

NYC Fire Promotion Exams Soon

Civil Service LEADER

NYC WILL FILL 18,000 POSITIONS

America's Largest Weekly for Public Employees

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See Page 13

MANY DOCTOR JOBS OPEN AT \$4,300 UP

State Ass'n Ready To Do Big Job on Permanent Pay

Dr. Tolman Would Have It Follow Up Dewey's Stop-Gap Increases With Feld-Hamilton Amendments

Special to The LEADER

ALBANY, Jan. 15—The "temporary adjustments" of pay of State employees, proposed by Governor Dewey in his message to the Legislature, constitute a stop-gap, to help tide the employees over an emergency, said Dr. Frank L. Tolman today. Dr. Tolman, President of the Association of State Civil Service Employees, said that the Association should do most of the work in preparing proposals for permanent pay schedules by proposing amendments of the Feld-Hamilton law.

He told of non-conflicting salary bills that the Association will cause to be introduced at the present session of the Legislature. He mentioned a cost-of-living adjustment bill, a bill for increments progressive with length of service, time and a half for overtime and an equal work-equal pay bill.

Dr. Tolman's Statement

Dr. Tolman's statement follows: "The News of the Week is, of course, the Governor's salary policy as contained in his annual message on the state of the State of New York.

"The Governor recommends an increase of the present emergency bonus by 10 per cent in the lower salaries down to 4 per cent increase on salaries over \$4,000.

"The Governor stated that 'the people of our State have cause to be proud of their employees. I

have visited many offices and institutions throughout the State, and everywhere I have been impressed by the first-rate job being done by our men and women. Time and again, I have seen them turning out their work under the most trying conditions.'

"Governor Dewey continued: 'One of the first lessons I learned in Albany was that Administrators have too easily taken for granted the work and the loyalty of their employees—our pay scales today are still insufficient. We are unable to secure qualified employees. Further increases in our emergency compensation allowances are essential.'

Chiefs Comment On Draft of State Time-off Rules

Special to The LEADER

ALBANY, Jan. 15—Department heads to whom a tentative draft of time-off regulations for administrative offices were submitted, have been sending in comments as requested by the State Civil Service Commission. No decision has been reached yet.

Frank Denster is handling the matter for the Commission. It is expected that in a few weeks the project will come to a head.

Patrolman Test Is Due On Feb. 16

With a total of 20,000 applications anticipated, from which 3,000 appointments are expected, the Municipal Civil Service Commission has tentatively chosen February 16 as the date of the written examination for Patrolman (P.D.).

February 6 will probably be the last day on which men who were in service during the regular filing period may apply. There is no disposition to reopen the exam for non-veterans. The Commission failed to take any action in that direction at its meeting. Veterans who were discharged on or after Dec. 12 may apply in person at the office of the Commission, 96 Duane Street. They should bring along papers showing the date of their discharge or separation from service.

[Patrolman study aid, p. 10]

Fire Chief Test Is One Of 5 Listed

By PETER V. O'ROURKE

Promotion examinations to all ranks in the NYC Fire Department are due in the near future, it was exclusively learned today by The LEADER. The move to give all ranks an opportunity to move up has the approval of Mayor O'Dwyer. Fire Commissioner Frank J. Quayle will formally request the Municipal Civil Service Commission this week to hold examinations, and will see Budget Director Thomas J. Patterson about the possibility of making promotions from the new lists under the present budget (before July 1 next).

The 5 tests to be given will be for promotion from Fireman to Lieutenant, Lieutenant to Captain, Captain to Battalion Chief, Battalion to Deputy Chief and an examination for the top ranking uniformed post in the Department, Chief of Department, which will be open to Deputy Chiefs.

First Grade Firemen earn \$3,000 a year, plus a \$420 bonus. The department's budget provides for 1,068 lieutenants at \$3,900; 1 captain at \$5,000 and 364 at \$4,500; 151 Battalion Chiefs at \$5,500.

(Continued on Page 16)

PHYSICIANS GET HIRED QUICKLY

New V.A. Setup Offers Positions To Qualified Medical Men to Be Judged on Professional Work

Typical of the expanding Veterans Administration, the Veterans Hospital on Kingsbridge Road in The Bronx has installed new procedures for the hiring of physicians in accordance with the reorganization of V.A. to allow for a more efficient medical organization. President Truman recently signed a bill establishing a Medical Bureau in the V.A., with hiring done without going through civil service.

Pension Merger With SS Is Asked

Special to The LEADER

WASHINGTON, Jan. 15—A new attempt to merge the Federal Employees Retirement System with the Social Security System bobbed up here this week—and promptly provoked a storm of opposition.

The proposed merger, it was learned, will be submitted to the House Ways and Means Committee next week by a special subcommittee which recently was voted \$50,000 to investigate the whole field of Social Security.

With the single exception of the CIO United Federal Workers union, major Federal employee groups immediately opposed the merger. UFAW reserved judgment.

Vacancies on the medical staff of the large establishment occur weekly.

The hospital hiring routine is described by a Facility official as follows:

Step-by-step Directions

The first step is for the doctor to call at the Office of Colonel Hyland Flower in Building D, where he is given a preliminary interview. The table of organization is then checked to see if there is a vacancy calling for his particular type of training and experience.

If there is an appropriate vacancy in Grade 4 (\$4,300 a year base pay), the physician can be hired directly by the Facility. Then he fills out the standard Form 57 which is forwarded to the central office in Washington with (Continued on Page 8)

QUICK HOUSE ACTION SOUGHT ON PAY

Special to The LEADER

WASHINGTON, Jan. 15—Federal employees throughout the nation are anxiously awaiting House action on the bill to increase the earnings of Government workers.

The Congress reconvened yesterday after the Christmas-New Year's holiday recess.

Chairman Jennings Randolph of the House Civil Service Committee has indicated that the pay bill will receive prompt and sympathetic consideration as soon as the Congressional wheels begin revolving.

Informants in the Capitol say

that acceptance by the Senate of the Byrd formula, in place of the Downey plan for a flat 20 per cent increase on all salaries, has its hopeful aspects, for it means that the economy-minded group at the Capitol will not oppose an increase in the terms of the formula that appears in the bill, and that there may be a good chance to liberalize it considerably.

Prominently mentioned just before Congress adjourned was a plan to substitute a 40-20-10 formula in place of the Byrd 36-18-9 per cent formula, which would mean that the increases given last July would be just doubled.

More State News

PP. 2, 3, 4, 5, 6, 7, 8, 9, 15.

White Collar Job Exams Proposed By NYC Board

The first post-war series of examinations for white-collar jobs—which should draw some 75,000 applications, according to Dr. Frank Schaefer, Secretary of the Municipal Civil Service Commission—have been ordered by the Commission.

The five popular examinations must still be approved by the Budget Bureau before the eligibility requirements and examination announcements may be published by the Commission.

It is expected that a 6-month period will elapse before the tests can be held. Lists resulting from these examinations will be used to replace provisional employees and fill vacancies.

As soon as the details of the

tests are available and the filing periods established, this information will appear in The LEADER.

Following are the open-competitive tests which will afford many excellent opportunities to enter the City's career service:

Clerk, Grade 2, \$1,201 to \$1,800.

Housing Assistant, NYC Housing Authority, \$1,801 to \$2,399.

Transcribing Typist, Grade 2, \$1,201 to \$1,800.

Stenographer, Grade 2, \$1,201 to \$1,800.

Medical Social Worker, Grade 2, \$2,101 to \$2,700.

These are the base salaries for the positions. All offer excellent promotion opportunities. At present bonuses, ranging up to \$350 a year, are paid to NYC employees.

Maintenance Is Freed Of Federal Income Tax

Special to The LEADER

ALBANY, Jan. 15—State institutional workers who live or take their meals within State institutions because they are required to do so by the State, will not be required to pay income tax on the value of such quarters or meals, in the future.

This information is contained in a letter addressed to The Association of State Civil Service Employees by Joseph D. Nunan, Jr., United States Commissioner of Internal Revenue. The Association had appealed to Commissioner Nunan following information received from various parts of the State indicating that there was apparent misunderstanding on the part of some District Internal Revenue offices.

What Nunan Wrote

In his letter Commissioner Nunan said:

"Under (section 29.22 (a)-3, Income Tax Regulations 111), specific instructions in writing have

been issued to all field officers of this Bureau, which of course includes all offices of collectors of internal revenue, to the effect that if living quarters or meals furnished by employers are not compensatory, and are furnished solely for the convenience of the employer, the value thereof is not for Federal Income Tax purposes to be added to the compensation otherwise received by such employee.

"These instructions go further to state that generally the test of the term convenience of the employer is satisfied if the living quarters or the meals are furnished to an employee who is required to accept such quarters or meals in order to perform properly his duties.

"In this latter connection I may say that written instructions have also been furnished to all collectors of internal revenue that information furnished by State officials upon authenticated lists, or by affidavits, showing value of

quarters or meals furnished State employees, and that such maintenance is furnished the employees may properly perform their duties, will be accepted by the Bureau as sufficient evidence of what they purport to show unless it should be at variance and inconsistent with otherwise known facts as to preclude acceptance."

It has been the practice in the past in most institutions to furnish the employee with a statement indicating that he or she receives maintenance for the convenience of the State. Mr. Nunan's letter will be brought to the attention of the various departments having employees who might be affected by this ruling.

Employees should call upon the directors of their institutions promptly, to show eligibility for deductions.

Commissioner Nunan will be recalled as a former popular State Senator and former Chairman of the State Senate Civil Service

STATE ASSN. MEMBERS PAY NEW DUES FAST

Special to The LEADER

ALBANY, Jan. 15—The new dues schedule introduced by the Association of State Civil Service Employees—\$3 a year per member—has thus far brought in renewals at a rate four times as heavy as the figure was at this time last year.

Officials of the Association express themselves as highly gratified at the way employees are renewing their memberships.

Many letters have come in to Association headquarters disclosing that employees welcome the upward revision of dues, on the ground that it will enable the

Association to do much more than it had formerly on behalf of State workers.

Early Action Asked

Both Dr. Frank L. Tolman and William F. McDonough, respectively President and Executive Representative of the Association, urged that employees send in their renewals early. They also issued a special plea to those State employees who have not yet joined the Association to come in now—"We need your aid to get the benefits which you want."

The Association is seeking a record enrollment this year, and returns thus far indicate the organization will have it.

State Forestry College To Get Pay Semi-Monthly

Special to The LEADER

ALBANY, Jan. 15—The Association of State Civil Service Employees is advised by Dean J. S. Illick, Dean of the State College of Forestry, that arrangements have been completed for the semi-monthly payment of salaries to State employees at the college. This action is pleasing to the workers affected.

The Association has pressed continuously for semi-monthly

payment of salaries and at least semi-monthly reimbursement for travel and other expenses incurred in line of duty in the case of all state workers. A great improvement has been made in recent years in these matters.

The Association will urge on the legislature again this year necessary amendment to permit reimbursement of state employees required to move from one location to another because of state duties.

NEWS ABOUT STATE EMPLOYEES

NYC CHAPTER

All-out support of their Town Hall-Forum meeting, to which all State employees are invited, was urged by President Charles R. Culyer, at the regular meeting of the Representatives of the NYC Chapter of the Association of State Civil Service Employees. Delegates and officers at the meeting were asked to make every effort to assure a full turnout for the event which takes place on January 24 at 8 p.m. at the Washington Irving High School, 14th Street.

Another feature of the well-attended meeting was the presentation of the Treasurer's report by Joseph J. Byrnes, which showed an excellent financial condition and that \$1,000 in war bonds had been purchased by the Chapter.

Laurence J. Hollister, Field Representative of the Association, answered questions from the floor on the proposed change in the Association's fiscal year, assuring members that the change would make no difference in their insurance protection obtained through the Association.

It was also announced at the meeting that before the Jan. 24 affair, delegates and officers of the Chapter would be guests of Charles Carlisle, Insurance Representative, at a dinner party to be held at Luchow's Restaurant on 14th Street.

Another meeting will be held this month to make up for the December meeting, which was skipped because of the holidays.

SYRACUSE

New officers elected by the Syracuse State School Chapter of the Association of State Civil Service Employees for the year 1946 were: President, F. Krumman; Vice-president, C. Ecker; Secretary, Miss D. L. Blosser; Treasurer, H. Swackhamer; Directors: W. Jenner, W. Freeman, E. F. Palmatier, R. Forward, R. La Fave.

MANHATTAN STATE HOSPITAL

Laurence J. Hollister, Field Representative of the State Association, saw J. T. McCarthy, Vice-president of the NYC Omnibus Corporation, about running the buses as far as the Nurses' Home at Manhattan State Hospital. Now the buses run half way, an inconvenience particularly when it is raining or snowing. Mr. Hollister reported that Mr. McCarthy cordially promised to investigate.

BROOKLYN STATE

The next meeting of the Brooklyn State Chapter will be held on Friday, Jan. 18, in two sessions, one at 3 p.m., the other at 4:15 p.m. William F. McDonough, Executive Secretary, the Association of State Civil Service Em-

ployees, and Leo F. Gurry, President of Mental Hygiene Association, will be guest speakers.

The holiday party given by office employees was a most enjoyable affair.

The following are confined to the infirmary: Ella Ford, Jessie Marra, Mary McAnena, Mary McGowan and Walter Thompson.

The sympathy of all employees is extended to Bridget Murphy and Anne Murtaugh on the recent death of their sister.

James Martin is seriously ill in St. Mary's Hospital.

The following have been discharged from military service and returned to duty here: Abraham Schame, Charles Ochab, Robert Parkin, R.N., and Stanley Kowalski, R.N.

Letters have been received from Lieutenant Michael Figa, with the Army in Germany.

William Carroll has been discharged from the infirmary after several months' illness.

Anthony Genduso, recently discharged from the Army, underwent an appendectomy.

ATTICA

Howard J. Ashford, 49 years old, died in his sleep December 30, 1945. Appointed a Guard at Attica, August, 1931, transferred to Dannemora until July 1, 1933, then reassigned to Attica where he served until his death. Buried in his home town of Lockport, New York.

The following employees have returned from service (some have been reported here before and some have already transferred to other institutions): T. Przblyl, J. Harrold, John J. Murphy, Joe Collins, Al Meyers, Harold Trautenberg, Howard Bills, Forest Spencer, Willfred Denno, Frank Wald, Rex Beach, Hollis Berlew, A. Byram, U. Bryan, Laverne Case, John B. Ryan, Ray Sieg, John Semple, George Berrill, Vincent Bataggia, R. D. Maroney, R. Reith, E. Gallery, H. Spencer, Don Taylor, L. Putney, Leon Adamski, Rollin Richert, Martin Copeland, Jimmie Gaynor, Francis Linner, Frank Owens, Fred Wickens, John Golden, Westley Moorhead. Some of these returned as long as two years ago, others will return this week. And there are still 26 men to return from service.

To bring further items up to date we have received by transfer

from other Institutions Vernon Beaumont, B. L. Bernard, Frank Cherry, George Lepkowski, S. Metzger, T. Morrissey, M. Roberts, Frank Cerato, William Sayers, P. Stott, William Tiffany, E. J. Waldron, Fred Walsh, V. A. Witkowski. Transferred to other Institutions were George Bonney, Dr. Brancale, D. Bibeau, Jack Hauger, Elmer Teieck, R. Maher, George Merrill, Gerald Mullen, John Marchand, Wallace Parrow, Teddy Randall, Pay Rowlee, William Semple, William Swartwood, E. Wadsworth, William Wilkinson, William Meagher, Alvie Haskins, John Golden, Oscar Kruckow.

John B. Ryan, John J. Murphy, Sgt. Hutchings are in the Veterans Facility at Batavia. The word is that Charles Ottman is on his way home from the Navy. . . . We have received no letters from Harold Patch recently. . . . John R. Smith is still in Shanghai, China. . . . "Barney" Johnson is in Germany with the 8th Army of Occupation. . . . Russell Bliss in the Coast Guard at San Fran. . . . Jim Polts with Navy in SW Pacific. . . . Last letter from Mansfield Wooley was from SW Pacific.

The Chapter Civil Service Membership Committee, Robert Zinke, Chairman, is pleased by the increase in membership of the Chapter, which has grown each year. K. Tice, E. Schmidt, N. Waggoner, Committee members, sparked by the enthusiasm of the Chairman and of L. Law, chapter President, have done a good job. . . . We are looking forward to the meeting of the W.N.Y. Conference in Buffalo, the latter part of Jan. We expect some action from the 1946 session of the Legislature in regards to the base pay and cost of living adjustments and revisions in the retirement laws. We have a committee to help with the proposed legislation to give a death benefit and/or pensions to the widows of men under the old 25-year retirement plan. Chairman is Capt. Tom Shea.

