

Civil Service | LEAD!

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Central Conference Meets

See Page 3

HEADS TOGETHER



Shown putting their heads together at the Civil Service Association's Metropolitan Conference annual meeting and outing held recently at Jones Beach State Park, are, from left, State Comptroller Arthur Levitt, newly elected Conference Chairman Sol Bendet and CSEA President Joseph F. Feily. (See story.)

400 Correctional Aides to Hear Hurd at Seminar on Delinquency and Crime

ALBANY, N.Y., July 4 — Dr. T. Norman Hurd, director of the budget for New York State, will address more than 400 correctional workers on Tuesday evening, July 19, at St. Lawrence University, Canton, N. Y., at the banquet of the 11th annual Moran Institute on Delinquency and Crime.

Dr. Eugene G. Bewkes, the University's president, will introduce Dr. Hurd. Dean Joseph J. Romoda of the University, will preside. Correction Commissioner Paul D. McGinnis, chairman of the Institute's Advisory Council, also will speak.

Participants in the Institute during the week of July 17-22 will come not only from New York State but from many other states and Canada, and will include representatives of law enforcement, preventive services, probation, the judiciary, juvenile and adult institutional care and treatment, and parole.

Experts Included

The faculty of this nationally known Institute will include such correctional experts as Myrl E. Alexander, assistant director, United State Bureau of Prisons; Dr. Ralph Brancale, director, New Jersey Diagnostic Center, Menlo Park; Dr. James J. Brennan, professor, School of Police Administration, Michigan State University; Edward R. Cass, vice-chairman, New York State Commission of Correction, and general secretary, The American Correctional Association and The Prison Association of New York; John M. Murtagh, chief justice, New York City court of Special Sessions; F. H. Potts, director of psychology, Department of Reform Institutions, Toronto, Canada, and editor, "Canadian Journal of Corrections"; Dr. Jeremiah P. Shalloo,

associate professor of sociology, Wharton School, University of Pennsylvania, and executive editor, "American Journal of Correction"; and Roberts J. Wright, warden, Westchester County Penitentiary, and editor, "American Journal of Corrections."

The Institute is sponsored jointly by the University and various State agencies dealing with delinquents and criminals—principally the Departments of Correction, Social Welfare, Mental Hygiene and Civil Service, the State Division for Youth and the Board of Parole.

Levitt Urges Prevailing Wage, Higher Pension Interest at Metropolitan Conference Meet

By ARTHUR LIEBERS

JONES BEACH STATE PARK, July 4—Equal pay for equal work was the theme of the Metropolitan New York Conference, C.S.E.A., Inc., annual meeting and outing which saw Sol Bendet, longtime Association member and former NYC Chapter president installed as chairman of the Conference for a two-year term.

Guest speaker was State Comptroller Arthur Levitt. CSEA President Joseph F. Feily also attended.

In his acceptance speech Mr. Bendet outlined a dynamic program of objectives for the Conference and the Association. Recalling the early days of his State employment, the new chairman told a gathering which virtually filled the huge dining room of the

List of Units Joining 5 Point Plan Tops 50 as Schenectady Signs Up

Fifty-one separate jurisdictions in New York State have adopted the amendment to the retirement law permitting the increase of their employees' take-home pay. The amendment permits the communities to assume up to 5 per cent of the employee's annuity contribution and pass it on to him as a non-taxable salary increase.

This law, which was proposed and drafted by The Civil Service Employees Association, has already been applied to the employees of the State. When the plan was proposed for the local communities, it received the support of the Mayors Conference.

Joseph F. Feily, President of the Civil Service Employees Association, has written the elected officials and the chapter presidents of each of the sub-divisions congratulating them on the success of their efforts to get this salary increase for the employees of their communities.

"We are glad that so many of the communities are electing to participate in this plan. Our check list—which is by no means complete—shows that of the 47 communities already participating, 7 elected to make the increase effective in April, 7 in May, 21 in June and 14 in July."

Since the list was published, Nassau and Schenectady counties have passed participating resolutions and Suffolk County will discuss it at its current meeting of the Board of Supervisors.

Schenectady City, County

The Schenectady City and County Legislative bodies have unani-

mously adopted the full 5 percent take home pay plan effective the first week in July. Local officials lost no time in affording employees the extra money after the Schenectady Chapter of the C.S.E.A. apprised them of the plan through data sent out by C.S.E.A. headquarters in Albany.

