMAS E. DEWEY

Nassau Per Diem Employees to Meet At Hempstead Feb. 10

A special meeting of all per diem and hourly public employees in Nassau County will be held Wednesday, February 10 at 8 P.M. in the Elks Club, Hempstead.

At the meeting, sponsored by Nassau chapter of the Civil Service Employees Association, discussion will take place on job security, pay rates, retirement, Social Security coverage, the five-day work week and other employee matters.

Erie County

MORE THAN 500 persons are expected to attend the annual dinner of Erie chapter, CSEA, on Tuesday evening, February 16, at the Markeen Hotel, Buffalo. Chairman Byron Robbins and co-chairman Barbara Wantzel will be assisted by the following committee: Frances Himelfarb, Helen Brown, Anna Spahn, Pauline Kreuger, Adolph Gaiser, Iva Crowder, Clarence Britton, Helen V. Murray, Hattie Sayles, John Husson, Esther Husson, Alex Moor, Bertha Miller, Helen McDonald, Alice Gary, Althea Hubbard, Joseph McKenzie, Warren Tingley and Ivory Shain. President George H. Fischle is honorary chairman.

Invitations have been extended to Mayor Steven Pankow, Comptroller Chester Kowal, William G. Seyfang, Commissioner of Public Works; John A. Ulinski, Commissioner of Parks; Pascal Rubino, chairman of the Board of Education; Berwyn F. Mattison, Health Commissioner; Jacob Tick, County Comptroller; Roy R. Newcomb, Social Welfare Commissioner; Harold Petrie, Deputy Commissioner; Donald M. Neff, personnel director; T. Sarkis Anthony, manager of Edward J. Meyer Memorial Hospital; Foster B. Turnbull and Joseph C. Scoma, supervisors. Association representatives will include Grace Hillery, president of the Western Conference, and Jack Kurtzman, field representative.

John P. Quinn, 2nd vice president of the CSEA, will be principal speaker, with William Di Marco as toastmaster.

The Rev. Lloyd Houser, pastor of First Evangelical United Brethren Church, will give the invocation. Rev. John F. Tulley, assistant pastor of St. Joseph's Old Cathedral, and chaplain of the Buffalo Fire Department, will give the benediction.

Sing Sing

SAM LICHTERMAN, acting pharmacist in the hospital at Sing Sing, retired last month. Good luck, Sam.

President Jim Anderson, Vice President Pat Canavan and Delegate Martin Mulcahy, Sing Sing chapter, attended the Southern Conference meeting in Newburgh. Charles Lamb, is Conference president. Large delegations from other institutions in the Conference area were also present.

Charles R. Culyer, CSEA field representative, spoke on membership.

A unanimous vote of confidence was given Charlie Lamb.

Sing Sing officers travelled on their own time and paid their own expenses. They arrived home at 3 A.M. and had to be up at 5:30 A.M. to start their working day. They are doing all they can to better working conditions. Back them by writing your Senator and Assemblyman and Governor Dewey to support employee bills.

J. F. KEHOE RETIRES

Jerome F. Kehoe, a civilian employee of the Engineer Division at the New York Port of Embarkation, retired after 42 years' service.

Employee Activities

Public Service, Albany

THE executive council of Albany Public Service chapter, met Jan. 26, preceded by a dinner, at Yezzi's on State Street. President Raymond C. Carriere presided.

Mrs. Elizabeth O'Connor, chairman of the Good Will Fund, was the guest of the chapter which sponsored the Fund. Thanks go to Mrs. O'Connor and the other committee members for so speedily putting it in operation. Benefits have already been paid out under the plan.

John P. Burns, social chairman, made the arrangements for the dinner.

Mrs. Gilbert (Bea) Sharp was guest of honor at a retirement dinner at the Ten Eyck Hotel. Among those present were Chairman Benjamin F. Feinberg, who spoke, and Commissioner Francis T. Mylott, Commission Secretary Alton G. Marshall was toastmaster.

Bea, a most efficient and willing public servant, had been Sessions secretary for a number of years. The Commission and staff not only expressed themselves vocally but gratuitously. In the words of one of the parodies:

Sweet Beatrice—our Beatrice
Gone from our midst, we will
you miss.