FIREMEN

appointed to Fire Department of City of New York on Dec. 17, 1945

There Will Be a Special Meeting

on

Sunday, Jan. 20—12:30

63 PARK ROW, NEW YORK CITY

Information of great importance will be presented at this meeting.

UNIFORMED FIREMEN'S ASSN. OF GREATER NEW YORK

Attention! Government Personnel Workers

New Twelve-Week Evening Program, Jan. 21-April 12, 1946 includes the following Professional Courses:

PLACEMENT OF HANDICAPPED WORKERS—Mon. 6-8—ANN LEHMAN, Senior Employment Consultant for the Handicapped, United States Employment Service.

PERSONNEL ADMINISTRATION IN GOVERNMENT AGENCIES—Wed. 6-8—HARRY F. SMITH, Director of Personnel, DPU, State Department of Labor.

Certificate Program; open to on-the-job personnel workers and other qualified persons. Students must have personal interview prior to registration. Tuition: \$30.00 each course. Send for pamphlet CV.

Registration dates, January 14-24, 1946, 5:30 to 8:00 p.m.

Room 211, Main Building

Division of General Education **NEW YORK UNIVERSITY**

100 WASHINGTON SQUARE EAST NEW YORK 3, N. Y. Telephone SPring 7-3000, Extension 291

CIVIL SERVICE LEADER

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The State Employee

By FRANK L. TOLMAN
President, The Association of State Civil Service Employees



Proposed Investigation of The State Civil Service Commission

THE PRESS recently carried a news item that an investigation of the State Civil Service Commission would be proposed in the 1946 Legislature.

Caesar's wife must be above all suspicions. The Civil Service Department, beyond all other Government agencies must be held to a strict accounting for unsullied devotion to the principles of good government and business-like administration.

In general, Civil Service provides or forms the gears of the government personnel machine. Unless these gears operate smoothly and effectively, the whole machine stalls or breaks down. It is, therefore, necessary and proper that inspection and preventive measures be taken frequently to keep the governmental system operating at the highest possible level of efficiency.

It is well known that civil service has been abandoned in large measure during the war. Antiquated rules and obsolete provisions of laws were patently inadequate to meet the needs of the vastly expanded federal war service, so a great body of emergency orders, rules and regulations, of necessity, were devised in the federal civil service any many of these were soon adopted by the States. Now that the war is over and hundreds of thousands of temporary civil service workers face the loss of their jobs, the problem of changing the emergency machinery into a post war model is acute.

CRITICISMS OF CIVIL SERVICE

Delay, slowness, unwillingness to make prompt decisions—these are the chief criticisms made by executives of current civil service procedure and practice.

A second criticism is like unto these first. Undue interference by the Civil Service in appointment and promotion by the department executive responsible for getting the work done.

It is claimed that an army of clerks is required to fill out civil service forms; that frequently years elapse before a permanent appointment can be made of the most competent eligible; that good examination-passers otherwise unqualified freeze many lists. Indeed one conscientious federal executive said his chief business was for years the circumventing of Civil Service, and that this circumventing is always to get the public business done.

The "committee on administrative management" some years ago proposed certain minimum reforms necessary in the opinion of the experts to modernize civil service. Congress, as usual, delayed and failed to act. The chief recommendations were:

1. Abolish the present Civil Service Commission.
2. Appoint a single federal personnel administrator.
3. Establish a part-time, unpaid, non-political advisory board.
4. Each agency should have a strong personnel staff operating under the merit system and should have the right, under that system, to hire and fire.

Similar suggestions have been suggested from time to time for New York State. Our Civil Service Law is about as aged and decrepit as is the federal law. Our administration of Civil Service lacks some of the worst features of the federal administration, but it is far from perfect.

A good executive is not one who never makes mistakes. A good executive learns from his mistakes and therefore makes fewer and less important errors of judgment as his experience increases.

A bad executive is one who holds to his decisions be they right or wrong.

Association For Merit System

The Association of State Civil Service Employees has always championed the merit system. It has never denied that changes for the better in the merit system are possible and desirable. It is sick unto death of much that masquerades under the habiliments of Civil Service. It deplores the legalism that seeks to take the place of justice. It believes personnel administration to be unsound when it rests only on rules and lacks understanding of human relationship that always maintain among people.

Investigation of the Civil Service should be a continuing and continuous activity of the State Government. Such investigations should be undertaken not by the Legislature alone, but jointly by the Governor, the legislature, representatives of the major departments, including the Department of Civil Service and representatives of the employees.

What I have said above should not be taken as final and fixed convictions. They are intended to point to a problem of administration which needs our best thoughts and our best efforts. A solution is not yet ready-made and immediately applicable. We need a diagnosis before we attempt a cure.

It is to be hoped, however, that the cure will be available before the patient dies or goes kookoo.

Savage Reappointed To Veterans Post

Special to The LEADER

ALBANY, Jan. 15—Governor Dewey reappointed Thomas Savage of Rome for the full 3-year term as a member of the New

York State Commission of Veterans' Affairs. Mr. Savage is State Commander of the Disabled American Veterans and well versed in vet affairs.

LOCHNER HAS SWIVEL CHAIR UNDER HIM BUT NO ROOF OF OWN OVER HIS HEAD

Special to The LEADER

ALBANY, Jan. 15 — Joseph Lochner sat back in his swivel chair at headquarters of the Association of State Civil Service Employees.

"Well, I had a place to sleep in Tokyo," he grinned.

Joe and his pretty wife, Annette, would like a home of their own in Albany. Things being what they are these days, Joe is having a tough time finding a home. Right now they're living with relatives.

"I went out to look at some places," Joe says. "They want just twice as much as they did before I went into the Army. And some of the recently-built stuff is so bad that a real estate man told me he wouldn't buy one himself."

Joe will buy or rent anything that looks half-way decent.

Physically, Joe looks just the same as when he went into the service. He's still wiry, still looks younger than his years, still grins engagingly.

"You know," he says, "I've been listening in on this civil service stuff since coming home, just to catch up. And it sounds exactly as it used to."

Joe, who is Business Secretary of the Association, keeps interrupting the conversation to say nice things about his colleague, Bill McDonough, executive representative of the Association.

"As I go through all this old material, and see how much work Bill has done, it just amazes me," says Joe.

Plea Of Woman Guards For Prison Officer Pay Made To Salary Board

Special to The LEADER

ALBANY, Jan. 15—The women who guard women prisoners at Albion Prison and Westfield Prison have appealed to the State Salary Standardization Board for prison officer pay.

Officers of the State Association Chapters at Albion and Westfield in appealing on behalf of the employees at these institutions for allocation to prison officer pay cite that they feel the responsibilities of the women employees at the two institutions are comparable in every way with those of the men who care for male prisoners.

Women's Statement

"We feel that our first duty is

Progress Report For State Jobs

OPEN-COMPETITIVE

Registrar, Department of Education, State Teachers College, Buffalo, New York: 35 candidates, held October 6, 1945 Rating of the written examination has been completed. Rating of training and experience to be checked.

Office Machine Operator (Calculating-key drive), State and County Departments and Institutions: 53 candidates, held December 1, 1945 Rating of the written examination is in progress.

Industrial Foreman (shoe shop), Department of Correction, Sing Sing Prison: 8 candidates, held December 3, 1945. Rating of the examination completed. Establishment of list pending settlement of veteran claims.

PROMOTION

Canal Electrical Supervisor, Department of Public Works: 16 candidates, held October 27, 1945. Rating of the written examination and training and experience is completed. Awaiting Service Record Ratings.

Compensation Claims Investigator, Upstate Offices, The State Insurance Fund: 8 candidates, held October 27, 1945. This examination has been sent to the Administration Division for printing.

Senior Account Clerk, Department of Mental Hygiene (Institutions): 58 candidates, held October 27, 1945. Rating of the written examination is completed. Awaiting Service Record Ratings.

Senior Stenographer, Department of Conservation: 15 candidates, held December 8, 1945. Rating of training and experience is completed. Awaiting Service Record Ratings.

Senior Clerk (Compensation), Department of Labor: 90 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

Principal Stenographer (Law), Department of Law, Albany Office: 17 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience is in progress.

Principal Stenographer, Department of Health: 13 candidates, held December 8, 1945. This examination has been sent to the Administration Division for printing.

Principal Stationary Engineer, Department of Correction: 35 candidates, held December 8, 1945. Rating of the written examination and training and experience completed. Clerical work in progress.

Principal Accountant, Public Service Commission: 8 candidates, held December 8, 1945. Rating of the written examination is completed. Rating of training and experience to be done.

Chapman Named To Revenue Board

Special to The LEADER

ALBANY, Jan. 15—Governor Dewey appointed Alger B. Chapman of Bronville, President of the New York State Tax Commission, as a member of the State Commission on Municipal Revenues and Reduction of Real Estate Taxes. Mr. Chapman succeeds Rollin Browne of NYC, former President of the State Tax Commission.

to guard the inmates and next, the rehabilitation of the prisoners," said a statement by the women employees. "These duties are performed day in and day out with the usual risks attendant upon guarding persons committed for all of the various crimes for which prisons are established. Women guards are given severe fitness tests. They must be capable in all ways including the possession of tact, understanding and courage."

A representative of the Association engaged in guarding women prisoners was the spokeswoman.

Association Backs Plea
The Association will urge the Board to grant to the women workers involved equal pay with men in the prison service.

The Association points out that

last year Governor Dewey vetoed an amendment to the Todd Law which would have extended the provisions of this law to State workers, on the ground that the State classification and salary boards had ample authority to assure like pay for women when they were performing the same duties as men.

"The principles established in the Todd law are unchallengeable," said an officer of the Association, "and the Association will do everything possible to assure that they are applied to women workers employed by the State as well as to women in industry and business. Women organizations throughout the State are interested in outlawing the present discrimination applying in the case of the women guards at Albion and Westfield."

What State Employees Should Know

By THEODORE BECKER

Hearing on Charges a Greater Safeguard Than Merely Submitting a Written Answer

IF YOU occupy a competitive civil service position and are not a war veteran or an exempt volunteer fireman your removal from employment on charges can be accomplished with greater ease than if you are a war veteran or an exempt volunteer fireman and hold a subordinate exempt or non-competitive class position for which you were not obliged to compete against others. The latter group, provided they are not private secretaries, cashiers or deputies are entitled to a hearing on charges prior to removal, and the burden of proving such charges is on the official making them. In the case of a competitive employee, however, all that he is entitled to is an opportunity to answer the charges in writing. That a wide gulf exists between the two methods and that the hearing provides by far the greater opportunity to establish the justness of the charges are amply demonstrated by a recent case involving the Chief of Police of an upstate city.

Facts in the Case

On the basis of a verified statement made by two women, accusing the police chief of saying and doing things in their presence and that of a sixteen-year-old girl which allegedly caused them annoyance and embarrassment, charges were preferred against the officer. The latter, a competitive class employee, was charged with conduct unbecoming a police officer, rendering him unfit to discharge his duties as Chief of Police.

Fortunately for him, the Chief of Police was, by special law, entitled to a hearing on the charges which had to be sustained by a preponderance of the evidence.

Record Discloses Hearing

From the printed record of the hearing before the appointing board, it appears that officer was represented by counsel and had an opportunity to face and cross-examine the witnesses against him. Furthermore, he had an opportunity to testify in his own defense and to have character evidence introduced.

Point of Cross-Examination

The cross-examination was directed toward showing that the witnesses had not been annoyed or embarrassed; that they waited more than three weeks before complaining and then only after

the complaint had been solicited by a subordinate policeman; that their relations with the accused officer had continued cordial during the interim; that their testimony was not credible; and that the sixteen-year-old girl had not heard or seen anything improper except to the extent that the two accusers had themselves enlightened her.

Despite this record, the appointing officers found the Chief of Police guilty and discharged him. It is clear that he would have been discharged on the verified statement if he were entitled only to answer the charges in writing. But because he was entitled to a hearing at which testimony was taken, the police chief was entitled to have the record reviewed by the courts.

Appellate Division Decision

The case was presented to the Appellate Division of the Supreme Court which reviewed the record and as a result ordered the officer reinstated. Said the court:

"The women, who preferred and verified the charges, allege that petitioner (the Chief of Police) spoke and acted before them in the presence of a school girl, about sixteen, and that the speech and conduct of the petitioner annoyed and embarrassed them. The weight of the evidence convinces us that the complainants were neither annoyed nor shocked by anything the petitioner said or did at the time charged. The school girl testified that nothing she heard the petitioner say or saw him do either annoyed or embarrassed her. The women complainants took no action against the petitioner until the respondents (appointing officers) sent a police officer to interview them and it was then that they prepared the charges against the petitioner. We find that the charges were not sustained by a preponderance of the evidence."

The court went on to say that even if the charges had been sustained by the evidence, "under the circumstances disclosed in the record, they would neither have affected petitioner's ability to fully discharge the duties of his office nor would they have seriously affected his general character, hence they would not have amounted to such misconduct upon his part, as to have required or to have justified his removal from office." (Cole vs. Lybolt.)

Western Conference Will Meet on Jan. 26

Special to The LEADER

BATAVIA, Jan. 15—Plans have just been announced for the Jan. 26 meeting of the Western New York Conference of State Civil Service Employees in the Hotel Lafayette, Buffalo, with the Buffalo Chapter serving as host.

It will start at 3 p.m. with a tea, followed by a business meet-

ing. The feature of the evening will be a dinner at 7 p.m. in the hotel ballroom. Reservations at \$3 per person should be made through Chapter delegates before Jan. 18.

Chairman of the meeting is Robert R. Hopkins, President of the Buffalo Chapter, Association of State Civil Service Employees.

The last previous conference was held at Batavia on Nov. 17.

Much-Needed Remedies Asked of Legislature By State Employees

Special to The LEADER
 ALBANY, Jan. 15—Some way out of the impasse for those State employees holding "dead end" jobs will be sought in the Legislature this year. Time service increments may be the solution, and it is the one being considered most actively. As things stand today, those employees engaged on jobs without promotional opportunities face the prospect, they say, of "a lifetime" in a single category.
 "It's a drab outlook," one employee said.

Temporary vs. Permanent
 A survey among employees in the various departments indicated a fairly general, though by no means over-enthusiastic, approval of the wage-rise recommendations of Governor Dewey. Most employees had expected a larger rise, and that it would be permanently added now to the base salary. Governor Dewey in his message to the Legislature regarded his proposed increases as "the continuation of the temporary adjustment which should be made permanent" and then discussed the need of a review of pay scales by the Salary Standardization Board, to rectify inequalities in the 1937 basic pay scales, and

action on the Board's prospective report by the 1947 Legislature.
 The recommendation that the new pay scales "should be made permanent" was construed as consistent with the 1946 Legislature making the general raises permanent, if it so desires, while deferring the rectification of individual injustices in the 1937 base salary scales for the next session.

Among the important objectives which State employees will seek this year from the Legislature are these:

1. A salary boost for every State employee at the end of 5, 10, 15 and 20 years, equal to his last pay increment. This would be designed to help the employee who has reached a "dead end" in advancement, who can't, for one reason or another, achieve further promotion through competitive examinations. The plan would be limited to employees in the lower brackets, possibly \$3,000 to \$5,000 a year.
2. Amendment of the Retirement Act to permit employees to borrow up to 50 per cent of their pension or retirement funds at no interest. They would have use of "their own money" without payment of interest.

3. The proposed pay increases would be the fourth under the Dewey administration, but they would apply to the fiscal year beginning April 1 next, as with any budget appropriation, unless the Legislature makes them amendatory to the 1937 base pay scales.

Association Seeks Permanency
 The State Association is planning to have legislation introduced to make the new pay scales permanent and to provide for automatic increases or decreases, based upon living costs.

Raises to Date
 In 1943 the Governor raised minimum State pay from \$900 to \$1,200 and when the new 30 per cent increase becomes effective April 1, it means that the lowest administrative pay in the State will be \$1,560 a year, compared with \$900 four years ago. The new "wartime" boosts will range from 30 per cent to 14 per cent over basic Feld-Hamilton salaries in 1946, the lower percentage applying to salaries of \$4,000 a year, or more, with a top limit of \$1,000 in pay increases for any person. The pay boosts would coincide with the 50 per cent cut in income taxes, also proposed by the Governor.