"We in Schenectady are grateful to Mayor Malcolm E. Ellis and to our legislators for their quick and willing action in the matter," said Lawrence C. Van Epps, president of the Schenectady Chapter, when the announcement was made that the plan had been adopted.

Freeport Schools Join

Meanwhile, Irving Flaumenbaum, president of the Nassau County Chapter of the C.S.E.A. has announced that the Freeport Board of Education voted unanimously on June 28 to give the District's non-teaching employees in full 5-point plan, effective July 1.

BINGHAMTON NURSES UNIT MOURNS LOSS OF AIDE

The Nurses' Alumni Association of Binghamton State Hospital announced their loss of a faithful, beloved attendant, Marguerite Wilcox, who passed away recently.

The Association has also lost another loyal worker, Albert Launt, who has retired after 32 years of service. He held many offices locally, statewide, and nationwide in the nursing profession. He will continue to do psychiatric nursing at Deerfield Beach, Florida, where he has chosen to live with his family during his retired life.

It is the first school district in Nassau and Suffolk Counties and among the first in the State to grant the plan, which was brought to it by Andrew Jurginson, president of the Freeport Non-Teaching Unit of the Nassau Chapter. Mr. Flaumenbaum assisted in the setting up of proposals through which the plan was effected.

Mr. Flaumenbaum and Mr. Jurginson expressed their "deep appreciation" to Leo Giblyn, president of the Freeport Board of Education, to the other members of the Board, to Mr. John W. Dodd, superintendent of the Freeport Schools, and to Walter C. Hawkins, superintendent of buildings and grounds of the Freeport Schools, "who gave their full cooperation in making the plan a reality."

Other jurisdictions in the State (Continued on Page 16)

Levitt Praised on Pledge to Push Higher Pension Fund Interest Rate

ALBANY, July 4—Joseph F. Feily, President of The Civil Service Employees Association, Inc. has complimented the remarks of Comptroller Arthur E. Levitt that he intends to recommend at the next session of the legislature the raising of the interest rate paid to members of the State Retirement System. Mr. Levitt spoke at a meeting of the Metropolitan Conference of the Employees Association.

"The Comptroller is to be commended," Mr. Feily said, "for his desire to raise the interest rate of the members annuity accounts. Of course, we understand that it is contingent upon the maintenance of the earning power of the Retirement Fund. We are also grateful he stated that if the earnings warranted, in future years he will advocate the increase of the interest rate to 4 per cent."

"The Comptroller also", Mr. Feily concluded, "should be commended for the firm statement of his belief that state salaries should be on a par with those paid in industry."

Comptroller Levitt, in addition to addressing the Conference, installed the newly elected officers. They were Solomon Bendet, president, Salvatore Butero, 1st vice president, John Cottle, 2nd vice president, Joseph Bucaria, treasurer, and Mrs. Dorothy Cuneo, secretary.

NAMED TO AID BLIND

ALBANY, July 4 — Dr. David F. Gillette of Syracuse has been reappointed to the New York State Commission for the Blind. His term ends June 21, 1965.

Boardwalk Restaurant how lump-sum appropriations were then granted for pay raises and these were then distributed on a basis of favoritism. He compared that with the present conditions of State employment in which the voice of the State employee is ever-increasingly heard and his just demands being met.

Power of Ballot

"Our weapon is not the public demonstration and shouting in the

ROSENFELD RENAMED

ALBANY, July 4 — Governor Rockefeller has renamed Maurice Rosenfeld of New York City for a new five-year term on the Saratoga Springs Commission. The appointment is subject to confirmation by the State Senate.

streets," said Mr. Bendet, "but the power of the ballot which the State employee has as his bargaining weapon." He pointed out that the State employees through themselves and their families control a bloc of one million votes and that this should assure them fulfillment of their just objectives.

Comptroller Levitt was introduced by Mr. Bendet, who called him "the gentleman from Kings County who treats every civil service employee like a king."

The Comptroller went on to say there was no possible justification for the State paying a lower salary for any job than is paid by private industry.