In all our dreams, in office
schemes

In the memory of your friends,
Sweet Beatrice.

The dinner committee consisted of Frances Mullarkey, Anna Vosburgh and Molly Buckley. They did a grand job.

The members send best wishes to Catherine Bain, of the social committee, who has been ill for the past month, and to Frances Mullarkey and Mrs. Elsie Palmer, who are ill, also. The chapter hopes it will not be long before they're back.

Gowanda State Hospital

WILLIAM L. Edwards, an employee at Gowanda State Hospital for 25 years, was elected president of the New York State Sewage and Industrial Wastes Association, at the 26th annual meeting in NYC.

In 1945 Mr. Edwards was selected by the New York State Rating Committee as having the best operated plant in the State. He received other awards from the committee in 1947, 1949 and 1950. In 1949 and 1950, he received the William D. Hatfield

award, granted by the Federation of Sewage and Industrial Wastes Association, symbolic of the best operated plant in the United States and foreign countries affiliated with the federation. He received three merit awards from the State Employees Award Board for suggestions which have resulted in improved efficiency at the sewage treatment plant. His most recent award was shared with Norman Johnston, an engineer at the hospital.

Brooklyn State Hospital

EMIL IMPRESA, president of Brooklyn State Hospital chapter, CSEA, and Frank J. Cole, 1st vice president, attended a meeting of the Metropolitan Conference at Psychiatric Institute.

The Mental Health Association met at the Hotel Granada to discuss what New York State can do to provide better mental health services in hospitals and communities. Dr. Sidney L. Green was chairman. Those present included Assemblyman Edward S. Lentol, Dr. James A. Brussel, Assistant Commissioner of Mental Hygiene; Dr. Nathan Beckenstein, director of Brooklyn State Hospital; Dr. Luther Woodward, coordinator of community mental health services, State Mental Health Commission, and many hospital employees.

Recent word from Mr. and Mrs. Harold Mallett, retired, says they will go to Florida, then motor to California before going on to Hawaii. They ask to be remembered to all their friends at the hospital.

Dr. Alvarez recently returned from an extended tour of South America. Mrs. Ann Frain is vacationing in Miami. Other employees on vacation are Margaret O'Malley and John Cunningham.

Good luck to James Edward Foley, who recently joined the armed forces.

Welcome back to duty Barbara Goldberg who has been on sick leave. Emil Alberts is still confined to sick bay. His many friends will be happy to have him back on duty soon.

The chapter was saddened the death of Anthony Perez, a former cook in Building 10 and reception for many years who resigned to return to his native Italy. Mr. Perez died on January 10 in Italy.

Deepest sympathy to Mrs. Winifred Scanlon in the recent death of her daughter, to Mr. and Mrs. Patrick Kilroy in the loss of Mrs. Kilroy's mother, and to Mrs. Esther Hamann on the sudden death of her husband.

700 Hospital Attendant Jobs Open on Long Island

ALBANY, Feb. 8—More than 700 permanent State jobs as attendant at mental hospitals on Long Island are open to residents of Queens, Nassau and Suffolk Counties. No experience is required.

The jobs are at Creedmoor State Hospital in Queens County, and at Central Islip, Pilgrim and Kings Park State Hospitals, Suffolk County.

Attendants help care for and oversee patients.

The starting salary for a 48-hour week is \$2,616, or about \$50 a week. It rises after five annual increases to \$3,581, or almost \$69 a week. Higher jobs are filled by promotion.

Written Test April 10
A civil service examination will be held Saturday, April 10.

Apply by writing to the Civil Service Department, State Office Building, Albany, N. Y., or by visiting the Commission's office at 370 Broadway, corner Chambers Street, NYC, or State Office Building, Buffalo, or 155 West Main

Street, Rochester; or any local office of the State Employment Service in Queens, Nassau or Suffolk. Filled-out blanks should be filed with the Civil Service Department by March 5.

Candidates must be residents of the Tenth Judicial District, which includes Queens, Nassau and Suffolk, for at least four months immediately before the exam. They must be U. S. citizens and must be able to read and write English understandably. The exam will include a written test on aptitude for mental hospital work. There will also be a medical test.