LOCKWOOD STATEMENT ON PAY INCREASES

ALBANY, Jan. 15—The following statement on the pay increases was released on behalf of Governor Dewey by his secretary, Paul E. Lockwood:

Governor Dewey recommended in his annual message to the Legislature additional salary increases for all State employees, in recognition of their faithful services during the difficult and trying war years and to help them meet changing economic conditions.

Under the Governor's proposal, increases of from 4 to 10 per cent will be given to all employees, effective at the start of the new fiscal year, April 1, 1946. These increases will be in addition to the 10 to 20 per cent war emergency compensation now in effect over the original Feld-Hamilton schedules, established on the bulk of State salaries in 1937. In 1943 the minimum salary for State

employees was raised, on the recommendation of Governor Dewey, from \$900 to \$1,200 a year.

The Governor also recommended that the aggregate war emergency compensation, including the new increases, be deemed to be regular salaries for retirement and pension purposes and that for these purposes it be made retroactive for the past three years at the option of the employee.

The additional increases recommended by the Governor will affect existing State salaries as follows:

Annual Salary	Now	Gov. Recommendation
Under \$1,500	20%	30%
Under \$2,000	17½%	26%
Under \$3,000	15%	22%
Under \$4,000	12½%	18%
\$4,000 and over	10%	14%

(Not to exceed \$1,000)

STATE ASSN. TO REQUEST PERMANENT PAY RISE

(Continued from Page 1)
 "The proposed emergency bonus of 4 to 10 per cent will increase the take-home pay of prewar years as follows:
 "Salaries to \$1,500 yearly by 30 per cent.
 "Salaries \$1,500 to \$2,000 yearly by 26 per cent.
 "Salaries \$2,000 to \$3,000 yearly by 22 per cent.
 "Salaries \$3,000 to \$4,000 yearly by 18 per cent.
 "Salaries \$4,000 yearly by 14 per cent.
 "But not more than \$1,000 increase in any salary.

A Stop-gap
 "These temporary adjustments are proposed for the fiscal year 1946-7 only. They become effective April 1, 1946. It is understood, the Governor stated, that 'in view of the changes that have occurred in national economic conditions, it is necessary that our basic salary scales, originally fixed in 1937, be completely reviewed for permanent changes. For this purpose, I will recommend in my budget message a substantially increased appropriation for the Salary Board. The Legislature should plan to provide for these permanent salary changes in our basic pay scale at its next (1947) session.'

"As I view it, the proposed emergency bonus is not to be construed as anything more than a stop-gap. As such, I think it will serve in some measure the purpose of relieving hardships and suffering which thousands of State employees would otherwise face from skyrocketing prices. It will, as far as one can now foresee, help tide us over until the big job of establishing fair permanent basic salaries can be completed. For this the State employee is much indebted to the Governor.

Other Pay Bills Coming
 "I wish every State employee

could have been present at all the conferences with the Governor and his close advisers at which the above agreement was reached. You would have been impressed with the full and frank discussions with the Governor, the President of the Civil Service Commission, the Director of the Budget, the Governor's Counsel and advisers. You would have profited from the wide informative and humanitarian point of view from which the difficult subject of wages was canvassed both from the standpoint of the administrators, the employee and the taxpayer. It was understood at the conference that the Association would draft and press for passage other salary bills which did not conflict in principle with the Governor's wage proposals.

"The Association plans to introduce a cost-of-living adjustment bill, a time service increment bill for extra increments after 5, 10, 15, 20 and 25 years' service at the maximum salary, a time and a half for overtime bill, and bills for equal pay for equal work bill, and bills for adequate pay for Registered Nurses, Matrons and Attendants at hospitals for the insane, etc.

An Opportunity
 "The big advantage in the situation is that the Association now has the opportunity to do a thorough job in the scientific determination of a basic salary plan. This means a revision of the Feld-Hamilton schedules. Those schedules were originally written by the Association. The major amendments to the original schedules were written by the Association. Because of its intimate knowledge and through the continued work of its expert Salary Committee, the new proposed Feld-Hamilton schedules should be largely the work of the Association."



Should ^{this} Auld Acquaintance Be Forgot?

This boy, and twelve million others like him, made it possible for us to welcome 1946 with the bells of peace instead of the guns of war. Thousands of his buddies are still overseas. Thousands more, like him, are in hospitals. Many others are trying to resume normal lives among the families and communities from which they have so long been separated—trying to complete educations which were suddenly interrupted—trying to re-establish

themselves in jobs or on farms. These veterans, who have done so much for us, deserve all the help we can give them. As we start a new year of peace, let us not forget the "auld acquaintance" who fought the war. Let us remember him by buying Victory Bonds, the Bonds which will help to make his new year a happy one. Invest in his future, in your future, in the future of our country—by buying Victory Bonds.

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List of Promotion Exams for Vets Will Be Continued Next Week

The list of State promotion examinations, open to veterans, publication of which began last week, will be continued next week. These are exams held during veterans' service in the armed forces and which will be reopened to them under provisions of the State Military law.

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 DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30
 SUNDAY SERVICES (P. M.)—5:30 and 7:30
 CONFESSIONS—At all times.

St. Francis of Assisi
 (National Shrine of St. Anthony)
 435 WEST 31st STREET
 NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12:30, 12:45
 (For Members of Armed Forces Only: 3 P. M.)
 DAILY MASSES—4, 6:30, 7, 8, 8:30, 9, 10, 11:30
 (11 Tuesday), 12:15
 CONFESSIONS—Every day of the year from 6:30 A. M. to 10 P. M.

Gov. Dewey's Message on Pay Raises And Other State Employee Topics

Special to The LEADER

ALBANY, Jan. 15.—Governor Dewey's message to the Legislature contained the following passages of importance to State employees:

Improved services to the people of the State resulted from the creation of the new Department of Commerce and from important reorganizations in the Departments of Labor, Mental Hygiene, Public Works, Conservation, Correction and the Division of State Police. New services were provided through the creation of such agencies as the Division of Veterans' Affairs, the Youth Commission, the Bureau of Soil Conservation and Conservation Education in the Department of Conservation, and the Bureau of Aviation in the Department of Commerce.

Even though the generally prosperous conditions during the war minimized the normal demands on the welfare system of the State, a number of serious, war-induced problems arose in the field of public welfare. To help care for the children of working mothers the State contributed to 262 child care centers in various communities. The juvenile delinquency program undertaken with the creation of the State Youth Commission is making important headway, and the State is vigilant in meeting this growing challenge. While public interest was focused on war questions, the State nevertheless, undertook new and increased medical and other services to the aged, the blind and others requiring welfare assistance.

POST-WAR PREPAREDNESS

For more than a year before the end of the war, agencies of the State government had been hard at work on a program to insure high level employment and production in the post-war period. The end of the war found us ready and I was able immediately to create a Reconversion Service Agency composed of the Commissioners of Commerce, Labor and Public Works to render effective service in helping business with its reconversion problems. With the aid of the State, substantial progress has been made by New York firms in obtaining war plants as they become available, thus providing additional job opportunities for veterans and war workers.

The future prospects for business and job opportunities in this State are great. In part, this is a tribute to our State machinery for insuring industrial peace. It is even more a tribute to the wisdom and public spirit of our industrial and labor leaders and their organizations. It is also a tribute to the people of this State whose ideas of progress and industrial stability have made them the proud possessors of the first State School of Industrial and Labor Relations which it was my great pleasure to open at Cornell University last Fall.

The condition of your State is sound. Both the State government and the business community are in good shape financially and possessed of the technical skill and confidence to face the future boldly. Unless national conditions and policies make it impossible, the prospects for 1946 in the State of New York are bright for jobs at good wages for all who want to work in a prosperous economy.

STATE HIGHWAY OFFICES

There still exist in the State 5,912 grade crossings. Of this number, 846 are considered sufficiently hazardous or otherwise objectionable as to require immediate attention.

In our canal system we find accumulated deterioration. Lock walls are crumbling, docks in some cases collapsed, bridges obsolete, mechanical equipment in need of replacement in whole or in part.

A necessary adjunct of the State highway system is provision for its maintenance. District offices, repair shops and county maintenance headquarters generally are outgrown, insufficient and in some cases derelict.

STATE BUILDINGS

The long neglect and postponement of essential work which afflicts our highways is only exceeded by the disrepair and inadequacy of many of our State buildings. Let me give you a few examples:

At the School for the Blind at Batavia, 175 blind boys and girls are being taught how to achieve a normal happy life and to earn a normal living. The main administration and classroom building at this school is over 75 years old. The interior is constructed entirely of wood which has dried out over the years. The major portion of electrical wiring is 40 years old, and is inadequately protected from the danger of short circuits. The classes and assemblies of these blind children are conducted on the third floor and 27 persons still live in that structure. I have seen these blind children being taught and living in a dangerous fire trap. That is a situation that can be tolerated no longer.

The capacity of Letchworth Village is 3,177 but today its population is 4,063, an overcrowding of 885 patients, many of whom are children. The overcrowding is so bad that in a building designed for 96 patients there are more than 150. Some 300 children are sleeping on mattresses laid end to end on the floors of day rooms. That also is an intolerable situation and must be corrected.

At Central Islip, tubercular patients are housed in unfinished buildings with unplastered walls and no ceilings. The buildings are incapable of being properly cleaned and are a potential breeding place for vermin.

At the Binghamton State Hospital there is an assembly hall, built in 1896, with wooden floors and stairways. Into that hall 800 of the mentally ill patients have to go for movies and other entertainment. That building is laconically described in a report I have received as "combustible."

At the Syracuse State School the main group of buildings was built prior to 1854.

At the Utica State Hospital mental patients are housed in a building built in 1843. All facilities are makeshift and sanitary arrangements completely inadequate.

In institution after institution the same thing is true. Overcrowding is chronic and ranges up to 20 per cent and even 30 per cent. Antiquated buildings, insufficient sanitary facilities, patients sleeping in corridors—this is the way the proud State of New York at the present time is forced to take care of the unfortunate people in its mental and other institutions! We cannot, we must not, permit these conditions to continue. Our institutions have been neglected through long years of depression and as a result of the enforced curtailment of building during the war years. Now that the war is over, and as men and materials again become available, we must press forward to meet these moving, human needs.

SOCIAL WELFARE INTEGRATION

Everyone has agreed that our public welfare system is a patch-work.

I have said before and I wish to repeat; the present system which requires persons or families in need to go to 2, 3 or 3 different public agencies is an inexcusable burden on the needy. It is also costly and inefficient. It is our duty to cure it.

As a condition to receiving added State aid for welfare purposes, under the plan proposed by the Commission on Municipal Revenues I recommend that the localities should be required to provide all welfare services in an integral plan of administration.

LABOR

The agencies of government in the State have held the confidence of both labor and management. That confidence they will continue to hold because of the practice of effective cooperation rather than attempted dominance of the economic processes of enterprise or of organized labor.

The State Mediation Board has done valiant work in facilitating the peaceful solution of industrial disputes. The Board is now composed of five permanent members and two members appointed from

year to year. To meet the needs ahead the board ought to be expanded. Accordingly, I am recommending that the board be increased to seven permanent members by provision for the appointment of two additional permanent members in place of the two members now appointed from year to year.

EDUCATION

Following the report of the Committee on the State Educational Program, and on my recommendation, the Legislature created a Commission on Technical Institutes. This Commission will report at this session. Serious consideration should be given to the creation of temporary experimental programs supported entirely or partly by the State to determine the basic desirability of such institutes. I am sure that the Commission, when it reports will provide the basis necessary for your action.

STATE EMPLOYEES

The people of our State have cause to be proud of their employees. I have visited many offices and institutions throughout the State and everywhere have been impressed by the first-rate job they are doing. Time and again I have seen them turning out their work under the most trying conditions.

One of the first lessons I learned in Albany was that Administrations have too easily taken for granted the work and the loyalty of their employees. When I came to Albany, starting salaries were as low as \$900 per year. With the cooperation of your Honorable Bodies we raised the general starting salary to \$1,200. Later in the session of 1943 we increased all salaries up to \$3,975 by from 7½ per cent to 10 per cent. In 1945 we increased all salaries by from 10 per cent to 20 per cent. We have promoted employees and reclassified and reallocated positions to achieve equity and fairness within our present structure. But our pay scales today are still insufficient fairly to meet the great increases in the cost of living. Moreover, we are unable to secure qualified employees in many branches of the public service. Further increases in our emergency compensation allowances are essential.

I recommend that the present additional compensation be changed as follows:

For those earning less than \$1,500 per year, that the rate be increased from 20 per cent to 30 per cent; for those receiving \$1,500 but less than \$2,000, that the rate be increased from 17½ per cent to 26 per cent; for those receiving \$2,000 but less than \$3,000, that the rate be increased from 15 per cent to 22 per cent; for those receiving \$3,000 but less than \$4,000, that the rate be increased from 12½ per cent to 18 per cent; for those receiving \$4,000 and over, that the rate be increased from 10 per cent to 14 per cent but that the limitation on the increase remain fixed, as it was last year, at \$1,000.

Our present additional compensation is not regarded as salary for retirement or pension purposes. I recommend that this additional compensation be available for these purposes, and that it be made retroactive for the past three years at the option of the employee.

I look upon this salary recommendation as the continuation of a temporary adjustment which should become permanent in view of the changes that have occurred in national economic conditions. There are serious inequities still, however, between some grades and some of our highly educated and trained employees are not, even now, adequately compensated. It is necessary, therefore, that our basic salary scales originally fixed in 1937 be completely reviewed for permanent changes. For this purpose I will recommend in my budget message a substantially increased appropriation for the Salary Board. The Legislature should plan at its next session to provide for such permanent changes in our basic pay scale, including the correction of inequities as the Salary Board will recommend.

AGRICULTURE

State agencies have rendered effective service to New York farmers in supplying farm labor, helping keep old farm equipment on the job in the face of machinery shortages, in foreseeing and overcoming emergencies of every kind from transportation tie-ups to feed shortages.

HEALTH

I propose during this session to send to your Honorable Bodies a special message making recommendations for an expanded public health program which will, as at present, utilize local agencies with local responsibility and participation but will move fully develop the possibilities in this broad and vital field.

PUBLIC SAFETY

I am calling a statewide safety conference this spring, under State auspices, to bring together representatives of all groups interested in a broad safety program. The specific goal will be to organize a fully-integrated statewide program to propose to you fixed speed limits and a traffic regulation program, to set definite quotas for the reduction of accident fatalities and injuries, to increase cooperation among interested agencies and at the same time delineate clearly their respective functions—thus eliminating unnecessary overlapping; to see up effective safety education for pedestrians and drivers and for the home, farm and factory; to determine recommendations involving material changes in machines, highways, farm equipment, automobile safety devices and other measures to aid in the prevention of common types of accidents.

CONSERVATION

A million and a half young men, home from the war, are going to want and need out-door recreation as never before. Our conservation facilities have never been adequate. They are less adequate today. I propose that we make our conservation facilities worthy of the beauty and out-door resources of the most beautiful State in the Union. We should have additional fish hatcheries, such as the new muskalonge hatchery at Chautauqua Lake, which will be the largest one in the world. The program calls for the development of some 350 miles of trout streams already acquired by the State, a new game farm for Western New York, a special wild life conservation project in Bronx Park, New York City, where hundreds of thousands of city boys and girls will have an opportunity to see birds, fish and animals in their natural surroundings.

More campsites will be built in our forest preserve. The development of the State parks will be carried forward and the State's half million acres of reforestation areas must be put in shape for the maximum production of quality timber. This means planting the remaining open land, thinning and pruning the older reforestation stands, improving old woodlots and making the necessary provision for insect, pest and disease control and fire prevention. If this work is delayed much longer, a large part of the State's previous investment in these areas will be lost because of crowding and the hazards of disease and fire and plain neglect.

VETERANS

As early as the first part of 1944 a State Veterans Commission was created to begin planning for the great responsibilities of the State to its returning veterans. As a result, when the war ended the Division of Veterans Affairs was already in existence in the Executive Department. Today this State has a program for the benefit of its veterans unmatched by that of any other state.

Fortunately New York State is also leading the way in the nation in job opportunities. Despite current difficulties we have the most stable labor relations of any industrial state and the tax cuts I have recommended, together with the various activities of the Department of Commerce, have created a happy and healthful atmosphere for business and jobs not equalled in any other State.

THOMAS E. DEWEY

Paxton Blair Back On Welfare Board

Special to The LEADER

ALBANY, Jan. 15—Governor Dewey reappointed Paxton Blair of NYC as a Member of the New York State Board of Social Welfare.