"If a man in a job is worth \$10,000 to a private employer; a man in that same job is worth (Continued on Page 16)

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

The Shape Of Things to Find

A complete course in how to describe jewelry is contained in Police Department's Special Order 162 out this week. With Cartier's robbed and Tiffany's a close escape, the town will be gem conscious for a long time to come. So:

"In order to enable members of the department to make more accurate department records... and of course to recognize stolen jewelry when it turns up, the Department issued a detailed descriptive procedure. As a result, policemen will be able to note settings, designs, weights, styles, etc. including the various shapes and cuts of stone: square, baquette, octagon, oval, marquise, antique, square hexagon, blunt hexagon, barrel, pear, heart, fan, pointed hexagon, kite, triangle, peak triangle, flat triangle, bullet pentagon, pentagon, keystone, horn, diamond, tulip, bell, semi-marquise, and halfmoon. How many can you recognize now?"

Credit Union Funds Top \$13.6 Million

Total assets of the Municipal Credit Union saving and lending association for New York City employees, reached \$13,636,856.72 on May 31st. This is a long way from the \$570. put up by 19 members on January 2, 1917. Total membership on June 30th was 47,410, up 236 since the beginning of the year.

The Credit Union was created to meet the need for a place where city employees could borrow money at reasonable interest rates. During 43 years it made 386,000 loans to 149,000 shareholders, totaling more than \$168 million. Interest rates are currently among the lowest in the city, .058 per cent a month simple interest on unpaid balances. City employees join the Union by paying a 10 cent membership fee and buying stock, currently earning 4 1/4 per cent dividends. On June 30th, shareholders had invested \$11,815,000. in the organization.

One of the recent activities of the credit Union has been sponsorship of three housing developments under Title I. The sponsorship involves no legal liability, but the Credit Union will lend money to members to buy cooperative apartments in Chatham Green, scheduled to open next year, Chatham Towers and the contemplated Division Street Houses.

Edmunds To Manage Transit Operations

"In January, 1954, the predecessor of the present Transit Authority appointed Colonel James B. Edmunds, assistant general superintendent in charge of the surface division. At the time the surface division had sunk to a low level. Some 60 per cent of the Authority's buses were unfit for

the road—either they couldn't get out under their own power, or, if they did, it was likely they'd return behind a tow truck. Seventy of them had been stored for more than a year awaiting repair, and many of them had been waiting months for servicing. Adding up the cost of just the 70 idle for a year, worth \$25,000 each, the Colonel was appalled at the idea of an investment of \$1,750,000 yielding not a penny, or performing any service, for that period."

And so, according to a Transit Authority release, the Authority last week appointed Col. James B. Edmunds as General Manager. Now we can expect the subway system to reach a new level.

Police Answer 1,199,746 Calls In Course of Year

The statistical picture of what 30,000 members of the police department did last year was made public last week. In 36 pages, it reports on the law enforcement, protective, rescue and technical operations of all units.

That the five borough Communications Bureaus transmitted 1,199,746 radio calls and 333,011 ambulance calls, 380,186 reports of crime were received from the public and an equal number of reports were answered.

The Emergency Service Division handled 25,076 cases involving rescue work and public safety. These included administering oxygen and artificial respiration to 10,015 men, women and children and reviving 343 persons overcome by poisonous smoke fumes and asphyxiation. The Division conducted 1,415 searches of crime scenes, extricated 107 persons who were caught in machinery and revolving doors, released 223 animals from dangerous predicaments.

The Aviation Bureau aided 111 boats in distress and rescued 82 persons on rafts or in the waters of the harbor. It made 222 aerial traffic surveys and recovered 22 stolen cars.

The Narcotic Bureau seized over 68 pounds of heroin and 211 pounds of marijuana.

The Missing Persons Bureau located 9,425 persons reported missing of 9,589 cases received, for a clearance rate of 98.3 per cent.

The Police Laboratory assisted in 470 criminal investigations, including 840 burglaries, 581 illicit

(Continued on Page 15)

Student-Trainee Plan Offered by U.S. Government

Applications are being accepted now for the U. S. Government's student trainee program, which is designed to recruit college students and promising high school graduates for jobs in Federal agencies throughout the country.

Student trainees are paid \$3,275 to \$3,755 a year, depending on their level of scholastic achievement, and are paid only during periods of employment. The programs provide that students work part of the time and go to school full or part-time.

Detailed information and the application card, Form 5000-AB, are available from college placement officers, many post offices,

Many New York State Counties Need Patrolmen And Probation Officers

Open competitive exams to fill patrolman and probation officer positions in counties throughout New York State are being offered for the filing of applications. Official announcements and application forms will be available July 11.