Training Given
New attendants receive a 90-hour training course to prepare them for their duties.

Attendants have 20 days' vacation a year. They earn one day of sick leave with pay each month, which may be accumulated up to 150 days. Free medical care is given at the hospital in which they work. Living accommodations are generally obtainable on the hospital grounds at reasonable charge.

Castorina Heads NYC Welfare Group

The new officers of the Columbia Association of the Department of Welfare, NYC, are Frank M. Castorina, president; Thomas C. DiNuzzo, 1st vice president; Pasquale Schiano, 2nd vice president; Alphonse D'Andrea, 3d vice president; Rosaria E. Gimma, secretary; Carmela Lettieri, treasurer, and Henry Pilla, sergeant-at-arms. Committee chairmen, appointed at a recent meeting, are J. Robert Bruina; Mr. D'Andrea, Anthony

Adessi, John Bonavita, Anthony C. Russo and John Valluzzi. George Antoinello is counselor.

Delegates to the Grand Council are Jacob L. Cilento, Mr. Castorina, Mr. DiNuzzo, Mr. Schiano and Mr. D'Andrea.

A delegation attended a luncheon in the St. George Hotel, Brooklyn, at which Deputy Commissioner Joseph P. Piccirillo received an award as Legionnaire of the Year.

Bills in Legislature

ASSEMBLY

(Continued from Page 2)

A.I. 995, FARBSTEIN—Authorizes State Comptroller to contract with non-profit membership insurance corporation for medical, surgical and hospital service for State employees who subscribed for themselves and their families with deductions to be made from pay with consent of employees, and employers may contribute equal amount; establishes fund and provides for annual appropriation. In A. Ways and Means.

A.I. 997, GANS (Same as S.I. 439, in January 26 LEADER).

A.I. 999 GANS (Same as S.I. 260, in January 26 LEADER).

A.I. 1017, HORAN (Same as S.I. 33, in January 19 LEADER).

A.I. 1021, HORAN (Same as S.I. 35, in January 19 LEADER).

A.I. 1040, LaFAUCI (Same as S.I. 62, in January 19 LEADER).

A.I. 1041, LaFAUCI—Provides for optional retirement of members of uniformed force in NYC Correction Department as members of City Employees Retirement System, after 25 years' service; fixes contributions and annuities. In A. NYC.

A.I. 1055, LEVINE—Extends to July 1, 1955, provision for members of NYC Employees Retirement System to pay double normal rate of contribution to annuity savings fund for additional benefits. In A. NYC.

A.I. 1079, SATHIALE—Authorizes NYC Board of Estimate to determine claims of certain engineering, inspectional and architectural civil service employees of Parks Department and in Office of President, Queens Borough, for salaries unpaid during period from January 1 to November 3, 1955. In A. NYC.

A.I. 1084, SHERWIN—Provides that person who has been continuously employed for not less than ten years in employment subject to State or local civil service commission and who has not acquired permanent status, shall be appointed to permanent status as of date of original appointment, including time spent in military service, and including those who have been employed at least part of each ten years immediately preceding, with salary to be adjusted accordingly. In A. Ways and Means.

A.I. 1096, TELLER—Provides that salary schedules for teachers in NYC shall not have more than ten equal annual increments between starting salary and maximum salary. In A. Ways and Means.

A.I. 1111, WERBEL (Same as S.I. 120, in January 19 LEADER).

A.I. 1112, WERBEL—Provides that when State or municipal employees reach maximum salary for particular grade or classification and continue therein, they shall receive one additional increment of \$180 or equal to last preceding increment, for each five years' service and similar increments for each five years' service in such grade, but with not more than five such increments. In A. Ways and Means.

A.I. 1113, WERBEL—Allows members of State Employees Retirement System upon retirement for superannuation or for any other cause after retirement age of 60 or 55, with at least ten years' allowable service, to receive minimum allowance of not less than 50 per cent of final average salary or \$1,500 a year, whichever is greater. In A. Ways and Means.

A.I. 1114, WERBEL—Provides that for determining average annual pay of members of State Employees Retirement System during five years of members

service, such years need not be consecutive. In A. Ways and Means.