Mr. Blair resigned in September, 1945, when he was appointed a Supreme Court Justice in the First Judicial District by Governor Dewey. Mr. Blair was reappointed to fill the unexpired portion of his term which runs until July 1, 1949. He was a candidate for election to the Supreme Court, First Judicial District, in the last election. Formerly he headed the Appeals Bureau in the NYC Corporation Counsel's office.


DEWEY REAPPOINTS TWO

Special to The LEADER

ALBANY, Jan. 15—Governor Dewey reappointed I. Hasbrouck Chahoon of Ausable Forks, and William C. Murray of Utica, as Commissioners of the New York State Insurance Fund.

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TUESDAY, JANUARY 15, 1946

Proposed State Pay Raises All Permanent Except In Name

GOVERNOR Dewey's proposed salary increases are in the nature of a payment on account, and as such, no doubt will be found acceptable by the majority of the State employees affected.

The need for an overall upgrading of State salaries still exists and must be satisfied without loss of time. In some particular titles salaries are so low as to halt recruitment, in other titles they are outrageously low for employees of whom high minimum educational and experience requirements are demanded. The big job, in which the Association of State Civil Service Employees, it is hoped, will play as important a part as it did in the original work on the Feld-Hamilton schedules, can not be completed in time for action by the present Legislature. But it must not be postponed beyond the life of the next Legislature, which will meet a year from now.

Appraisal of the Increases

Meanwhile State employees may be wondering just how to appraise the increases that the Governor recommends. For all practical purposes the increases are permanent; also they represent a minimum, while the job of overhauling the pay, grade by grade, undoubtedly will produce even larger increases.

There is tendency to debate whether the increases may be considered basic or not. Not only the presently recommended raises but also those granted during the three years prior to June 1 next are to be subject to retirement contributions. That clinches the argument. By whatever name you call them, the benefits are as permanent as any basic pay structure of the Feld-Hamilton law.

The State operates on an annual budget basis. Each succeeding Legislature appropriates the funds with which to pay State employees' salaries for the next fiscal year. There is no legal means of providing for the future indefinitely.

The effect upon employee morale in having the increased pay become a part of a reconstructed Feld-Hamilton schedule may be good, and efforts to have the description sound as convincing as the reality therefore must be considered. In this case the rose by another name may smell sweeter.

Doubt on One Point

The Governor's message to the Legislature was forthright and bristling. It was, in every particular except one, very clear and pointed. When he came to a discussion of State Employees, the Governor did not make completely clear whether he was leaving the way open for the present Legislature to denominate the raises as permanent or whether that was to be left to the next Legislature. He said:

"I look upon the salary recommendation as the continuation of the temporary adjustment which should become permanent in view of the economic changes that have occurred in national economic conditions. There are serious inequities still, however, between some grades, and some of our highly trained employees are not, even now, adequately compensated. It is necessary, therefore, that our basic salary scales originally fixed in 1937 be completely reviewed for permanent changes."

There are two distinct considerations:

1. Presently proposed general increases should be made permanent, not saying when, and
2. Rectification, grade by grade, which will be a task of the 1947 Legislature.

Maybe the Governor was purposely noncommittal about the time when permanency is to be called such, so the Legislature could proceed without at least one bit of advice from him.

Comment, Please

Address Editor, The LEADER, 97 Duane St., New York 7, N. Y.

Hospital Food Allowance

Editor, The LEADER:

According to its latest official directory, Brooklyn State Hospital now carries a large surplus of patients—753 more than its certified capacity.

Why, then, has the Department of Mental Hygiene cut down the hospital's food allowance \$71,035 below the allowance in 1944-45?

At that time (1944-45) Governor Dewey's Dawson Report declared that the food supply at this hospital and others was "decidedly inadequate in those elements

which are necessary for a balanced diet" and that the reason was, in part, "the small per capita budget allowance for food."

By what logic is the budget cut still further?

The same situation is true of Binghamton, Marcy, Middletown, St. Lawrence and Willard State Hospitals. In all these institutions the Patients' diet will now be even more deficient in essential vitamins. Is this how the Department of Mental Hygiene provides for the helpless thousands in our state hospitals?

—FRANK C. WILSON



JOHN E. HOLT-HARRIS has been appointed assistant to John DeGraff, counsel to the State Association of Civil Service Employees. Mr. Holt-Harris was recently discharged from the Army. He was a Lieutenant (s.g.).

Shoro Presides Over Meeting On Grievances

Special to The LEADER

ALBANY, Jan. 15—Clifford C. Shoro, Chairman of the State Association's Grievance Committee, and past president of the Association, presided over a special meeting of the Committee at the DeWitt Clinton Hotel. The other members of the Committee are Christopher J. Fee, State Department of Labor, and Mildred M. Meskil, State Department of Agriculture and Markets. Also present at the meeting were Dr. Frank L. Tolman, William F. McDonough and Joseph D. Lochner, President and members of the Association Headquarters staff, respectively.

A vigorous program was outlined by Mr. Shoro. Agencies established to resolve grievances are to be consulted on objectionable practices which it is felt violate sound personnel administration.

O'Dwyer Will Restore Fire Dept. 3-Platoon And Recruit Police

In his first address to the City Council, Mayor William O'Dwyer indicated that an additional \$26,000,000 would be made available for City departments during the fiscal year 1946-7.

The Mayor said that the \$26,000,000 would include an additional \$10,000,000 for the Board of Education; \$5,000,000 to bring the Police Department to full strength; \$2,000,000 to restore the 3-platoon system in the Fire Department; an extra \$1,500,000 for the Sanitation Department; \$3,500,000 for the Hospital Department, and \$1,000,000 for Public Works.

Standing of Teams In Women's Bowling

The standing of the teams in the Ladies' Municipal Bowling League follows:

	Won	Lost
Comptroller "B"	30	9
Public Works "A"	27	12
Finance	26	13
Purchase "A"	26	13
Board of Estimate	25	14
Comptroller "A"	24	15
Purchase "B"	24	15
Education "B"	22	17
Transportation	20	19
Police Department	16	23
Public Works "B"	16	23
Education "A"	16	23
Housing and Buildings ..	15	24
Corporation Counsel	11	28
Civil Service Commission ..	11	28
Sanitation	5	34

Civil Service Vets To Meet on Jan. 17

The next meeting of the New York War Veterans in Civil Service Inc. will be held at the Tough Club, 243 West 14th Street, at 8:30 p.m. Thursday, Jan. 17. Employees who served in the armed forces during World War II will be welcomed.

Louis E. Drago, Kings County Commander of the American Legion, will address the meeting. Special reports will also be given by the Legislative Committee and the Membership Committee.

All World War II veterans employed by the city or State are eligible to become members and are invited to attend.

ADDED TO NYC LIST

Casper F. Colla had his name added to the list for Surveyor of Unsafe Buildings, Borough of Brooklyn, according to an announcement by the Municipal Civil Service Commission.

Don't Repeat This!

MOUNTAIN AND MOUSE

The NYC Civil Service Commission installed a microfilm machine last November to put their records on the tiny film and save oodles of storage space. Cost, \$30 a month, with guaranteed use of 20 rolls of film a month. Film used has been at the rate of 1½ rolls a month.

DIFFERENCE OF MAYORS

Mayor O'Dwyer is running things quite differently than F. H. LaGuardia did. Mr. O'Dwyer attends Board of Estimate meetings. Mr. LaGuardia didn't. Mayor O'Dwyer is sticking close to City business, no time-taking extra-rural activities on councils and committees. The job, either way, takes 15 hours a day. Mr. O'Dwyer has a policy of delegating other than policy matters to trusted and competent subordinates, like Secretary Bill Donohue and Mayor's Assistant Louis Cohen, with power to act.

NEW AIDE FOR O'CONNELL

Liquor Authority Chief John O'Connell will shortly have a new executive assistant.

CAUGHT IN MIDDLE

A situation which might have hit the press with nasty overtones is being quietly settled. It involves an issue between the State Civil Service Commission and a Long Island community which had asked for a classification of its employees, then had an election, with the ins and the out changing places. The new "ins" screamed that the classification "covered-in" the political

appointees of its political foes. The Commission was caught in the middle, because the classification had already been completed by one of its men, and ready to go on the calendar for action.

SUBWAY BILL

A bill will be introduced in the State Legislature to create an authority over the NYC subways, with the right to raise fares up to 10 cents. The idea is that this will "take the subways out of politics." It bodes one of the toughest political battles of the session, with Mayor O'Dwyer and former Mayor LaGuardia directly participating.

WHERE TO SLEEP?

The U. S. Treasury Department has brought 100 auditors from out of town, to work in NYC on hush-hush stuff, for 20 to 30 days. But no provision was made for finding them a place to live. Rentals demanded exceed the total expense allowance. Could any of those nice young men sleeping in subway trains at night be U. S. auditors?

HOBBY PAYS

One Federal employee found that his hobby—photography—paid him a big dividend. Although a classified competitive permanent (?) employee of the Civil Service Commission with 15 years' service, he was dropped in a reduction-in-force. However, his experience "fooling around" with photography enabled him to land a job doing photostatic work for Surplus Property. A hobby paid off where a career bloomed.

Vesting of Pensions If Employee Resigns Held Needed Reform

The fourth instalment of a serial article on the N. Y. State Retirement System, with proposals for its liberalization as made by the Association of State Civil Service Employees, is published this week. It deals with Separation Benefits. The first instalment, dealing with minimum pensions, was published in the Dec. 25, 1945, issue of The LEADER, the second, relating to increased ordinary death benefits, appeared in the Jan. 1 issue, and the third, in last week's issue, concerned optional retirement at 55. The fourth instalment follows:

SEPARATION BENEFITS

At present a member who withdraws from the Retirement System without having reached the eligible retirement age receives only the return of his own contributions. There are many sound reasons why the pension contributions made by the State on behalf of a member should become vested after the completion of 15 years of service or in the event that the member has attained age 45 after 10 years of service. These are commented upon hereafter. Of course, it would be necessary for the member to allow his own full contributions to remain with the Retirement System at interest until retirement.

The retirement allowance finally granted would be the sum of the annuity purchased by the employee's accumulations at the time of retirement plus the pension allowed by the State. Such pension would be a fraction of the final average salary represented by the number of years of service up to the time of separation, divided by 140, except that the fraction would be 1/70 for any prior service. The pension would be contingent upon the member's surviving to age 60. It has been estimated that the flat increase in the normal contribution of the State on account of a vested pension after 15 years of service would amount to only 15/100 of 1 per cent. For instance, in 1943 the increased cost on the part of the State might have amounted to, say, \$120,000. In addition, there would be a certain amount of accrued liability for this benefit which would have to be taken care of through the continuance of the present deficiency contributions of the State.

Reasons for Separation Benefits

Some of the sound reasons for separation benefits along the above lines are stated below:

1. Employees of the State of

New York do not come under the Social Security Act. They do not take with them any pension credit on transfer to another employer as in the case of other employees, and are not able to build up an adequate pension.

2. One of the primary objectives of any pension system is to make adequate provision for the old age of employees in order that they will not be turned back on society for support. This purpose is not being met by our Retirement System in the case of discontinuing employees, where the accumulated contributions are turned back to the employee and where there is a possibility that the funds may be dissipated in later life through unwise investment or otherwise. It would seem much better, in the interests of the State, to encourage discontinuing employees to allow their accumulated contributions to be held towards an annuity.

20-Year Proviso

3. Under the provisions of Section 61 (3) an employee whose service is terminated after 20 years of State service, through no fault of his own, becomes entitled to receive an annuity determined on the basis of the member's own contributions and the contributions of the State itself. It is understood that this provision is being interpreted somewhat liberally so that it may in actual practice mean that there is a guaranteed annuity after twenty years of service. The cost under the proposed bill as compared with the cost of a guaranteed annuity after twenty years would be insignificant.

4. The amendment would make it possible for a discontinuing member to secure a much more favorable annuity rate in the Retirement System than could be purchased from a regular life insurance company. Our tests show that even on the basis of rates for new entrants since June 30, 1943 a greater income of at least 40 per cent could be obtained through the Retirement System as compared with life insurance companies. This advantage arises principally from the fact that the mortality is naturally heavier on a group of annuitants who are compelled to accept an annuity upon retirement as compared with individual annuitants who deal with insurance companies.

Next week: Privilege of employees to make additional contributions.

Willard No. 1 Tops League Of Bowlers

The Mental Hygiene Bowling League's plans for a big tournament dinner in the Spring are

already under way.

The second half of the bowling season is now under way.

In the men's division Willard No. 1 is leading with a smart average of .815, having won 22 games against 5 losses. Middletown is second with .708, followed by Pilgrim with .704. Middletown holds the Hi-10 record of 1,123, while the champion Willard No. 1 team takes the Hi-30 honors with 3,205.

The Creedmoor team gained recognition through the efforts of Roseboom and Angier who hold Hi-10 (264) and Hi-30 (688) respectively. Shumache (Mid.) leads the pack with the hot average of 191.67 followed by Barnes (B No. 1) 188.57 and Steblen (Wa.) 187.07.

Rockland girls captained by Ada Miller hold the lead in their division with 20 wins against 10 losses for an average of .667 trail-

ing closely by Marcy No. 1 with .621 and St. Lawrence with .600. The Willard girls' team holds Hi-10 and Hi-30 with 1,042 and 2,905.

Anne Zdeb of Marcy No. 1, averaging 165.86, is having a real race with Rockland's Ada Miller who is bowling 'em over at the rate of 164.67. These gals can bowl. M. Reickert of H. R. No. 2 takes individual Hi-10 with 254. D. Jones hit 661 for the Hi-30.

Fire Dept. Groups Will Meet Tonight

A joint meeting of the St. George Association of the NYC Fire Department and the Georgian Guild will be held at the Masonic Temple, Manhattan this evening (Tuesday) at 8. Officers of both societies will be installed. Dancing and refreshments will follow the business meeting.



6-BULB ASSORTMENT

- 2 . . . 100-WATT BULBS
- 2 . . . 60-WATT BULBS
- 2 . . . 40-WATT BULBS

All 6 for 70¢

PLUS TAX

LOWER THAN PREWAR PRICES!



WITH OUR LATEST REDUCTION
IN ELECTRIC RATES, IT MAKES
GOOD LIGHTING THE BEST BUY OF
THE YEAR!

Now that the dim-out is OUT (and electric rates have dropped to the lowest point in our history!) here's a chance to brighten your home . . . to give your family more eye-saving light . . . to get rid of war-weary darkened electric bulbs in your lamps.

Special "Lights On, New York!" packages of 6 bulbs are now available for immediate delivery . . . at lower than prewar prices.

They can be ordered at Cooperating Department and Dealers' stores all over the city, or through any Consolidated Edison showroom or employee.

Coupled with Consolidated Edison's latest \$6,300,000 reduction in electric rates, they make good lighting the biggest bargain of the year!

Take home one or more "Lights On, New York!" packages of bulbs today.

The special "Lights On, New York!" selection of bulbs is being offered in a handy cardboard shelf-type container by the Consolidated Edison Company in cooperation with the General Electric, Westinghouse, and Sylvania Electric Products Companies in Consolidated Edison's first postwar campaign — "Lights On, New York!"



JOB OPPORTUNITIES FOR DOCTORS ARE EXCELLENT IN V. A. AT \$4,300 UP

Openings Exist in Bronx Applicants Hired Fast—How and Where to Apply

(Continued from Page 1)

A notation that the physician has been hired. If there is no immediate vacancy at the hospital, then a wire is sent to the central office to determine if there are openings in any other V. A. institutions which he might fill.

In Grade 5 or higher positions, specialists and surgeons (\$5,180 a

year and up), the Facility may not hire directly. In such cases, the applicant is asked to fill out Form 57, which is transmitted to Washington with a "Letter of Transmittal" in which the Facility requests permission to hire the applicant. Upon receipt of permission from Washington, the doctor may be hired.

Future prospects for doctors who desire to enter this field are described as "excellent." A large portion of the medical posts are currently filled by Army Medical Officers, and as they are discharged from service, they must be replaced with civilians. In addition, many Army hospitals are being closed and are being offered to the Veterans Administration, which faces an increasing post-war load of medical service to veterans of this and previous wars.

Expansion Indicated

WASHINGTON, Jan. 15.—Indicating the future expansion of V. A. medical staffs, General Omar Bradley, Veterans Administration administrator in a press conference pointed out that today his

agency employs 2,400 doctors, of whom 700 are on loan from the army and must be released under the point-discharge system. The permanent civilian medical staff consists of only 1,700 doctors, while it is estimated that normal post-war demands will call for 3,000 doctors to staff the Facilities (hospitals and homes) and another 2,000 for the regional offices. Part-time specialists will be hired to supplement the regular staff.