Applications will be accepted until August 15 for these positions. They are listed here by number, title, residence requirement, and salary.

The Titles

4503. Probation officer, Kings County (requires four months' residence in Kings County), \$5,000.

4504. Probation officer, New York County (requires four months' residence in New York, Bronx, Queens, Bronx or Richmond counties), \$5,200.

4506. Probation officer, Queens County (requires four months' residence in Queens County), \$5,000.

4507. Probation officer, Richmond County (requires four months' residence in Richmond County), \$5,000.

4528. Probation officer, Westchester County (open to residents of New York State, New Jersey and Connecticut), \$4,880 to \$6,280.

4493. Police patrolman, towns and villages of Chautauqua County (requires four months' residence in Chautauqua, Cattaraugus or Erie County), salary varies.

4499. Police patrolman, towns and villages of Erie County (requires four months residence in Erie, Chautauqua, Cattaraugus, Wyoming, Genesee or Niagara counties), \$3,200 to \$5,200.

4505. Police patrolman, Orleans

County (requires one year residence in New York State and six months' in Orleans, Genesee, Monroe or Niagara counties), salary varies with locality.

4509. Police patrolman, towns and villages of Rockland County (requires four months' residence in Rockland, Westchester or Orange counties), salary varies.

4513. Police patrolman, towns and villages of Sullivan County (requires four months' residence in Sullivan, Delaware, Orange or Ulster counties), salary varies.

4527. Police patrolman, towns and villages of Westchester County (see official announcement, available after July 11, for residence requirements), salary varies.

Official announcements and application forms will be available from the State Department of Civil Service, 270 Broadway, Manhattan, or The State Campus, Albany, after July 11.

2 Weeks Training Now a Must for New Patrolmen

ALBANY, July 4—A new state law, effective this week, will require two weeks of intensive police training for all new patrolmen.

Under the law, the municipality which has the largest number of prospective trainees for a season of the police school must conduct the course.

Police Chief Tuffy of Albany has met with police chiefs from six other county municipalities to discuss requirements of the law and plans for the first school.

The instructors and the program must be approved by the State and the curriculum will be laid out by the State, as well. After the first year, the course must be offered every six months if there have been new appointments within that period.

Under the Albany plan, if a new man is added to the force at a time when the training is not available, it is possible the appointee will be sent to a school in a neighboring county.

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OUR 63rd YEAR

State Offers 3 Forestry Prom. Exams

The State of New York will be accepting applications until July 11 for promotion examinations to fill three administrative positions in the Conservation Department.

The titles are, with number and salary range: No. 1129, assistant director of lands and forests, paying from \$9,586 to \$11,416 a year; No. 1130, general manager of forest preserve parks, from \$9,586 to \$11,416; and No. 1131, assistant general manager of forest preserve parks, \$7,818 to \$9,408.

Candidates must have served in the competitive class in the Conservation Department for at least two years for the first two titles, and at least one year for the third title.

The oral tests for these positions are expected to be held the week of July 25 and will be designed to test for technical knowledge required for the positions.

Applications forms and complete information are available from the State Department of Civil Service, The State Campus, Albany; or Room 2301, 270 Broadway, Manhattan; or Room 212, State Office Building, Buffalo.

The U. S. Board of Civil Service Examiners, Second Civil Service Region, 220 E. 42nd St., New York 17, N. Y., or the U. S. Civil Service Commission, Washington 25, D. C. File until further notice.

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MENTAL HYGIENE MEMO

By ANDY COCCARO

Two Way Street

Long before this writer can remember, employee groups in this nation have contended that management did not understand the problems of the employee. At the same time, surveys of management showed that administrators felt the employees did not comprehend the problems of administration. Somehow there is a loss of meaning and understanding in the transmittal of rules, regulations, procedures, and policy from the top administrator to the line employee.

In studies reported by Ralph G. Nichols and Leonard A. Stevens in their publication "Are You Listening," they showed that only 67 percent of communications given by the presidents of industry are understood by the firms' vice presidents. Only fifty-six percent of the presidents' communications are understood by the companies' district supervisors, forty percent by the plant superintendents, thirty percent by the immediate supervisor or foreman, and only twenty percent on the workers' level.

Employee-Management Committees

In another study an identical list of items, considered important to employees, was given to both management and employees. The employees polled named appreciation of work done, feeling of being in the know, and sympathetic help in personal problems, as the three most important items on the list. When management was polled, these same three items were scored last as items management thought least important to its employees.