A.I. 1117, WERBEL—Strikes out provision that five years' service which member of NYC Employees Retirement System may select for final compensation, shall be consecutive. In A. NYC.

A.I. 1123, BROWN (Same as S.I. 101, in January 19 LEADER).

A.I. 1125, BROWN—Allows civil service employees in State civil service paid on per diem or hourly basis, to observe all legal holidays with pay, or time off in lieu thereof. In A. Ways and Means.

A.I. 1161, OLLIFFE—Provides that disability retirement allowed member of NYC Teachers Retirement System in addition to regular retirement allowance shall not be less than provided for members before increase was effective. In A. NYC.

A.I. 1168, ROMAN—Fixes minimum salaries for teachers, supervisors and employees in school districts of NYC, ranging from \$4,500 minimum and \$8,500 maximum for teachers with ten equal annual increments of \$400 each, and with advance in salary schedules for others. In A. Ways and Means. (Same as S. 1949, ARCHIBALD.)

A.I. 1170, STEINGUT—Includes position of substitute teacher eligible for and awaiting appointment as regular teacher, with regular position as teacher, in provision allowing members of State Teachers Retirement System credit for military service during World War II. In A. Education.

A.I. 1177, TEN EYCK—Permits members of NYC Teachers Retirement System to retire when sum of total service and time granted for leave or leaves of absence for maternity shall equal or exceed 35 years, with no more than four years of such leaves to be counted. In A. NYC.

A.I. TRAVIA—Permits members of NYC Teachers Retirement System to retire after 30 years' service with annuity, and pension of 1 per cent of average salary for each year of service. In A. NYC.

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

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- Accountant & Auditor...\$2.50
- N. Y. C.\$4.50
- Auto Engineman\$2.50
- Army & Navy Practice Tests\$2.00
- Ass' Foreman (Sanitation)\$2.50
- Attendant\$2.00
- Attorney\$2.50
- Bookkeeper\$2.50
- Bridge & Tunnel Officer \$2.50
- Bus Maintainer\$2.50
- Captain (P.D.)\$3.00
- Car Maintainer\$2.50
- Chemist\$2.50
- Civil Engineer\$2.50
- Civil Service Handbook \$1.00
- Clerical Assistant (Colleges)\$2.50
- Clerk CAF 1-4\$2.50
- Clerk 3-4-5\$2.50
- Clerk, Gr. 2\$2.50
- Clerk Grade 5\$2.50
- Conductor\$2.50
- Correction Officer U.S. \$2.50
- Court Attendant\$3.00
- Deputy U.S. Marshal\$2.50
- Dietitian\$2.50
- Electrical Engineer\$2.50
- Employment Interviewer \$2.50
- Engineering Tests\$2.50
- Fireman (F.D.)\$2.50
- Fire Capt.\$3.00
- Fire Lieutenant\$3.00
- Gardener Assistant\$2.50
- 5 Diplomatic Tests\$3.00
- Hospital Attendant\$2.50
- Housing Asst.\$2.50
- Housing Officer\$2.50
- How to Pass College Entrance Tests\$3.50
- How to Study Post Office Schemes\$1.00
- Home Study Course for Civil Service Jobs\$4.95
- How to Pass West Point and Annapolis Entrance Exams\$3.50
- Insurance Ag't-Broker\$3.00
- Internal Revenue Agent \$2.50
- Investigator (Loyalty Review)\$2.50
- Investigator (Civil and Law Enforcement)\$3.00
- Investigator (Fed.)\$2.50
- Jr. Management Asst.\$2.50
- Jr. Professional Asst.\$2.50
- Janitor Custodian\$2.50
- Jr. Professional Asst.\$2.50
- Law & Court Steno\$2.50
- Lieutenant (P.D.)\$3.00
- Librarian\$2.50
- Maintenance Man\$2.00
- Mechanica Engr\$2.50
- Maintainer's Helper (A & C)\$2.50
- Maintainer's Helper (B) \$2.50
- Maintainer's Helper (D) \$2.50
- Maintainer's Helper (E) \$2.50
- Messenger (Fed.)\$2.00
- Messenger, Grade 1
- Motorman\$2.50
- Notary Public\$1.00
- Notary Public\$2.00
- Oil Burner Installer\$3.00
- Park Ranger\$2.50
- Patrolman\$2.50
- Playground Director\$2.50
- Plumber\$2.50
- Policewoman\$2.50
- Postal Clerk Carrier\$2.00
- Postal Clerk in Charge Foreman\$3.00
- Power Maintainer\$2.50
- Practice for Army Tests \$2.00
- Prison Guard\$2.50
- Public Health Nurse\$2.50
- Railroad Clerk\$2.00
- Real Estate Broker\$3.00
- Refrigeration License\$2.50
- Resident Building Supt. \$2.50
- Sanitationman\$2.00
- School Clerk\$2.50
- Sergeant P.D.\$2.50
- Social Supervisor\$2.50
- Social Worker\$2.50
- Sr. File Clerk\$2.50
- Surface Line Dispatcher \$2.50
- State Clerk (Accounts, File & Supply)\$2.50
- State Trooper\$2.50
- Stationary Engineer & Fireman\$3.00
- Steno Typist (CAF-1-7)\$2.00
- Stenographer Gr. 3-4\$2.50
- Steno-Typist (Practical) \$1.50
- Stock Assistant\$2.00
- Structure Maintainer\$2.50
- Substitute Postal Transportation Clerk\$2.00
- Surface Line Opr.\$2.00
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Memo to Administration and Legislature