Pointing out the advantages of working for Veterans Administration, General Bradley added that a salary of \$11,000, paid to top medical men, was equivalent to earnings of \$18,000 in private practice, when a doctor's operating overhead is considered. The average pay of V. A. medical men, \$5,500, the General said, was

equivalent to an income of \$10,000 or \$11,000 in private practice.

Major change in the new method of recruitment of doctors for the Veterans Administration, it was said, is the fact that incoming doctors are rated on the basis of their professional experience, rather than according to available vacancies when they happen to apply. This makes it possible for mature medical men to enter the service at salary rates which were previously reached only after long tenure in the Administration.

This is the second weekly article on Public Jobs for Doctors. Another will appear next week.

Prospects Get Strong Bid—Some Vacancies Pay From \$5,180 to \$11,000



Protecting the health of NYC children is one of the duties of physicians employed by the NYC Health Department. Here is a typical scene at one of the 62 Child Health Stations maintained by the Department.

Feb. 2 Ends Filing For Psychologist

Doctors have until Feb. 2 to apply for School Psychologist, NYC Board of Education.

The salient facts concerning this examination follow:

Where to file: Board of Education, 110 Livingston St., Brooklyn 2, N. Y.

Final date for filing: Feb. 25.

Date of written test: March 15.

Salary: \$6,000 first year, \$6,500 second year, \$7,000 third year and thereafter.

Application fee: \$12.

1. Age: Minimum 30, maximum 45.

2. Preparation requirement: Graduation from a Grade A medical college and the holding of a license to practice medicine in the State of New York and present registration thereunder. The said preparation shall include, in graduate or undergraduate work, 12 semester hours in approved courses in education.

The courses in education may be completed within three years

of the first day of the school term following the date of issuance of the license; if the applicant fails to meet such requirements within such period, the license shall terminate.

3. Experience requirement: Either (a) or (b).

(a) Five years of practice in psychiatry, including 800 hours of appropriate clinical experience in approved institutions for the treatment of mental diseases and for mental defects, and 1,200 hours of appropriate experience in approved clinics for the study and treatment of personality and behavior disorders of children, or

(b) Three years of practice in psychiatry, including 1,200 hours of appropriate clinical experience in approved institutions for the treatment of mental diseases and for mental defects, and 1,500 hours of appropriate experience in approved clinics for the study and treatment of personality and behavior disorders of children.

Accountant and Auditor Positions Are Now Open To Disabled Vets Only

Positions as Accountant and Auditor with various Federal agencies in the New York-New Jersey civil service region are open to disabled veterans. Salaries range from \$2,980 to \$3,640 a year.

For the \$2,980 Grade at least two years of progressively responsible and successful practical accounting experience in accounting positions requiring knowledge and application of commercial accounting principles and practices. For any Grade the applicant's experience must have been of a scope and extent of responsibility sufficient to demonstrate conclusively the ability to perform the duties of his position. Additional experience will qualify for the \$3,640 grade.

Substitution of Education for Experience

FOR THE \$3,640 GRADE

Substitution will be permitted for the experience prescribed above in accordance with (1) or (2) as follows:

(1) For each four months of the experience prescribed above, up to a maximum of one year of experience, applicants may substitute:

(A) Six semester hours or equivalent thereof of the study of accountancy successfully completed in a residence school above the high school level, or

(B) One full year of experience as a teacher of accounting in a residence school above the high school level, or

(C) Any time-equivalent combination of (A) and (B) immediately above, or

(2) For two years of the experience prescribed above, applicants may substitute the possession of a certificate as a Certified Public Accountant obtained through examination in a State, Territory, or the District of Columbia provided the certificate number and date and place of issuance are clearly stated in the application.

FOR THE \$2,980 GRADE

(1) For each eight months of the experience prescribed above, applicants may substitute:

(A) Six semester hours or equivalent thereof of the study of accountancy successfully completed in a residence school above the high school level, or

(B) One full year of experience as a teacher of accounting in a residence school above the high school level, or

(C) Any time-equivalent combination of (A) and (B) immediately above, or

(2) For the two years of the experience prescribed above, applicants may substitute the possession of a certificate as a Certified Public Accountant obtained through examination in a State, Territory, or the District of Columbia provided the certificate number and date and place of issuance are clearly stated in the application.

Note: Persons entitled to veterans' preference should include in their experience statement the duties performed while serving in the Armed Forces.

Credit will be given for all valuable experience of the type required, regardless of whether compensation was received or whether the experience was gained in a part time or full time occupation.

Oral Examination

Competitors who attain a tentative eligible rating may be required to report for oral examination, which examination will be held at points as convenient for competitors as conditions will permit.

How to Apply

1. Applicants may obtain and file the required forms at the U. S. Civil Service Commission, 641 Washington St., Manhattan

List of Current Exams for Public Jobs

REAL JOBS OPEN IN 7 U.S. TITLES

Jobs in 6 different titles offer real job opportunities to veterans and non-veterans to enter the Federal service. A seventh job—Vocational Adviser—is restricted to veterans only.

The 7 titles and the agencies:

Veterans Administration: (a) Training Officer, (b) Vocational Adviser, limited to veterans only, and (d) Attendant (Mess). (c) Attendant (Hospital) and Doctor.

Civil Aeronautics Administration: Aircraft Communicator.

Various departments and agencies: (a) Stenographer, (b) Typist, and (c) Messenger.

Where to Apply

All applications can be obtained from Second Region, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and all filled-in applications should be filed there. Applications are obtainable by mail and filing may be made by mail. Time is saved by applying in person for applications, in Room 119.

Details About the Jobs

Here are details of the 9 Federal positions:

Aircraft Communicator, \$2,320 plus overtime. Vacancies in various states including New Jersey, but not New York at present. Five hundred applications are wanted. Must be filed by mail.

Hospital Attendant, \$1,572 a year, plus overtime. Vacancies in the Veterans Administration Hospital in The Bronx, NYC. Opportunities for advancement to positions paying \$2,496.

Mess Attendant, \$1,440 a year, plus overtime. Mess hall and kitchen work, V. A. hospital, The Bronx.

Training Officer, \$4,300, \$3,640

4-STATE PROMOTION EXAMS STILL OPEN

The State promotion exams for which applications may still be made are Chief Insurance Examiner in two specialties, Associate Insurance Examiner and Senior Stenographer. (There are no open-competitive exams in which applications are being received just now. A series closed last week. Another will be along soon. The LEADER will print the details promptly.)

PROMOTION EXAMS

Where to Apply

For the complete official details and application forms, write to the State Civil Service Commission, State Office Building, Albany, N. Y., or to the Commission at 80

HOW TO APPLY For a Civil Service Job

The following information deals with getting a job in the Federal, State and NYC Services:

FEDERAL

Announcements are made frequently by the U. S. Civil Service Commission of opportunities to enter the U. S. Government Service. The announcements are promptly reported in The LEADER. For the more popular examinations, the official announcement is published in these columns in full. Always check the eligibility requirements are given. If you meet them, obtain the official notice of examination and the application blank or blanks, at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. File with the Commission at the same address, unless otherwise directed in the examination notice. Applications may be obtained and filed by mail, but time is lost in waiting for a mailed application. Go to Room 119 unless otherwise stated.

Federal Veteran Preference

All veterans who apply for Federal examinations are entitled to preference, consisting in general of 10 points extra for a disabled veteran and 5 points for a non-disabled veteran. In addition, some jobs are open to veterans only, or to veterans generally and to Federal employees who were displaced by reduction in force. In addition, veterans may have past examinations opened to them, though in some titles this privilege is granted only to disabled veterans. In examination, the earned points and premium points are added, and if the total, except for personal and scientific jobs paying above \$3,000; is a passing mark the disabled veteran goes to the top of the list; the non-disabled does not.

N. Y. STATE

Examinations for entrance into the State service are now being held on a considerable scale. Notice of all these examinations appear promptly in The LEADER. Applications should be obtained from and filed with the State Civil Service Commission, State Office Building, Albany 1, N. Y., or at the Commission's NYC office at 80 Centre Street, New York 7, N. Y.

164 Special Military Exams Scheduled

That 164 special military qualifying examinations are being scheduled was announced today by the Municipal Civil Service Commission.

The figure was contained in a report of the Coordinating Committee for Special Military Eligibilities to Samuel H. Galston, executive director of the Commission.

The committee also reported that another 349 applications for special military examinations have been received.

NYC

Applications for permanent jobs in the NYC civil service are obtainable and should be filed with the Municipal Civil Service Commission at 96 Duane Street, New York 7, N. Y. Applications ordinarily may be obtained and filed by mail, but time is saved in getting the application blanks at the Application Bureau at that address. Information may be obtained by telephoning CORTLANDT 7-8880.

The LEADER promptly carries information on notices of examination, and, for the more popular exams, publishes the complete notice.

In the current Patrolman (P.D.) examination, for which filing ends on Dec. 28 at 3 p. m., application blanks are obtainable and should be filed with the City Collector at offices designated in the notice, not with the Commission.

Veteran Preference

Same as for N. Y. State.

(Above places to apply will hold unless otherwise noted in listings.)

U. S. Closing 15 N. Y. Offices

ALBANY, Jan. 15.—With much regret, the Second Regional Office of the U. S. Civil Service Commission has closed its office in this city, necessitated by the reduction of its budget by Congress.

"It was tough to have to close our office in the State's capital," said one of the officials of the Second Region, headquarters of which are at 641 Washington St. in New York.

At told, 15 offices throughout the State will be closed before the end of the month, and only head-

JOBS WITH NYC OPEN IN 17 TITLES

Six open-competitive, 10 promotion and one change of title exam are listed in the NYC service. The last date for filing is 4 p. m., Jan. 23. There are at least 64 entrance vacancies.

OPEN-COMPETITIVE

Patrolman P.D.

Veterans who have been discharged since December 12 may file for this examination. See Page 1 story for details.

Buyer (Mechanical Equipment)

Salary: \$3,500 to but not including \$5,000 per annum.

Applications: Issued and received from 9 a. m. January 8 to 4 p. m. Jan. 23.

Fee: \$3.

Vacancies: One in the Department of Purchase.

Dental Hygienist

Salary: Appointments are presently made at \$1,280 (basic rate), \$1,500 (bonus rate). This is an ungraded position.

Applications: Issued and received from 9 a. m. Jan. 8 to 4 p. m. Jan. 23.

Fee: \$1.

Vacancies: 60 at present. Others occur from time to time.

Horseshoer

Salary: Prevailing rate. At present \$9.50 a day (basic rate), \$10.50 a day (bonus rate).

Age Requirements: Open only to persons who have not passed their fiftieth birthday on the last date for the filing of applications. This position requires extraordinary physical ability.

Applications: Issued and received from 9 a. m. January 8 to 4 p. m. January 23.

Fee: \$2.

Vacancies: Three at present in the Police Department.

Low Pressure Fireman

Salary: At present \$1,500 per annum (basic rate), \$1,620 per annum (bonus rate).

Applications: Issued and received from 9 a. m. Jan. 8 to 4 p. m. Jan. 23.

Fee: \$1.

Vacancies: Approximately 76 and two military vacancies.

Senior Maintainer (Bookkeeping Machines)

Salary: \$2,401 and over.

Applications: Issued and received from 9 a. m. Jan. 8 to 4 p. m. Jan. 23.

Fee: \$2.

Vacancies: One in the Department of Finance.

Requirements: Candidates must have had at least three year's experience as repairman on bookkeeping machines.

Technician X-Ray

Salary: Appointments are presently being made at \$1,500 (basic rate), \$1,740 (bonus rate). This is an ungraded position.

Applications: Received and issued from 9 a. m. Jan. 8 to 4 p. m. Jan. 23.

2 Promotion Tests Ordered by Board

The Municipal Civil Service Commission announced today that two promotion examinations have been ordered.

The tests are:

Promotion to Stationary Fireman, Department of Sanitation.

Promotion to Car Inspector, 4IRT and BMT Divisions.



Physicians interested in work with the NYC Health Department's Bureau of Child Hygiene should apply at Room 322, 125 West Street, Manhattan, main office of the Health Department.

Jobs at Sea Pay Up to \$5,495

Hundreds of men over 17 years of age are needed for troop transports on deep sea duty. There are openings in all classifications, with pay ranging from \$1,530 a year for Ordinary Seaman up to \$5,495 for Chief Engineer with unlimited license. Maintenance, subsistence, and living quarters are all furnished, plus a \$2.50 a day mine bonus in mined water near Europe, in the Mediterranean and near former Japanese-held territories. A \$5,000 life insurance policy is issued free of charge, and employees will accumulate annual and sick leave.

The regular work is for 5 1/2 days, 44 hours a week, and hours worked in excess of 44 hours will be compensated at the rate of 85 cents an hour for unlicensed and \$1.15 for licensed men. Men will be required to buy and wear the uniform of the Transportation Corps. Aliens, except Japanese nationals, will be accepted with proof of citizenship of any other country. Men must pass a physical examination. Apply at the Industrial Offices of the U. S. Employment Service, in Manhattan, 87 Madison Avenue, in Brooklyn, 205 Schermerhorn Street; and in Queens, the Bank of Manhattan Building, Queens Plaza, L. I. City.

Dentists Wanted

Graduate Dentists, by a dental manufacturing company in Manhattan, for research work in the field of prosthetics. There are two openings, both for men of over 40. One is for a man who has had at least four or five years of practical experience and, in addition, has a mechanical engineering degree. A good salary, amount open, will be paid. The other opening is for a man with three or four years of practical experience who is well versed in prosthetics, and pays about \$5,000 a year. The working hours are 9 to 5, five days, 35 hours a week. Apply at the Professional Office, 44 East 23rd St., Manhattan.

U. S. Civil Service Regional Office To Open in Texas

Special to The LEADER

WASHINGTON, Jan. 15.—The U. S. Civil Service Commission announced that effective February 1 a new civil service region comprising the State of Texas will be established. This region will be known as the Fourteenth Civil Service Region.

The State of Texas was formerly included in the boundaries of the Tenth Civil Service Region. The regional headquarters will be at Dallas. The Tenth Region will now include the States of Louisiana and Mississippi with regional headquarters at New Orleans, La.

COP NEEDS LICENSE

Special Patrolman Alvin H. Aronoff was ruled not qualified for a post as NYC Patrolman today by the Municipal Civil Service Commission because of failure to have an automobile operator's license.

Medical Bureau in NYC Is Being Revamped; More Jobs for Doctors

Plans for reorganization of the medical staff of the NYC Board of Transportation will probably offer job opportunities to physicians and surgeons. There are no vacancies on the medical staff now, but doctors who are interested in working for the transit system are advised to write to Dr. John J. Moorehead, one of the nation's leading medical men, who heads the transit department's medical staff. His offices are in the Board of Transportation's headquarters at 250 Hudson Street, Manhattan.

The Board employees two types of doctors:

1. Full-time medical men on the staff earn \$3,000 a year and up. Their work consists of clinical duties, examining applicants for jobs, passing on sick-claims and disability claims. Full-time doctors receive extra payment if their duties include occasional surgical work.

2. A large group of specialists in various fields are employed on a "when-needed" basis, with fees paid in accordance with the schedules set up by the State Workmen's Compensation Board.

The recent hiring in the medical division has been of a small number of doctors for work during the summer when regular staff medical men were on vacation.

At present there are 16 full and 52 part-time physicians employed by the Board of Transportation.

Official Study Material For Patrolman (P.D.) Exam

The LEADER publishes this week the fifth consecutive installment of study material for the coming NYC Patrolman examination. These questions are from the last previous Patrolman examination and are official. At the end of this article are the answers to these questions and to questions which appeared in the Jan. 1 and Jan. 8 issues.

Question 67

A patrolman acquainting himself with what has been said on the causes of juvenile delinquency would find that current thought on the subject emphasizes mainly (A) Environmental conditions; (B) mental deficiency; (C) illiteracy; (D) congenital criminality; (E) physical deficiency.

Question 68

A man is alleged to have entered a household through a particular window to commit the crime of burglary. The man claims that it is impossible for a man of his size to get through such a window. The man's claim is checked by a patrolman who is even larger than the accused. The patrolman has little difficulty in getting through the window. An alleged impossibility then may be disproved by reference to a single instance, provided that (A) Conditions are substantially similar in both cases; (B) what is alleged to be impossible is really impossible; (C) the single instance is improbable; (D) both cases are representative of possible occurrences; (E) the single instance likewise cannot occur.