The results of these polls show a failure of communication upward as well as downward in the organization. It is fortunate today that we have many top-flight administrators who take a broad view of their obligations. They are willing to meet with our employee organizations and considerably improve this two way flow of communication and understanding of each other's problems.

Most of our CSEA Chapters now have an employee-management committee meeting on a regular basis each month. Chapters not having these committees should plan with their CSEA field representative to establish this committee which will be beneficial to both employees and management.

Nassau Chapter Offers Cruise

Nassau chapter of the Civil Service Employees Association is sponsoring a cruise to the Caribbean over the Thanksgiving Holiday. It has been announced. The cruise will start on November 19 and finish on November 28. It will make stops at Puerto Rico, St. Thomas and Guadalupe.

The Zim Line's new cruise ship, the Jerusalem, will make the trip. It is fully air-conditioned and one of the most modern cruise ships afloat, with its moving picture theatre, night club, floor shows, deck tennis.

The cost for the cruise including everything, ranges from \$190 to \$260 per person. Space is limited so reservations will be on a first-come-first-served basis.

For further information get in touch with Irving Flaumenbaum, P.O. Box 91, Hempstead L. I., N. Y.

Members of the Civil Service Employees Association throughout the State are eligible to take this trip.

A 25 per cent deposit will be required, with the balance due six weeks before departure.

Capital Correction Elects New Officers

The annual luncheon meeting and election of officers of the Capitol District Correction Department chapter was held recently, with 131 members attending.

President Lawrence F. Malloy introduced the many new members who for the first time were attending a Chapter function and welcomed them to Chapter membership.

Commissioner Paul D. McGinnis as well as Deputy Commissioners William E. Leonard and Benjamin Weinberg, who are members of the Chapter, briefly addressed the group expressing their good wishes for Chapter activities during the coming year.

Present as guest speaker and honored guest was Davis L. Shultes, Chief of the Statistical Bureau

of the State Insurance Department, who spoke on the recent reduction in the retirement rate which increased the take-home pay of most State employees. Mr. Shultes is given much of the credit for the successful adoption of this legislation. Therefore, he was an especially welcomed guest.

The election of officers then took place and as a result of the balloting the following were elected: Lawrence F. Malloy, president; Helan Marsh, vice-president; Lucille Bendell, secretary; Ronald Lindell, treasurer; Florence Maloney and Margaret Fleming, delegates.

President Malloy outlined the endeavors of the Chapter during the past year and expressed appreciation to the outgoing officers and committee members for their assistance. He also expressed the best wishes of the Chapter to Evelyn Van Wie, a loyal member, who has been absent on sick leave.

Aide Honored



Mrs. Norma Seneca, of Versailles, N.Y., has been chosen as the Gowanda State Hospital Psychiatric Aide of the Year for 1959. Dr. I. Murray Rossman, director of the hospital, has announced. Presentation of the award was made at a ceremony held recently at the hospital in conjunction with Mental Health Week.

Job Satisfaction Urged at Central Conference County Workshop; Officers Elected

The Central Conference of the Civil Service Employees Association heard St. Lawrence County Chief Probation Officer John M. Loucks urge self respect and satisfaction with a day's work at its county workshop held June 18 at Gran View, Ogdensburg.

The Conference re-elected S. Samuel Borelly, Onieda County Chairman, as Conference chairman. Other officers elected were Kenneth Hurlburt, Fulton County, vice chairman and Mary Manning, St. Lawrence County, secretary treasurer.

The St. Lawrence Chapter was host to the workshop.

Mr. Loucks' speech follows:

"It is with some measure of misgiving and trepidation that I face this audience this afternoon. I have never attended such a Workshop Conference and to do so as a speaker has given me some pause almost to the point of regretting my temerity in saying that I would speak. However, we are all engaged in some form of public service and so stand upon that common ground.

"Do we complain about lack of prestige for the civil servant? All of us desire status, recognition and a feeling of belonging. It seems to me that we are obsessed with the idea that the dollar sign is the badge of character and the measure of a man. We are constantly measuring what we receive in wages against what another person may receive in a similar job in industry.