(Continued from page 1) ...
 error be raised to \$20,000. The LEADER favors these increases; and members of the Legislature, too, deserve higher pay than they are getting. The Governor of New York State performs tasks of complexity and importance exceeding those performed by executives earning far higher incomes in private industry. Members of the Legislature are engaged in policy-making matters affecting the lives and welfare of all the people of the State. Moreover a higher pay figure will inevitably attract men of superior quality to legislative posts.

Just as upgrading is valuable in these areas, so also the same consideration holds for other positions. When the Civil Service Employees Association recommended an upward pay revision of 12 per cent, this was not an "asking" figure. It represented a careful study of economic facts. It represented, too, a reasonable approach; it does not include, for example, the factor of raised living standards which has been so powerful an aspect of pay raises to workers in business and industry. The State employee who wins a 12 per cent pay increase would not necessarily be better off than he was years ago; he would only be brought up to a situation which he held at some former time. The 12 per cent request is a reasonable one.

Revised Pay Structure

The Governor proposes a revised pay structure brought up to date. This is, of course, eminently to be desired. But how would it be brought up to date? It isn't enough that every title be slotted into relationship with every other title. We have a Classification and Compensation Division whose duty is to do this constantly. Equally necessary is assurance that the pay figure attached to each title is the proper one. And in this difficult area, the State can either be fair or niggardly. The niggardly approach is the wrong one, just as it would be in the case of upping the Governor's salary. Beyond the statistical arguments are others, more subtle perhaps, but of tremendous vitality.

Question of Morale

Take the problem of morale. A difficult matter to define, but one which all human beings feel and which is related to the quality of work performed. There is no question that the well-paid employee, feeling economically secure, will work harder, more efficiently and more effectively than the employee who feels insecure and unfairly treated. The evidence is all around us; in private industry the most productive workers are in the high-paid areas; and as salary goes up, the quality of wares produced and the economic health of the industry goes up too. Look around you at government units. You will find a direct relationship existing between rates of pay to employees and the kind of public service the people get. In the end, higher pay is cheaper for government. The Governor should remember this as he plans (for example) his large new mental hygiene program.

Question of Recruitment

Take the question of recruitment. And stay, for a moment, with the situation in the State Mental Hygiene Department. Currently, hospitals in the Queens, Nassau and Suffolk area are pleading for 700 additional attend-

ants. Will they get them? It's unlikely at present rates of pay. The Mental Hygiene hospitals are chronically understaffed. Who suffers? The people of the State. It may be a neighbor or a friend who doesn't get the attention in a mental institution which he should get—because there is an insufficiency of attendants—because the pay is too low. If the Governor wants it to be written in the history books that he created a great network of mental hygiene assistance, he must realize that the history will be contained not in the bricks and mortar of hospital buildings, but in the quality of service rendered. That means rates of pay that will attract the best possible people, men and women who will be secure and happy in their jobs, who won't leave at the first opportunity. Incidentally, has anyone ever figured out what the amount of personnel turnover really costs?