Question 69

An assault takes place on a patrolman's post. A man known to the patrolman to be of generally good character informs the patrolman, "Harry Jones is a vicious person; therefore he probably committed the assault. Dick Brown, on the other hand, is a timid person; therefore he probably did not commit the assault." The informant's reasoning is best characterized as invalid largely because (A) The knowledge that a man is generally vicious or that

another man is generally timid necessarily arises from observation of both men in specific instances; (B) neither Harry Jones nor Dick Brown may have been within miles of the place where the assault occurred; (C) general viciousness does not lead necessarily to assault; nor does general timidity nullify the possibility of assault; (D) while good character does not absolutely guarantee truth telling, good character at least increases the probability that the truth will be told; (E) the commission of assault by a person who is vicious is more probable than the commission by a person who is timid.

Question 70

Suppose midtown Manhattan were to be struck by a bomb during an enemy air raid. Of the following, the chief reason the flow of traffic will be impeded under these circumstances is that (A) Modern buildings have steel frameworks; (B) some drivers are reckless; (C) some automobiles are new; (D) automobiles comprise but one category of vehicular traffic; (E) a good deal of glass will be broken.

Question 71

Assume that following the end of the war, with the United Nations victorious, a group of New York City police officers is sent to Germany to study the problems of policing certain areas in that country. The one of the following principles which the group of officers ought to reject is that (A) It is difficult, if not impossible, to establish police in a community unless there has previously been established a governing authority; (B) authority must accompany responsibility if police work is to be effective; (C) police prestige and recognition are relatively unimportant considerations; (D) the purposes of a police force are to be defined as closely as possible; (E) prevention is one of the legitimate functions of an effective police force.

Question 72

"When a person charges another with a misdemeanor committed in his presence, but not

committed in the presence of the member of the Force, the latter shall inform the complainant of his right to arrest the person charged and shall advise him that he, the member of the Force, will accompany complainant and the prisoner to the station-house. The member of the Force upon arriving at the station-house shall request the desk officer to record the complainant as having made the arrest, and shall also require the complainant to sign the complaint in court." (Rules and Regulations of the New York City Police Department.) The one of the following which is the most accurate statement on the basis of the above excerpt only is that (A) A member of the Force may arrest a person for a misdemeanor not committed in the presence of the member of the Force; (B) an arrest can be made by a person who is not a member of the Force; (C) when a person charged with a misdemeanor is arrested, it is the function of the member of the Force to make the complaint; (D) the person who makes an arrest is not usually the complainant; (E) when a member of the Force makes an arrest at the request of a third person, the desk officer is required to sign the complaint.

Question 73

The Manual of Procedure of the New York City Police Department contains definite instructions to the patrolman for writing a summons: "Entries will be made with ink or indelible pencil, and erasures will not be made on either summons blank or stub. Should correction be necessary he will draw a line through the erroneous matter and write the correction above it. This correction will be verified in summons book by commanding officer." Of the following, the most reasonable statement of the purpose of this order is to (A) Assure legibility of the final product; (B) prevent dishonest alterations of the records; (C) develop the habits of neatness and accuracy; (D) penalize careless patrolmen; (E) relieve the commanding officer of burdensome clerical details.

Question 74

"When an arrest is made on a charge of violation of section 974 of the Penal Law (Policy), the arresting officer shall give the desk officer of the precinct in which the arrest is made all the essential points of the evidence obtained, which will be included in the details of the case in the arrest record" (Manual of Procedure of the New York City Police Department). Of the following, the most important evidence which may be provided by the arresting officer to convict a guilty person is (A) Description of person arrested; (B) name and address of person arrested; (C) place where arrest was made; (D) statements of witnesses who saw a number of policy slips in the possession of the person arrested; (E) statements of witnesses who have been informed on good authority that the person arrested is guilty of the offense with which he is charged.

Correction List Held Unsuitable For Patrolman (P.D.) Jobs

A plea of men on the Correction Officer list for appointment to the NYC Police Department was denied by the Municipal Civil Service Commission today.

In denying the plea, the Commission said that the differences between the Police and Correction Officer examinations made it impossible to recognize the Correction test as appropriate for the Police force.

The Commission cited the fact the Police written test was far more difficult than the Correction written. In other requirements, the Commission presented the following table of comparison:

	Correction Police	Police
Age	21-40	20-28
Vision	20/40	20/20
Height	5-7	5-8
High Jump ..	4 feet 5 feet	(for 100%)
Endurance Test	None	1 mile run

Rules Adopted To Break Ties

A method of breaking tie scores on the Patrolman (P.D.) examinations has been established by the Municipal Civil Service Commission according to an announcement by Harry W. Marsh, Commission President.

1. The candidate with the highest score on the written examination will be given the higher rating.

2. If there is still a tie, the can-

didate with the highest rating on the endurance test (1 mile run) will be given the higher rating.

3. If there is still a tie, the candidate who got the better score on the strength test (dumbbell lift) will be given the higher rating.

4. If there is still a tie, the order of application will determine who goes first on the list. The one who applied earliest of the tied candidates wins.

Uniform Shortage Blow to Recruits

Newly-appointed members of the NYC Police Department are finding that a Policeman's lot is not a very happy one, because they're having uniform trouble.

One of the largest police outfitters told The LEADER that of 150 new cops appointed on December 12, he's only been able to get enough cloth to dress 56 in new Police uniforms.

The new cop is supposed to go out and get a uniform as soon as he's sworn in, but today the shortage of cloth makes that almost impossible. What he's supposed to get is an overcoat at \$55 to \$60; pants at \$15; a cap (which can be obtained) at \$2.50; a night-

stick at \$1.50; and a gun and holster which costs about \$30 to \$40, but can't be readily gotten either.

There's a brisk market in second-hand uniforms. Many of the new cops follow the Police retirements and try to buy uniforms and equipment from men who are leaving the job. A second-hand uniform store told a LEADER reporter that it had on hand a wide range of uniforms which had been worn, but could still pass inspection. The not-new outfits cost approximately: coat, \$20 and up; pants, \$6 and up; dress blouse, \$14 and up; summer uniforms, \$15 and up.

fleeing criminal if a complete description is lacking.

OFFICIAL KEY ANSWERS This Week

Following are the official key answers to this week's questions: 67-A, 68-A, 69-C, 70-E, 71-C, 72-B, 73-B, 74-D, 75-D, 76-C, January 8

Following are the official key answers to the questions that appeared last week, Jan. 8 issue: 51-A, 52-A, 53-B, 54-D, 55-B, 56-D, 57-B, 58-D, 59-C, 60-C, 61-B, 62-A, 63-D, 64-D, 65-B, 66-C, January 1

Following are the official key answers to the questions that were printed two weeks ago, January 1 issue: 33-A, 34-D, 35-A, 36-C, 37-E, 38-B, 39-E, 40-A, 41-C, 42-D, 43-A, 44-A, 45-B, 46-A, 47-B, 48-A, 49-C, 50-E.

Court Orders Chief Officers' Dissolution

Officers of the NYC Fire Department learned that the old-line Chief Officers Association of the Fire Department, headed by Chief Thomas McCoy, as President, is approaching final dissolution.

A decision of Justice Felix C. Benvenza of the Supreme Court granted a motion of the Liquidator of the organization to accept his final report and dissolve the Association 6 months from the date of signing of the final court order effectuating the decision.

The action had been brought by State Superintendent of Insurance Robert E. Dineen. A brief in the case was filed by Albert de Roode, attorney for the Unincorporated Fire Officers Association, which is headed by Captain Elmer Ryan.

81 FIREMEN NAMED

The assignment to work in the NYC Fire Department of 81 of the Firemen sworn in a couple of weeks previously but immediately given leave without pay because of lack of funds, was financed by the salary schedules of 81 Temporary Firemen laid off, effective today (Tuesday). The successors start work tomorrow.

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- **OUR TRAINING**—Our course of preparation consists of lectures and physical classes meeting six days weekly at day and evening hours to suit the convenience of the student. The student receives the advantage of instruction by men who have been training Civil Service candidates for years.

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- **FE E**—The fee for the Patrolman course is \$25.00 for three months' training including lectures and physical classes. This fee may be paid in installments.

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Public Works Group To Dance on Feb. 8

A first post-war dance of the Welfare Committee of the NYC Department of Public Works will be held on Feb. 8 at the Riverside Plaza Hotel on 73rd Street, Manhattan, as a get-together for returned service men and women of the department.

Officers and committee members are:

President, Larry O'Connor, Engineering; Vice-President, J. Haley, Harlem River; Secretary, D. Burton, Harlem River; Treasurer, E. O'Donnell, Administration.

Executive Committee: Arthur Ford, Worth St. Engineering; Ed Orpheus, Construction; John Tucker, Harlem River Operation; Henry Hirschberg, Administration; Irving Heckheiser, Motor Equipment; Morris Strear, Motor Equipment; James Nelson, Construction; Mrs. Emma Lee, Building Operation, and Edward Morris, Sewage Operation.

ENGINEER PROMOTED

The Municipal Civil Service Commission announced today that it had approved the promotion of Augustus A. Breitenberger, Civil Engineer in the Board of Transportation, to Senior Civil Engineer, without examination.

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New Policy On U. S. Jobs Explained

By CHARLES SULLIVAN

WASHINGTON, Jan. 15—New details are now available on the U. S. Civil Service Commission's plan to convert the U. S. Civil Service system from a war to a peacetime basis.

As revealed in The LEADER last week, a forthcoming executive order will direct Civil Service to restore the peacetime system of filling U. S. vacancies from lists of persons who have passed standard exams.

The Commission itself initiated the proposed order. Latest word is that it probably will go to the White House in about a week.

Effect of Order

Once the order goes into effect, Civil Service will:

—Announce exams for various types of U. S. jobs.

—Prepare registers or lists of persons who pass the exams.

—Require Federal agencies to fill vacancies only from these lists.

In the interim Federal agencies will be given authority to do their own hiring, instead of hiring through the Commission. Persons so hired will be given appointments which quite possibly will be temporary-probationary.

Persons who pass the exams and qualify later for a permanent appointment, can count the time they served as temporary workers as part of their probationary period.

The probationary period, under peacetime rules, runs from 6 to 12 months, depending on the type of job. At its end, the employee—who first must have passed an exam—becomes eligible for permanent Civil Service status.

Civil Service, it has been learned, also plans to extend the temporary-peacetime principle to present war service workers who succeed in qualifying for permanent appointments. Those who win permanent positions in their present jobs will get credit on their probationary period for all time served as war service workers. However, those who win permanent positions in new jobs will not get this credit.

Navy Yard Vets Install Officers

Newly elected officers of the New York Navy Yard Veteran's Association of Federal Employees were recently installed.

Fred R. Petry, 7 East Sampson Street, Far Rockaway, L. I. was installed as Commander. Other officers are: Senior Vice Commander, John E. Sheil; Junior Vice Commander, John Lind; Quartermaster, George Syrett; Trustees, 3 years, James Theologis; 2 years, Phillip Nieder, and 1 year, Thos. Loughlin.

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Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

WASHINGTON, Jan. 15—Here are answers to the questions of thousands of U. S. "war service indefinite" workers whose jobs will be vitally affected when the Government returns, in the near future, to the peacetime system of filling U. S. vacancies through standard exams.

The War Service employees were appointed for the duration-plus-six-months. Thousands would like to stay in Government work. But much will depend on how the new system works out. On the basis of current information, here are answers to the most commonly repeated questions:

Q. Does the new "peacetime system" mean that War Service workers will be forced out of their jobs? A. Not necessarily. But the answer, in individual cases, depends on a great many factors, some of which will be explained below.

Q. Will I be permitted to take an exam, and try to qualify for a permanent Civil Service appointment? A. Yes. Exams will be open, on an equal basis, to all who want to take them.

Q. What jobs will be thrown open for exams? A. Eventually, the great majority of all U. S. jobs will be filled through exams. But not even the Civil Service Commission knows yet which exams will be opened first.

Q. If I take an exam and pass, will I be assured of a permanent Civil Service appointment? A. No. You will be "assured" of a Civil Service appointment only if you pass the exam with a very high mark. However, in many cases, a lower mark will be sufficient to get you by.

Q. What kind of an appointment will I get if I pass an exam

for and am offered a job in a permanent Federal agency? **A. Probationary, which means that you will have to serve a 6 to 12-month probationary period before you finally become eligible for permanent status.**

Q. Will I get extra credit on the exam for my experience in Government? A. In all probability, yes. However, the exact basis on which you will be given credit has not yet been worked out.

Q. Will my efficiency rating also be a factor in grading my exam? A. Apparently not.

Q. Can I take an exam in some other field besides the one in which I'm now employed? A. Yes, providing you meet minimum qualifications.

Q. What if I take an exam and flunk? Will I be fired? A. You will keep your job as long as you have kept it had you not taken the exam.

Q. How are exams graded? A. Ordinarily on the basis of 0-to-100 with the passing mark set at 70.

Q. Are exams always written? Or do other factors count? A. In the lower pay brackets, your grade ordinarily depends solely on a written examination. In the higher brackets, it depends on a written exam plus an evaluation of your past experience.

Q. I am not a veteran. How will veterans preference affect me if I decide to take an exam? A. Veterans get 5 extra points on the exam. Disabled veterans get 10 extra points, and go to the head of the list for any job for which they can qualify. Also, where there's a choice between a qualified veteran and a qualified non-veteran, the law obliges Federal agencies to hire the veteran.

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Annual salaries for these positions are as follows:

Basic Salary	Overtime Pay	Total Salary
\$1,902	\$285—44 hours	\$2,187
	\$570—48 hours	\$2,472
\$1,704	\$255—44 hours	\$1,959
	\$511—48 hours	\$2,215
\$1,506	\$225—44 hours	\$1,731

All basic salaries are subject to a deduction of 5 per cent for retirement purposes.

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2. Clerical test (short form)	—	—
3. Stenography	—	50
Total	100	100

In each test, nonpreference competitors must attain a rating of at least 70; competitors granted 5-point preference a rating of at least 65, excluding preference credit; and competitors granted 10-point preference a rating of at least 60, excluding preference credit. [See p. 8.]

6 Meetings Are Called In Hospital Pay Drive

In a drive to gain for NYC hospital employees the advantages which State institution employees enjoy under the Feld-Hamilton legislation, the American Federation of State, County and Municipal Employees has called a series of mass meetings for municipal hospital employees.

Pointing out that some city hospital workers receive as little as \$540 a year take-home pay, Gene Helbig, business agent of the AF-SCME, has announced a program calling for a \$1,500 minimum salary for all hospital employees, and \$1,800 a year minimum for attendants and practical nurses. At present, says Mr. Helbig, the average salary of the 17,000 hospital employees is \$1,080 a year.

In addition to salary increases, the union wants ungraded jobs put into the graded service. A bill being drawn by Councilman Anthony J. DiGiovanna soon will be introduced in the Council. The following 6 meetings, to be

held at 8 p. m., have been announced by Mr. Helbig, with the hospitals identified:

District 1—Friday, Jan. 25, at Lenox Hill Community Center, 331 East 70th St., NYC.

Goldwater, City Home, City Hospital, N. Y. Cancer, and Metropolitan.

District 2—Tuesday, Jan. 15, at Vera Cruz K. of C. Hall, 305 E. 23rd St., NYC.

Bellevue, Willard Parker, and Gouverneur.

District 4—Tuesday, Jan. 22, at Knights of Columbus, 1 Prospect Park West, Grand Army Plaza, Brooklyn.

Kings County, Coney Island, Cumberland, Kingston and Greenpoint.

District 5—Tuesday, Jan. 29, at Odd Fellows Temple, 159-29 80th Ave., Near Parson Blvd., Queens.

Queens General and Tri-Boro.

District 6—Meeting place and date to be announced.

Sea View, Farm Colony and Richmond.



MAJOR HARRY GROSSMAN, recently appointed Officer in Charge of the Press and Public Relations Division of the Newark Office of Dependency Benefits. He was The LEADER Merit Man last week.

V.A. DAY BY DAY

The Veterans' Administration seems to be overlooking bets within the agency itself.

With plans for the Albany General Hospital going into a tangible phase, this reporter hears that several choices for Manager-ship of the Brooklyn Regional Office and Hospital have been tendered by many of the veterans' organizations. However, the final choice may go to an Assistant Manager of one of the New York Offices.

Joe Harley at 346 Broadway is making his plans for the future which involve "interesting changes." Joe was talking about the changes that have been made since he came from D. C.