"Do we measure our productivity against the productivity of a similar person in industry? What is the ego-ideal or ego-image which you have for yourself in your job and I have for myself in my job? Do we plan big and try to give a full day's work or bulwarked and sheltered by civil service tenure do we fall into a slow and measured pace in our work looking for the hour of closing when we shall be free to do the things which are really meaningful?

Cites Cathedral

"In my office I have on the wall near my desk a framed picture

of the great cathedral in Norwich, England. That edifice was erected over nine hundred years ago by the Normans. It has withstood the ravages of war, the vagaries of men and the test of time. The men who built it are to me nameless but the product of their brains and hands rises in solemn beauty to tell men of the 20th century of the immense majesty and glory of God.

"When the cares that infest the day get me down, I like to look for a moment at my picture of the cathedral. This silent teacher tells me that there are lasting values which we must keep ever in mind. But you say, how is this relevant to the status of the civil servant? The motive for production must be more than the monetary incentive. When we experience emotional satisfaction in the doing of our work, that emotional satisfaction will be reflected in a greater productivity or a better quality product.

Philosophy Needed

"Some of us are responsible for administering offices and agencies. Such a person should have a clearly formulated, previously determined and accepted philosophy in accordance with which he directs his organization. It is pretty generally true that as goes the head of the department, so goes the department. A department head should take stock of himself as well as the departmental properties and resources. Has he plans for his own professional improvement and growth? He should have.

"Have you observed how some commercial establishments aim to be known for the superiority of some one particular article or service which they provide? The best coffee in town is to be had at X restaurant and the best steaks at Y. Aim at making your agency outstandingly good in some respect. That will set you apart and give you distinction. Probably you can't do all things to the superla-

tive degree but you can certainly do some one thing surpassingly well.

"Here is an idea which in my judgment is of vast and far-reaching importance. We on occasion find it necessary to criticize—to criticize superiors, subordinates, and fellow workers. How do we do it? All too often on a personal basis. This only arouses antagonism and resentment. We should be very impersonal in criticism, highly personal in helpfulness. We may criticize ideas or procedures but we should help people. I believe that this is basic in the day-to-day operation of an office. It rests upon the fundamental respect for the sanctity of human personality and applies throughout your entire organization. The emotional climate in which people work has a bearing upon recruitment of personnel and certainly upon retention.

"What I am about to say now may approach close to heresy in civil service circles. Society has given us protection in our jobs, a respectable scale of wages, provision for retirement, and a favorable opportunity for each of us to build for himself or herself a life satisfying in itself—here and now—in a democratic society. We should feel in our hearts a profound sense of gratitude which should find expression in a determination to give the best possible service we can to the public we serve.

"We Serve"

"'We serve' is our motto. Let us live it in the spirit and in the truth. That will be the best kind of public relations. I am no public relations specialist or efficiency expert. I have given you simply the convictions of a pavement-pounding probation officer. Perhaps they may serve as points of departure for the discussion which I assume will follow and in which your participation and contribution will be the truly educative part of this session."

LEFKOWITZ CONGRATULATES



Attorney General Louis J. Lefkowitz, right, is shown congratulating Assistant Attorney General John P. Baione on receiving a merit award for his suggestion to improve the State's tax remittance procedures. Mr. Baione's suggestion has been adopted by the Department of Taxation and Finance, where he served before his appointment as assistant attorney general.

Ray Brook Hospital Unit Hears Albright

The 15th annual dinner dance of the Ray Brook chapter, Civil Service Employees Association, was held recently at the St. Moritz Hotel Lake Placid. Approximately 100 members and friends attended.

Harry Sullivan was toastmaster, with Father Camillus giving the Invocation and Dr. Lionel Driscoll the Benediction.

Dr. James Monroe, director of the Ray Brook Hospital, extended a welcome to the group. J. Ambrose Donnelly, field representative, CSEA, spoke briefly.

Harry W. Albright, associate counsel of the Association was the principal speaker, and he explained the principles of the Association, legislation and other factors pertaining to the interest of the civil service employees.

Mr. Albright then installed the newly elected officers of the chapter: president, Emmet J. Durr; vice president, Rose Johnson; secretary, Helen O'Brien; and Treasurer, Stanley Tokarski. Election of the New Executive Counsel will take place within the next two weeks.