Another instance is the case of the State Insurance Department, which is desperately in need of examiners. A State-wide examination was unproductive. Now the department is advertising all over the nation to find examiners. The simple way, of course, would be to pay salaries that would attract the kind of talent the department wants. In the meantime, NOT having the examiners is costing the State dearly: important work does not get done; the examiners now in the department are overworked; and the losers are the people of New York State. It isn't possible to escape the trap in which low salaries places the State.

Question of Justice

Take the question of justice. If the facts show that State employees are suffering a serious pay lag (and the facts do show this), why should the administration attempt to do other than bring these employees up to the level which they should enjoy. Certainly, anything less than this would not be tolerated in private industry. No one has ever advanced a reason why the public employee should have this handicap imposed upon him. Now, in negotiation, it is common for each side to build its case against the other. But the attitude of negotiators for the administration ought never to be, "How little of a raise can we get away with?" These are not a salesman and a customer arguing about the price of a piece of furniture. To continue underpaying the State's employees is the same as if in effect, an additional tax were imposed them, and them alone.

Question of Secrecy

And this leads to another point. The facts upon which negotiations take place ought never to be secret facts. Yet the curtain was drawn over the wage study of the Civil Service Department as though it were a military secret. The result has been that the State's employees, directly concerned, have had no information about this official study; the citizens and taxpayers of the State, who also have an interest, have been denied access to a report of great current interest. We wish the Budget Director would cease the practice of secrecy in the matter of such reports, for secrecy serves nobody. Or could it be that since the facts are favorable to the employees' case for a substantial pay increase, the administration would rather keep them in the dark?

Albany Seeks 50 Typists, 100 Stenos

ALBANY, Feb. 8—One hundred stenographers and 50 typists are needed immediately in Albany offices of State departments.

Starting salary for stenographers and typists is \$2180, or about \$42 a week. Annual pay raises bring the top salary to \$2984, or about \$57 a week, after five years. This salary may rise as the result of legislative action soon.

Higher jobs are filled by promotion. Senior stenographers earn up to \$3571 and principal stenographers up to \$4212.

Tests are scheduled every few days at several locations in the Capital District. Successful candidates may be put to work in permanent jobs within about a week of the test.

Candidates must pass a basic written test and a typing test at 40 words a minute. Stenographers must also take and satisfactorily transcribe dictation given at 80 words a minute. No experience is required.

Stenographers and typists may get more information by writing to E. J. Leonard, Department of Civil Service, Albany, or by visiting the information office in the lobby of the State Office Building.

Workshop For Directors Of Recreation

ALBANY, Feb. 8 — The first State-conducted Workshop for municipal recreation executives will be held by the New York State Youth Commission at the Lincoln Hotel, Long Beach, February 16 through 19.

Purpose of the workshop is to provide training for recreation directors employed by cities, counties, villages and towns, in the newest concepts and practices in community recreation.

Ward Exhorts Prison Men to Strong Effects

Kenneth E. Ward, representative of the State Correction Department employees on the CSEA Board of Directors, has issued an urgent call for added activity on the salary front by the men in his department.

Outlining a specific program, Mr. Ward suggested:

1. Hold mass meetings to inform your members what has been done and what can be done.
2. Invite your local Senators and Assemblymen to your meetings and impress them with your sincerity and unity of purpose. Ask for their support.
3. Call on legislators personally and ask them to support our legislative program. The personal contact wins friends.
4. Don't be misled by false prophets.
5. Above all, don't sit back and let complacency lull you into defeat.

"I call upon the local chapter officers to push our cause with untiring efforts," Mr. Ward told his people.

STATE COURSES ON SUPERVISION

ALBANY, Feb. 8 — The State Civil Service Department will hold courses in fundamentals of supervision and case studies in supervision, in Albany and NYC, starting the week of March 1. The fundamentals course is open to supervising personnel in grades 8 to 15, the case studies course to persons who have completed the course in fundamentals. Classes meet for one three-hour session each week for ten weeks.