Fullerton, Employee Relations, has a good sense of humor, which one needs working where he is now.

Mable Hazard, of Correspondence, became Chief of N Correspondence not so long ago.

Jack Newberg, Chief who was in Adjustment & Refund as a CAP-4 not so long ago, has a pip of a tie that dazzles staffers.

Resorts

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DOINGS AT ODB

Lieutenant Colonel F. John Wesley, Chief of the Service Division of the ODB, was awarded the Legion of Merit in military ceremonies at ODB.

He was commended for his initial service at the ODB as Officer in Charge of the Family Allowance Accounts Branch when, according to the citation, "his invention of a new and revolutionary method of check writing, using International Business Machine equipment specially designed for the use of the Office of Dependency Benefits, was singular in effecting the timely payment of over ten billion dollars to dependents of Army Personnel."

Mrs. Winifred Clayton, of 9 Bond Place, West Caldwell, received the 132nd award given to employees of the ODB for suggestions to improve operations of the agency. Mrs. Clayton is a section chief in the Communications Branch which administers family allowances and Class E allotments for the entire Army. Her suggestion has resulted in a faster and steadier flow of incoming mail to the clerks of the Reading Units. The \$25 cash award was presented in the Communications Branch by Major Sylvan M. Marshall, Executive Officer of the Service Division.

Captain Ernest E. Porter of Columbus, Ohio, has been designated Adjutant of the ODB. Before entering the Army in June, 1941, Captain Porter was associated with the Duplex Service Company in Columbus for seven years. He was graduated from West High School in Columbus, and attended Ohio State University. His parents, Mr. and Mrs. W. E. Porter, live at 271 S. Warren Avenue in Columbus.

Officers and civilian employees of the ODB made \$856,227.75 cash purchases of U. S. Savings Bonds in the Victory Loan Drive ended Dec. 31, it was announced today by Brig. Gen. Leonard H. Sims, USA, Director of the ODB. This was 570.8 per cent of the cash quota of \$150,000.

U. S. JOB CREDIT

FOR THE PAST five years I have been doing volunteer office work (stenography and typing) for a social agency. Now I would like to apply for a Government job and wonder if I can get credit for this type of work?—MRS. E. V.

Yes, the Federal Civil Service Commission allows experience credit for appropriate unpaid experience.

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LITTLE KUNKLETOWN

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18,000 Provisionals Soon to Lose NYC Jobs

More than 18,000 NYC employees who were hired during the war under emergency rules as temporary (provisional), military substitutes, or Rule V-9-2c (no examination) appointees, face loss of their jobs in the near future.

They will be replaced by returning veterans on city lists and by employees returning from military leave. The rate of replacement will be "fast and furious," according to Dr. Frank Schaefer, Secretary of the Municipal Civil Service Commission.

The latest figures at the Commission show a total of 18,150 such employees on the city rosters.

5,500 in Transportation

Of these approximately 5,500 are employed by the Board of Transportation, which has been hiring its own employees directly, without civil service examination, during the war years. In addition there are another 500 Transit employees who have received provisional promotions and must now revert to their former title and

former rate of pay, unless they pass a regular promotion examination and qualify for the higher positions.

To speed up appointments from regular civil service lists, the Certification Bureau of the Commission closed its doors for the past week and is concentrating on the job of readjusting lists in accordance with the provisions of the veteran preference amendment, which extends preference to non-disabled veterans after disabled veterans.

Credit Union Will Hold An Election

This year's election of the Municipal Credit Union for membership on the Board of Directors and the Credit Committee, which takes place tomorrow (Wednesday) evening, is expected to produce one of the liveliest contests in recent years.

One slate is composed of Henry Feinstein and his supporters. The other is backed by President William Reid, former City Collector, now member of the Board of Transportation.

Running for the Supervisory Committee for 3 years, John C. Reidel and John Frank Johnson are unopposed.

For the Board of Directors for a 3-year term (4 to be elected) are: John J. McCarthy, Eugene A. Drumm, Henry Feinstein and Andrew Mulrain on one side, and John A. Leddy, Cornelius J. Keleher and James A. Sherry on the other.

Credit Committee candidates for a 3-year term (3 to be elected) are: William Auld, Cornelius S. Murphy, John L. Vesce, supporters of Mr. Feinstein, and Herbert S. Caufield, Alexander Lurkis and Stanley C. Bresnick.

WELFARE BRIEFS

COMMISSIONER'S FIRST MESSAGE

In his first message to the Staff of the Welfare Department, the new Commissioner, LEADER Merit Man Edward E. Rhatigan, said:

"I am happy to be back in the Department of Welfare. In assuming the responsibility as Commissioner, I recognize that the success of my administration can only be accomplished through the cooperative efforts of all members of staff. I know that you will continue to put forth your best efforts so that during this post-war period we can together carry out a welfare program that will reflect to the credit of our city.

"I am pleased to make the following announcements:

"Mr. Joseph P. Piccirillo has been reappointed as First Deputy Commissioner.

"Mr. Philip Sokol has been reappointed as Assistant Corporation Counsel.

"Mrs. Beatrice Behrman has been appointed as Administrative Assistant to the Commissioner.

"I know that you share my regard for the service and professional competence of these persons. We are assured of their continued devotion to the social work program of the city."

Commissioner Rhatigan announced with regret that Second Deputy Commissioner Paul W. Guyler, on loan from the State Department of Social Welfare, has been recalled by that department. He announced the appointment of Mrs. Crystal M. Potter as Second Deputy Commissioner. Mrs. Potter will be responsible for the Bureau of Child Welfare.

SOCIAL SERVICE

Miss Adele Hamerschlag, Director of Auxiliary Social Services, has announced her engagement to George Keats of Philadelphia. The wedding will take place in March. Mr. Keats is a Federal Civil Service employee and is now Director of Personnel at the Army Air Force Service Command Base, Elmhurst. Miss Hamerschlag's personality and friendly manner have endeared her to all in the Department and we are unanimous in wishing her happiness.

It is believed that Miss Hamerschlag caught the idea (and perhaps the bride's bouquet!) from

her attendance at the wedding of her secretary, Miss Minnie Kreisberg, who was married to Irving Alterescu on December 30. Mrs. Alterescu likewise has our very best wishes for lots of happiness.

OZANAM GUILD

The Ozanam Guild of Catholic employees of the Department of Welfare will sponsor its 3rd Annual Men's Retreat at Mount Manresa Retreat House in Staten Island the weekend beginning Friday, March 8.

This retreat group was begun by its present chairman, Timothy Sexton of 133-31 83rd Street, Ozone Park, Queens, with only three men. It has grown to 15. Other members of Mr. Sexton's committee are William P. Madden, Charles Rindone, Frank Kennedy and Anthony C. Russo. Thomas F. Loughlin, President of the Ozanam Guild, will be among those who will make the retreat this year. The Rev. Henry J. Pregenser of St. Matthew's Parish, NYC, is Moderator of the Guild.

The Rev. Raymond Kennedy, S.J., Assistant Retreat Director at Mount Manresa Retreat House, Staten Island, spoke to an enthusiastic First Friday Luncheon Group of 130 men and women who crowded the Carroll Club at 120 Madison Avenue, NYC.

The continued success of this group, which is sponsored by the Ozanam Guild of the Department of Welfare, has been a revelation and should be an inspiration for similar groups to form throughout the city, said Helene Vincent, President. William P. Madden, of 2001 McGraw Avenue, The Bronx, is Chairman of the Committee. The Rev. Mr. Pregenser was also present.

FINANCE AND STATISTICS

Harry Sussman, who has been on military leave, has rejoined the Department and is reappointed to his former position as Director of the Division of Statistics.

Mrs. Louise T. R. Spero, who has so competently performed the functions of Director of the Division of Statistics during Mr. Sussman's absence, has been appointed an Assistant to the Director of the Bureau of Finance and Statistics.

Kahn Is Elected President of Tormid

The Noer Tormid Society, the fraternal organization of Jewish Firemen, elected the following officers for 1946: President, Capt. Geo. Kahn; Trustee, Benson Ellis; First Vice-president, Leonard Posner; Second Vice-president, Lt. Ben Levitan; Recording Secretary, Morris Cohen; Financial Secretary, Dave Phillips; Treasurer, Barney Goldman; Sergeant-at-Arms, Frank Schwartz, and Assistant Sergeant-at-Arms, Benj. Teitelbaum.

The office of Trustee went to Benson Ellis, H. & L. 51, who is also Chairman of the Cultural Committee of Noer Tormid.

The next meeting will be on Jan. 10, at Legion Hall, 35 W. 43rd Street.

INFORMATION BUREAU MOVES

The Information Bureau of the Municipal Civil Service Commission has been moved from the 4th floor at 299 Broadway to the ground-floor office at 96 Duane Street. Both places are in the same building.

New Job Approved As Mayor's Aide

After a public hearing, the NYC Civil Service Commission has approved the creation of new position, Assistant to the Mayor, in the exempt class. The post goes to former Councilman Louis Cohen, who will receive probably \$12,000 a year, the same as is paid to Budget Director Thomas J. Patterson. Mr. Cohen will represent Mayor O'Dwyer on some budget matters and will be the Mayor's liaison officer with the Commissioners.

Jensen First Fireman To Be Killed This Year

The NYC Fire Department suffered its first 1946 casualty "in the performance of duty" when Fireman Walter A. Jensen, Engine 233, died as a result of burns, shock and smoke suffered at a fire at 9 Sherlock Place, Brooklyn.

The funeral escort was headed by Commissioner Frank J. Quayle, Acting Deputy Chief John W. Heaney, Deputy Fire Commissioner Harry M. Archer, Acting Chief of Department Frank Murphy and other departmental dignitaries and a regiment of firemen were present.

WELCOME BACK!

GENERAL ADMINISTRATION

Accountant
Joseph Levine.
Cashier
Bernard Laufer, Joseph J. Roynayne.

Clerk
Edward J. McCave, Selig Zaretsky, Seymour Juskowitz and George M. T. McCallion.

Junior Accountant
Henry M. Hegdal and Louis Friedman.

Railroad Stock Assistant
Paul J. Balawick and Anthony M. Giordano.

Special Patrolman
Joseph M. Norton, James R. Cunningham, Joseph F. McGrath, Raymond J. Schmitt, Ladislaus Krasoski, John J. McCormick, Jr., Andrew J. Murphy, Charles M. Schwartz and James G. McCollam.

CONSTRUCTION

Clerk
Walter J. Bruchman.
Stenographer
Ethel M. Cohen and Albert Szabo.

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Walter J. Bruchman.
Stenographer
Ethel M. Cohen and Albert Szabo.

Move Is Started To Organize Clerks In NYC Courts

All NYC Court Clerks, Deputy Court Clerks and Assistant Court Clerks in the five boroughs were invited to attend a special meeting of the Municipal Term Court, 2nd Floor, 100 Centre Street, Manhattan.

The meeting was held, according to Max Greenspan, Court Clerk, Manhattan Traffic Court, for the formation of an organization to work for a unified program of benefit to Court employees.

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ROBERT T. BURNS, INC.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 1300 ST. NICHOLAS AVE. CORP.

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LEGAL NOTICE

At a Special Term, Part II. of the City Court of the City of New York, at 52 Chambers Street, Borough of Manhattan, City and State of New York, on the 10th day of January, 1946.

Present—RON JOHN A. BYRNES, Chief Justice.

In the Matter of the Application of THEODORE L. KARABELAS for leave to change his name to THEODORE L. CARRAS.

Upon reading and filing the petition of THEODORE L. KARABELAS, duly verified the 10th day of January, 1946, and entitled as above, praying for leave of petitioner to assume the name of THEODORE L. CARRAS, in place and stead of his present name, and the Court being satisfied thereby that the averments contained in said petition, are true and that there is no reasonable objection to the change of name proposed.

NOW, on motion of Americus Delli Paoli, the attorney for the petitioner herein, it is

ORDERED, that THEODORE L. KARABELAS, be and he hereby is authorized to assume the name of THEODORE L. CARRAS on and after the 19th day of February, 1946, upon condition, however, that he shall comply with the further provisions of this order; and it is further

ORDERED, that this order and the aforementioned petition be filed within ten days from the date hereof, in the office of the Clerk of this Court; and that a copy of this order shall within ten days from the entry hereof be published once in the Civil Service Leader, a newspaper published in the City of New York, County of New York; and that within forty days after the making of this order, proof of such publication thereof shall be filed with the Clerk of the City Court of the City of New York in the County of New York; and it is further

ORDERED, that a certified copy of this order be served upon Selective Service Local Board No. 38, located at 583 Riverside Drive, in the Borough of Manhattan, County of New York, City of New York, within twenty days of entry of this order, and that proof of service be filed within ten days thereafter, and it is further

ORDERED, that following the filing of this petition and order as hereinbefore directed and the publication of such order and the filing of proof of publication thereof as hereinbefore directed, and on and after February 19, 1946, the petitioner shall be known by the name of THEODORE L. CARRAS, and by no other name.

Enter, J. A. B. C.J.C.C.

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Amusement

By J. RICHARD BURSTIN

When "Stork Club" leaves the Paramount it will be followed by "Miss Susie Slagle's" in which Sonny Tufts and Veronica Lake are starred. Coming attractions on stage its was announced will include Danny Kaye who'll probably pack the house.

Their royal majesties of Buckingham Palace who make requests for certain American films chose to see Lauren Bacall again in the cinema "Confidential Agent."

Lionel Hampton who has been handling the stage assignment at

the Strand has made quite a name for himself as a stunning performer on either vibraharp or drums.

Career woman, Rosalind Russell, is at it again, as a psychiatrist this time, in "She Wouldn't Say Yes," a comedy at Loew's Criterion.

An eighth record-breaking week was scored for "Saratoga Trunk" at the Hollywood Theatre.

The Lunts are in town, Alfred and Lynn, we mean. And this is always big news for theatre. The play is "O Mistress Mine." The box office is the Empire Theatre.

Stone Opens Own Office

Lester B. Stone, Executive Director of Mayor O'Dwyer's recent election campaign, has organized his own public relations firm with offices at 630 Fifth Avenue.

Mr. Stone recently declined a key position in the new administration.

During 2 years with the Institute of Public Relations, Mr. Stone served as Director of Public Service and as Executive Director of Service.

Mr. Stone, a former newspaperman, was appointed Secretary to former Mayor La Guardia on January 1, 1934. In this post he handled numerous administrative and confidential matters, as well as press relations. He also acted as liaison in numerous labor controversies during the period between 1934-1937, was selected as Impartial Chairman by both sides during a citywide garage industry dispute, was credited with averting a threatened strike and established minimum wage scales in the industry for the first time.

Mayor La Guardia designated Mr. Stone as Chairman of the New York City Housing Authority temporarily late in 1937 and soon afterward appointed him Assistant Director of the Budget.

Mr. Stone was a key figure in Mayor La Guardia's mayoralty campaigns of 1937 and 1941. He is 41 years of age, married, and lives at 800 West End Avenue. He has two children.

Insurance Courses Offered by Pace

Registration is now under way for two evening classes in insurance practice and brokerage at Pace Institute, 225 Broadway, Manhattan. The course is approved by the State Insurance Department and is open to men and women who wish to prepare for the State license examination. The graduates of this course have made an enviable record of success in the State examinations.

The course provides a basis for specialization in the work of the insurance broker. It is also adapted to the needs of the individual who, on his own behalf or as an employee of a business or other organization, has the responsibility of negotiating contracts of insurance, and of handling claims and settlements as an incident to losses insured against.

Instruction will again be given by Cameron S. Toole, assistant manager of The Travelers Fire Insurance Company, and by a group of outstanding specialists in the insurance field.

The January 10 class will meet on two evenings a week, and the February 25 class will meet on three evenings a week. Both classes are in preparation for the June, 1946, examination.

State Eligible Lists

- SR. AUDIT CLERK, DEPT. FINANCE, WESTCHESTER
- 1 M. Mason, Mt. Vernon... 92035
 - 2 M. Lensky, Yonkers... 89859
 - 3 F. Welch, Yonkers... 88473
- SANITARY INSPECTOR, FALLS-BURGH, SULLIVAN COUNTY
- 1 W. A. Gertsman, Mountaintale... 88000
 - 2 E. Davidson, Hurleyville... 77000
- RECORD CLERK, SURROGATE'S COURT, NY COUNTY
- 1 Charles Donohue
 - 2 Joseph F. Rooney
 - 3 Laura Winans
 - 4 Mary D. Hopper
 - 5 Raymond Corry
 - 6 Philip Kunkis
 - 7 S. Meyerowitz
 - 8 Herbert Roche

Objections Are Raised To Attendance Rules

Special to The LEADER

ALBANY, Jan. 15—A series of objections to the lack of uniformity of hours in the new Attendance Rules for Institutional Employees was made today by the Association of Employees of the Department of Mental Hygiene in a letter to the State Civil Service Commission. Leo F. Gurry of Marcy State Hospital, president of the Association, in the letter said that difference in salaries for the same work should also be rectified and a definite time-off schedule for religious holidays should be established.