P. O. CIVIL SERVICE EXAMINERS CITED



At a ceremony held recently in the New York Postmaster's office, Howard Coonen, regional operations director of the Post Office Department, is shown presenting to Postmaster Robert Christenberry a group achievement award for the New York Board of U.S. Civil Service Examiners "in appreciation of their industry and devoted service to the department." From left are: Walter J. Shanley, regional employment and placement officer; James P. Googe, director, Second U.S. Civil Service Region; Mr. Coonen; Postmaster Christenberry; Henry Roginski, chief personnel officer, New York Post Office; and Bernard Katz, executive secretary, New York Board of U.S. Civil Service Examiners.

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U.S. Service News Items

By GARY STEWART

Health Benefits Plan Coverage Beginning

The new Federal employees health benefits program, which is the largest voluntary program of its kind in the world, went into effect June 30 for the first group of employees to be covered.

By July 10 the remainder of the 1.8 million employees and their 2.2 million dependents who have enrolled in the program will be covered. The difference in effective dates is due to different pay periods.

There are 38 health benefits plans approved by the Commission for participation in the new program. These include two Government-wide plans, which are open to all employees, 15 plans sponsored by Federal employee organizations, which are open on a membership basis, and 21 comprehensive medical plans which generally restrict enrollment to employees working or residing within the geographic area served by the particular plan.

The Government will contribute up to half the cost of each health benefit plan, with the employee paying the balance of the cost of the plan he selects through payroll deductions. The volume of first-year premiums is expected to approximate \$250,000,000.

NEFE To Push For Civil Service Planks

The National Federation of Federal Employees has announced that it will urge the Democratic and Republican National Conventions to adopt strong civil service planks in their 1960 platforms.

Comprehensive presentations will be made to the platform committees of both parties.

Vaux Owen, NFFE president, said the group will urge a strengthening of the merit system, that all positions, except a few at the top, be placed under the career system, and that both parties pledge themselves to these objectives.

He said the NFFE would "urge the parties to support the strengthening of the Civil Service Commission, and to oppose recent legislative proposals designed both to repeal the Civil Service Law of

1883 and to supplant the bipartisan Civil Service Commission by a single Director to be named by the President.

"We shall urge the adoption of a progressive and forward-looking Federal pay policy which will enable the Government to lead and not be a laggard follower in respect to adequate compensation for its employees," he concluded.

6% Pay Bill Offered For Postal Aides Only

As an alternate to the 7 1/2 per cent pay raise bill, because he believes Congress will not be able to override the Presidential veto, Rep. Edward H. Rees (R-Kan.), has offered a 6 per cent bill for postal employees only.

About 550,000 postal employees would benefit from the bill, but it would leave the government's classified white collar workers without a raise.

Rees has proposed the setting up of a temporary commission to recommend a pay policy which could be used to fix salaries of the 1.3 million government employees not in the postal and wage board fields.

It has been reported that the Rees plan has not been backed by the Administration even though he has often in the past been the Administration spokesman on employee legislation.

U.S. Has Medical Technician Jobs Open in City Area

Various U. S. Government agencies in the New York City area need medical technicians now. The jobs pay from \$3,495 to \$4,040 a year, and are in pay grades GS-3 to GS-5.

Technical and clinical laboratory experience of one, two and three years are required, respectively, for the GS-3, 4 and 5 positions. Applicants for all grades may substitute a full 12 month course in a resident school for clinical laboratory technicians for two years of the above required experience. No substitution is permitted for a partially completed course.

For full information and application forms, contact the Board

of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, N. Y. The exam for these positions is open continuously.

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LEGISLATIVE COMMITTEE REPORTS WIN AWARDS

ALBANY, July 4—Three annual reports by a legislative committee have been nominated for an award presented yearly by the American Association for State and Local History.

The reports were produced by the Joint Legislative Committee on Preservation and Restoration of Historic Sites. It is headed by Assemblywoman Mildred F. Taylor of Wayne County.

NAMED TO ADVISORY COUNCIL ON EMPLOYMENT

ALBANY, July 4—John A. Williams of Syracuse has been named by Governor Rockefeller as a member of the State Advisory Council on Employment and Unemployment Insurance. His term ends May 24, 1963. He succeeds James Reynolds of Schenectady, who resigned.

Mr. Williams is a consultant to the Niagara Mohawk Corporation.

Mental Hygiene Employees Assoc. Meeting July 13

The Mental Hygiene Employees Association will hold its annual meeting and election of officers on Wednesday, July 13, at the Hotel Wellington in Albany, 2 p.m.