Nomination of employees, by personnel officers, must be submitted at each State agency as it may be forwarded, by February 15, to the Training Division in Albany.

A course in administrative supervision will be held in Buffalo, Rochester and Syracuse for supervisory employees above grade 15, one morning a week for ten weeks.

Latest State Eligible Lists

This concludes publication of the State open-competitive list for Thruway toll collector. There are 698 eligibles. In the Jan. 26 LEADER 460 names were published. Names are given in groups of ten, with range of final scores indicated.

- 461-470 86.30-86.25
Valerio, Joseph; Moot, Frederick W.; Crowley, William J.; Wellman, William G.; Sanderson, Winston; Tansil, John F.; Devins, Marvin M.; Scott, Bruno F.; Powell, Charles C.; Brown, Harry C.
- 471 - 480 86.25-85.70
Marcinkiewicz, W. J.; Hurley, William G.; Higgins, Thomas F.; Mahoney, James J.; Schlotzhauser, P. H.; Farnholts, G.; Spafford, Erwin W.; Piazza, Giuseppe; Jackowski, Frank E.; Cava, John A.
- 481-490 85.70-85.20
Brynum, Raymond E.; Rivizzigno, Peter; Cook, Charles F.; Keys, Raymond H.; Strong, Robert F.; DeZendorf, George; Carnera, Philip; Alsever, Hadwia C.; Russo, John S.; Morcia, August D.
- 491-500 85.15-84.60
Hill, Pauline R.; Laddick, Robert A.; Turpin, Hyatt F.; Gibson, James D.; Wicjorek, Edward; Chioesky, John; White, Lester H.; Tubbs, Charles T.; Mahlor, Car J.; Genovese, Carl S.
- 501-510 84.60-84.15
Enos, Charles A.; Farudi, William A.; Warron, Eldon J.; Terol, Fern M.; Spivack, Avery C.; Govern, Francis L.; Swart, Romayne, A.; Gosnell, Daniel; Ross, Helen L.; Mallory, F. Stark.

- 511-520 84.05-83.55
Pluff, Fred E.; Landusky, Henry V.; Cook, Austin M.; Schneider, Archie; Smith, Bernard P.; Corrado, Peter J.; Healy, John C.; Pabis, Joseph F.; Suchan, Edward P.; Montevardi, Lewis.
- 521-530 83.55-83.00
Buhland, George G.; Stamour, Joseph E.; Labuda, Walter A.; Poland, Desmond N.; Tyler, Adelaide, M.; Frontera, Dominic; Coppola, Charles A.; Barley, Verna Mae; Smith, Crawford N.; Reilly, John V.
- 531-540 83.00-82.50
Voigt, Grace R.; Gray, James E.; McConney, William; Sanfilippo, Frank; Orbakor, Jennie A.; Rathana, Edward G.; Hill, Leonard L.; Kender, Charles H.; Deering, Ellen M.; Fenzel, George F.
- 541-550 82.50-82.00
Contino, James; Minerally, Robert E.; Vachs, George A.; Silvernail, Rudel; Seamon, Kenneth; McCombe, James E.; Kelly, George M.; Gannon, John F.; Beeman, Ward W.; Cowlin, Clyde A.
- 551-560 82.00-81.50
Reynolds, Morton A.; Spink, Joseph W.; Rizzo, Edward E.; Krause, John M.; Rockerfeller, B. H.; Navagata, Charles; Lovee, Urban F.; Diets, Harley J.; Ziskind, Milton J.; Malley, Arthur W.
- 561-570 81.50-81.00
Simonds, James F.; Tronzy, Frank J.; Picmon, John P.; Laware, Albert M.; Clous, Cesar, F.; Proctor, Edouard; Schullis, Lester A.; Cary, Jeannette M.; Roach, William; Yeeder, Charles R.
- 571-580 81.00-80.50
Dooley, Kenneth P.; Brown, Clayton L.; Leitt, Ray G.; Casper, Leonard W.; Sel-