Gurry's Letter

The letter follows: "The executive committee of the Association of Employees of the Department of Mental Hygiene have made a careful study of the new Attendance Rules for Institutional Employees issued by you December 6, 1945. We have also made a survey among the employees of our department to obtain a consensus of opinion in regard to the new rules.

"Certain parts thereof have been found to be unsatisfactory and unfair to institutional employees. Uniformity of rules governing working hours and special holidays is of paramount importance to our employees and the State of New York.

"There has existed for a considerable time a difference of 6 to 10 hours in the work week as applied to institutional office employees and the office employees in the Albany area. Eighteen months ago we petitioned the Civil Service Commission to correct this iniquity by establishing a 38-hour week for all clerical employees. We did not receive a reply to our plea.

Only Proper Agency

"We feel now, as we have in the past, that your Commission is the only proper agency to establish a uniform work week. The heads of the several departments cannot satisfactorily accomplish

such a task. To require institutional stenographers and clerks to work 6 to 10 hours more than other employees of the same title and salary grade is a discrimination that cannot be justified even by the difficulty in securing personnel during the war time emergency. We further believe this unusual condition affecting recruitment is not as serious now as it was during the war period.

"Fair salaries and equitable working conditions are a sound investment for the State of New York. It would be reflected by increased efficiency among State employees and also tend to attract more persons to the State service. Certainly you would not tolerate a difference in salaries among employees of the same title and classification.

Accrued Time

"We also note that the Commission has failed to incorporate in the new rules a definite schedule of days off with pay for the observance of religious holidays. At present, members of one faith are granted full days while members of another faith are granted 2 or 3 hours and in some instances no time at all for the purpose of attending religious services.

"In regard to Rule 5—drawing of earned credits upon resignation—we feel that the State of New York should pay the employee for any accrued time in excess of 21

days allowed. If an employee has worked overtime, such employee is entitled to compensation for such time.

"We respectfully request that the Commission reconsider these features of the new rules which we have found objectionable and remedy the situation by proper amendments."

Frederick J. Walters of Middletown State Hospital is Vice-President and Doris W. Peck of Marcy is Secretary-Treasurer of the Association.

UFOA BRIEFS

As a result of Fire Chief Rudolph H. Swanson's talk at the last regular meeting the UFOA is in receipt of a letter from Fire Chief Henry F. Drake, Secretary-Treasurer of the New York State Association of Fire Chiefs. Chief Drake thanks those members of the UFOA that joined the State Association of Fire Chiefs and adds that they will receive membership cards and receipts in a few days. Within a few weeks the 1945 Manual will be sent to each Association member.

A few copies of the 1944 Manual are on hand and any member desiring one should send a post card request to Chief Drake and indicate his full home address and State Association receipt number.



LESTER B. STONE

ENGINEERS TO INSTALL
The Municipal Operating Engineers (Steam-Electric) will hold a regular monthly meeting on Tuesday, Jan. 15, at Werdermann's Hall, 160 Third Avenue, near 16th Street, Manhattan, at 8 p. m. All members are urged to be present for the election and installation of 1946 officers..

For a **BANQUET**
DINNER • SUPPER
OF CELEBRATION
ONE COST COVERS EVERYTHING

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DARRYL F. ZANUCK presents
Leave Her To Heaven
By BEN AMES WILLIAMS
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A 20th Century Fox Picture
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GALA STAGE SHOW
Tony and Sally DE MARCO
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Extra!
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A WALK IN THE SUN
20th Century Fox **VICTORIA** BROADWAY & 46th ST.

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IN LEO McCAREY'S
"THE BELLS OF ST. MARY'S"

Henry Travers • William Gargan
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ON STAGE: "HEIGH HO," delightful musical fantasy... produced by Leonidoff... with the Corps de Ballet, Rockettes, and Symphony Orchestra, direction of Charles Previn.

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WARNER'S BIGGEST with FLORA ROBSON
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MODERN BAR
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COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appetizing salads. Tea Leaf Readings an entertainment feature.

Alma's TEA ROOM
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ERROL FLYNN • ALEXIS SMITH
IN WARNER BROS. TECHNICOLOR HIT
"SAN ANTONIO"
* IN PERSON *
LIONEL HAMPTON and His Orchestra
— EXTRA —
Pops and Louie • Canfield and Lewis
BROADWAY AT 47th STREET **STRAND**

Zimmerman's Hungaria
AMERICAN HUNGARIAN
540 West 40th St., East of Bway.

Famous for its superb food. Distinguished for its Gypsy Music. Dinner from \$1.50. Daily from 5 P.M. Sunday from 4 P.M. Sparkling Floor shows, Two Orchestras. No Cover Ever. Tops for Parties. Longacre 3-9115.

Promotion Exams on Way For All Fire Dept. Titles, Including \$11,000 Chief

(Continued from Page 1)

400. Fifty-three deputy chiefs are listed at \$6,300, 3 at \$6,850, 2 each at \$7,000, \$7,250, \$7,500; 1 at \$9,000. The Chief of Department is listed at \$12,500.

Present Vacancies

Present vacancies include; Lieutenant 88, Captain 6, Battalion Chief 15, Deputy Chief 7, and Chief of Department.

Previously the position of Chief of Department was also occupied by the Commissioner. However, farther back, the post had been a separate position. The Chief's spot will be filled permanently after the examination is held. Mayor O'Dwyer is particularly in favor of holding this examination, to provide the department with a permanent Chief. At present the top ranking uniformed Fire officer is Acting Chief of the Department Frank Murphy at \$9,000 a year. While Chief Murphy is one of the most brilliant Fire officers in the City service, judging from his performance in promotion examinations, he is not a veteran, and in all probability a veteran will pass the Chief examination and be appointed to head the uniformed force, as the veteran preference amendment moves all veterans to the head of the list. However, Chief Murphy is slated to retain his post as Assistant Chief of Department.

The salary of the Chief of Department will also be readjusted. In the past, it has paid as high as \$12,500. That was the salary fixed by the Board of Aldermen for John Kenlon, effective March 1, 1927. Then the Commissioner was receiving \$15,000. With the present Fire Commissioner getting \$12,500, it is expected that the salary of the next Chief will be \$11,000. This would leave a suitable gap between the salary of the Commissioner and the Chief, and between the Chief and the Assistant Chief.

Eligible Deputies

Deputy Chiefs who would be eligible to take the examination to Chief are:

Veterans: Edward M. F. Conway (disabled veteran); George A. Ryan, George W. Carlen, Frank Murphy (No. 1), P. Joseph Connolly, Warren S. Barton, John Callaghan, John H. Fox, Hugh H. Haligan, Edward P. Muto, Richard Burke, Edward M. McGarry, Jas. W. O. Wood, Peter Loftus, Nathan

Perlman, John L. Holian, William Klein and Harold J. Burke.

Non-veterans: Timothy P. Guinee, Henry C. Wehde, William H. Taubert, Gerhardt E. Bryant, Edward Connors, Dennis J. Curtin, Thomas A. McCoy, George J. Flynn, William F. McDonald, John A. Coffey, Daniel A. Deasy, Patrick J. Clancy, William J. Hennessey, James McCarthy, John A. Herold, Charles H. Johnson, Thos. H. M. McGuire, Charles F. Marquart, John J. Ryan (No. 1), Antonio Z. Petronelli, Thomas P. Fox, Carl R. Senner, William J. Heffernan, Edward J. O'Connor, Henry A. Wittekind, Joseph M.

Ziegler, Chief Frank Murphy, Martin Carrig, George Schultz, John E. Gunn, David J. Kidney, Michael Conway, Timothy Donovan and John T. Waldron.

Eligibility Requirements

To be eligible for the promotion to Lieutenant examination, the candidate in the last examination had to be a First Grade Fireman with at least 3 year's service in the department by the date of the written examination. For other promotion examinations, the candidates were required to have 6 month's experience in the lower title on the date of the written examination.

Lower Filing Fees Asked

A proposal that the fee for filing applications should be reduced in examinations in which the number of eligibles is fixed at a predetermined small amount was made today by Henry Feinstein, President, District Council of the State, County and Municipal Employees (AFL).

The rates are fixed by Section 14 of the Civil Service Law. Mr. Feinstein pointed out, and he proposes that the Legislature that meets next month should amend the law. He also wants provision for waiving the fee for persons on relief or who otherwise prove inability to pay. The State and its civil subdivisions, like cities, would be affected by the change.

Statement by Feinstein

"All candidates for NYC Civil Service examinations must pay the required filing fee when they submit their applications," said Mr. Feinstein.

"Before July 1, 1939, persons who wanted to file for NYC examinations were allowed to file without charge, if they were receiving relief or could show that they were unable to pay the fee. However, at that time, the State Law became effective which set the fees for civil service examination and contained no provision for waiving the fee in any cases.

"Section 14 of the State Civil Law sets the fees based on the minimum salary announced for

the position for which the test is given."

He listed the fees as follows:
"Less than \$1,200\$.50
\$1,200 to \$2,000\$2
\$2,001 to \$3,000\$2
\$3,001 to \$4,000\$3
\$4,001 to \$5,000\$4
Over \$5,000\$5

Reasons Argued

"When an eligible list is restricted in size, as is proposed for the pending Patrolman (P.D.) examination, the appointment possibilities are reduced. The fees charged should then be reduced also, for the fee is not a tax, and should be proportioned to the opportunities given. They should

UFOA PREPARES TO GET CHARTER FROM THE IAFF

By H. J. BERNARD

The Uniformed Fire Officers Association, at the biggest meeting that this fast-growing organization has ever held, by a rising vote, authorized its executive committee to inquire into getting a charter from the International Association of Fire Fighters. The IAFF is affiliated with the American Federation of Labor. The Uniformed Firemen's Association, of which most of the UFOA were members, has a charter from the IAFF.

The meeting, held at the Hotel Pennsylvania, brought forth evidence of a new spirit of co-operation between the UFOA and the UFA. Not only was the UFA reported to be in sympathy with the attempt of the UFOA to get the charter, but also agreement

was reported between the UFOA and the UFA on the contents of a new pension-protection bill to be introduced in the Council.

Differences Ironed Out

A bill introduced by Councilman Carroll was lost last year, reportedly due to opposition to some of its terms by the UFA. Now the differences have been compromised, in the spirit of give and take, as Acting Battalion Chief Winford L. Beebe said, and the revised bill, with solid uniformed backing, is expected to be adopted by the Council this time.

Mr. Carroll has resigned from the Council to become Deputy City Clerk. Who will sponsor the revised bill was not announced, although the selection already has been made.

The new pension bill gives half a vote to the Marine Engineers and Pilots, a separate association, one of the omissions from the original bill to which the UFA is reported to have objected, and while the votes are doubled in the Board of Trustees of the Fire Pension Fund, the relative strength is unchanged.

Better Hours for Officers

The meeting served as the occasion for celebrating the induction of the new officers of the UFOA, especially as Acting Battalion Chief Beebe, the first president of the UFOA, who had just retired from that office, was present to give his fellow members of the Association one of his informative and stirring speeches, and Acting Chief of Department Frank Murphy emphatically told the members that the Association was going places.

Both Chief Murphy and Acting Battalion Chief Beebe assured their listeners that much may be expected of the new administration of the department under Commissioner Frank J. Quayle. Acting Battalion Chief Beebe said officers' hours would be changed for the better, in general, any day now, and not later than the end of the month.

The new President of the Association is Capt. Elmer Ryan of H. & L. 22. Mr. Ryan said that the new department administration "has done quite a bit in 10 days" and looked forward to the realization of objectives which the Association has been consistently favoring.

When Chief Murphy arrived he was given a rising and rousing welcome. His faced flushed, he stretched out his arms, palms down, as he quickly side-stepped toward the dais, and oscillated his arms a couple of inches up and down, signifying, Stop applauding! Finally he motioned them to sit down. This was one time, however, when they were not obeying orders. The applause persisted until Chief Murphy had mounted the dais and even after he had started to talk. But finally it did end and the flush disappeared from the face of the Chief who had been so much embarrassed by such a sentimental demonstration. "I don't deserve all this," he said modestly.

"The hell you don't," came quickly from the back of the Georgian Room.

Chief Murphy is a member of the Executive Board of the Association. He, like Acting Battalion Chief Beebe, is a LEADER merit man.

Chief Murphy told the members that Commissioner Quayle is in favor of quite a few of the projects of the Association, that money is the stumbling block, but that efforts are being made to solve this problem.

List of New Officers

The new officers, besides President Ryan, are Battalion Chief Joseph Rooney, 16th Battalion, vice-president; Lieutenant John P. Mullen, Engine 19, Treasurer; Henry P. Faehling, H. & L. 146, Recording Secretary; John Dalton, Eng. 63, Financial Secretary.

The new members of the Executive Board are:

Chiefs—Deputy Chief Henry A. Wittekind, 15th Division, for a 3-year term; Battalion Chief Joseph D. Rooney of the 16th Battalion, for 1 year.

Captains — Richard Denehan, Truck 29, for 3 years.

Other members on the Executive Board are: Chief Murphy; Captain Beebe; Captain Ryan, Lieutenants Charles Freeman, H. & L. 22, and John Mullen.

New Entrants Now Pay Higher Pension Rates

New pension rates adopted by the Board of Estimate apply only to persons entering the city service after January 1, 1946.

The rates paid by present city employees remain unchanged. As explained by Ralph L. Van Name, Secretary of the NYC Employees Retirement System, the rates of pension contribution charged to new entrants are about 5 to 8 per cent higher than the previous rates.

For example, new clerical employees will now pay approximately 1/2 to 3/4 of 1 per cent more of their salary to the pension funds than is paid by present employees.

The new pension rate for mechanics is increased by about the same amount. However, there is no change whatever in the rate paid by women laborers, and for men laborers there is only a very slight increase in pension contributions.

Retirement benefits remain unchanged. Persons entering the City service are invited to visit the NYC Employees Retirement System at the Old Courthouse Building, 52 Chambers Street, Manhattan, where they can obtain complete details on their pension deductions and benefits.

REINSTATEMENT

The Municipal Civil Service Commission is considering a request for reinstatement of municipal employees who resigned to enter military service.

UFA Invites New Firemen To Meeting

A special meeting for the NYC Firemen who were appointed on December 12 and then placed on leave-without-pay has been called by the Uniformed Firemen's Association, which has been urging that the men be immediately assigned to duty to help return all members of the Department to a regular work-week.

A call issued by John P. Crane, UFA president, invites all these Firemen to attend the special meeting on Sunday, Jan. 20, at 12:30 p.m. at 63 Park Row, Manhattan, headquarters of the UFA.

President Crane promises that information of importance to these men will be presented at the meeting.

MEETING IS CALLED ON HOSPITAL PAY

A public mass meeting to gain support for Hospital Department employees in their drive for better wages has been called by the Council of Brotherhood for Thursday, Jan. 17 at 8 p.m. at Labor Temple, 242 East 14th Street. The announcement was made by Ralph E. Dalton.

Quayle Ends Office Of Administration

The Office of Administration has been abolished by Fire Commissioner Frank J. Quayle. Formerly headed by Charles A. Wilson at \$4,000 a year, the bureau coordinated the activities of the civilian employees and former Fire Commission Patrick Walsh. In addition, the office worked on such projects as the department's annual report.

In the future the civilian employees will come under the direct supervision of Acting Chief of Department Frank Murphy.

Wilson In New Job

At press time, the situation of Mr. Wilson was still an issue. Commissioner Quayle considered that Mr. Wilson, who had worked

as a Fireman previous to filling his competitive administrative job, had been in a leave-without-pay status from the Fire force while heading the Office of Administration. Mr. Wilson had qualified through a civil service examination for his administrative post and had been appointed through regular civil service procedure. The "leave" issue will be submitted by Commissioner Quayle to the Municipal Civil Service Commission this week.

Meanwhile Mr. Wilson is no longer stationed at Fire Headquarters in the Municipal Building, but is assigned to the Bureau of Fire Alarm Telegraph in Brooklyn. The title was not disclosed.

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