- mind, John; Hutchins, Richard; Williams, Kenneth; Mowers, Howard W.; Lapp, Albert; Schuman, Alfred A.
- 58-590 80.60-80.75
Halligan, Thomas J.; Tillet, Robert P.; Volpe, Anthony A.; Hotchkiss, Robert; Signor, Schulyer R.; Vanlare, Gertrude; Vantassel, Edna S.; Divine, Samuel W.; Ingersoll, John C.; Lura, Gladys R.
- 591-600 80.70-79.70
Perell, Joseph M.; Bonney, Thomas W.; Gerlach, Sigmund W.; Pritchard, K. G.; Ryan, Harold L.; McCann, Robert W.; Peters, Joseph L.; Wilson, John S.; Mansfield, Harold; Keator, James.
- 601-610 79.70-79.10
Pitcher, Francis D.; Ayres, David E.; Tracy, Bernard W.; Pike, Frank E.; Salmon, Clifford H.; Donfort, Joseph G.; French, Mae B.; Stone, George H.; Wahl, George W.; Drayo, Philip S.
- 611-620 79.10-79.10
Salsbury, Albert; Mallett, Gustaf; Ostrona, Peter J.; Kelley, Timothy W.; DeLong, J. Clark; Melia, Nicholas A.; Peloubet, Perry M.; Boldt, Lyman F.; Churg, Henry G.; Guerrette, G. E.
- 621-630 79.10-78.50
McGrath, William J.; Serra, Anthony; Eisela, William O.; Southcombe, L. J.; Drumm, Dewey C.; Jones, Emen K.; Lovejoy, Harley M.; Pierce, Floyd B.; Scrafford, Fred P.; Enright, Jeremiah.
- 631-640 78.55-78.00
Trzaskos, Edward W.; Plasted, Leon R.; Pharoah, Joseph A.; Bolleran, Charles; Shumanek, John; Sanford, Herbert; Reed, Walter, M.; Fahy, Frank J.; Dwyer, Edwin F.; Brynan, Harley G.

- DEWEY NAMES MEMBERS OF BANKING BOARD
- ALBANY, Feb. 8 — Governor Dewey has re-appointed Elliott V. Bell of NYC; Harry W. Davies of Syracuse; and Ralph H. Davies of Utica as members of the Banking Board. The reappointments are for full three-year terms.
- 641-650 78.00-77.45
Norton, Jotham F.; Whitman, Howard E.; Trickey, William G.; Flanagan, Joseph B.; Foster, Dalton C.; Folts, Harold C.; Yocum, Robert W.; Rau, Raymond W.; Dewaters, Russell; Thomas Evan W.
 - 651-660 77.45-76.90
Tagliarini, J. P.; Liggfro, Albert J.; Smith, Leland D.; Guilf, Francis O.; Shaw, Fred A.; Fabiano, Louis P.; Nestle, Walter E.; Telford, William H.; Toland, H. Gerald; McGowan, Emerson J.
 - 661-670 76.90-75.80
Harrison, Lawrence; Fritze, Carl E.; Chalker, Irwin L.; Robert, Carl W.; Wylie, Victor D.; Milner, Albert; Slocum, Ronald W.; Showerman, Kenneth; Skiff, Kenneth E.; Mucha, Teddy H.
 - 671-680 75.80-75.50
Dittola, George A.; Mancini, Anthony J.; Looa, Vincent F.; Johnson, Walter A.; Joyce, Carlton; Smithson, Roger S.; Burgess, Colly I.; Curtiss, Herbert D.; Wura, John P.; Trickey, Guinevere.
 - 681-690 75.50-74.70
Evans, Ellis R.; Francis, Charlie F.; Wisniewski, T. H.; Gibbs, Alton H.; Cole, Ralph A.; Wilcox, Glenn N.; Dougherty, Martin; Kinsey, Leon E.; Schluter, Hugh M.; Shafer, Louis J.
 - 691-698 74.70-74.70
Kraft, Charles; Lasher, Dorothy C.; Fisher, Irving; Walnowski, Stanley; McDonald, William; Novak, Lee V.; Bogdanow, T. E.; Grimes, Frank V.