The Association would appreciate the attendance of all representatives. All CSEA chapter presidents of the Mental Hygiene institutions, as well as other Mental Hygiene Association members are invited to attend.

The nominating committee, as selected by the delegates at the spring meeting include Mr. Arthur Cole, chairman, Mrs. Laura Kamppe, and Mr. Carl Sabo.

The following offices will be open during this election: president, first vice president, second vice president, third vice president. The present president, William Rossiter, and the first vice president,

St. Cipolla, will not seek reelection. Arnold Moses, second vice president, and John Cottle, third vice president, present incumbents, will be candidates.

Other nominations received include John O'Brien, president; Mrs. Agnes Miller, Sol Butero, Lillian Hammond, Thomas Purtell, and Raymond Sansone, for vice presidents. The office of secretary-treasurer is an appointive one. The slate of candidates will be prepared by the nominating committee who will meet at 11 a.m., July 13th, in Albany.

A letter has been sent out to all Representatives requesting them to submit the names of potential candidates from their Unit. Names may also be submitted from the floor.

The representatives who also serve as the board of directors are elected by the members within the institution. The constitution provides that this election be held annually at the discretion of the present representative.

A discussion of resolutions, and the 1961 program will be outlined at this meeting.

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NYC EXAMS THIS WEEK

Tuesday, July 5 Promotion to electrician, practical, Civil Service Testing Laboratory, Hall of Records, Centre and Chambers Sts., Manh., 8:30 a.m. for 4 candidates. Thermostat repairer, practical, Board of Education shop 195 Elizabeth St., Manh., Room 322, 8:30 a.m. for 9 candidates. Promotion to bus maintainer (group A), Transit Authority, practical, Civil Service Test Room 208th St. Shop of the IND Division, 3961 10th Ave. at 211th St., Manh., 9 a.m. for 10 candidates.

Wednesday, July 6 Attendant (man), medical, Rm. 200, 241 Church St., Manh., 8 a.m. for 324 candidates. Electrician, practical, Civil Service Testing Laboratory, 8:30 a.m. for 10 candidates. Thermostat repairer, practical, Board of Education shop, 8:30 a.m. for 9 candidates. Promotion to furniture maintainer (woodwork), practical, Board of Education shop (carpenter shop), 8:30 a.m. for 9 candidates. Promotion to bus maintainer (Group A), Transit Authority, practical, Civil Service Test Room, 207th St., 9 a.m. for 10 candidates.

Thursday, July 7 Attendant (men), medical, Rm. 200, 241 Church St., Manh., 8 a.m. for 60 candidates. Attendant (women), medical, Room 200, 241 Church St., Manh., 8:55 a.m. for 230 candidates. Electrician, practical, Civil Ser-

vice Testing Laboratory, 8:30 a.m. for 10 candidates. Thermostat repairer, practical, Board of Education shop, 8:30 a.m. for 9 candidates. Promotion to furniture maintainer (woodwork), practical, Board of Education shop (carpenter shop), 8:30 a.m. for 8 candidates. Promotion to bus maintainer (Group A), Transit Authority, practical, Civil Service Test Room, 207th St., Manh., 8:30 a.m. for 10 candidates.

Friday, July 8 Electrician, practical, Civil Service Testing Laboratory, 8:30 a.m. for 10 candidates. Promotion to bus maintainer (Group A), Transit Authority, practical, Civil Service Test Room, 207th St., Manh., 9 a.m. for 10 candidates.

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TUESDAY, JULY 5, 1960



What Price Savings?

IT IS ONE of the fantastic anomalies of American attitude that a public good is looked upon with suspicion, while a private good—however wasteful—is seen as part of our way of life.

Thus, we think nothing of spending an extra two hundred dollars for more chromium on the car, but a fifty dollar raise in the tax rates to provide for a new school or a new hospital is received with hue and cry.

One aspect of this false public economy became apparent last week when one of New York City's ablest jurists resigned from the bench. Said Irving Ben Cooper: "We were guessing on justice . . . I was sick at heart not to be able to give true justice . . . You can't tell if a young fellow is a hoodlum just by looking at him . . . I grew ill sentencing those youthful offenders. Were we sentencing them to surgery when we should have given them medicine? Were we sending them to jail when they needed therapy?"

The dispensation of justice is a delicate thing, involving a diagnosis of a major social illness. For the administration of justice, the diagnosis must be made by a probation officer able to visit the "scene of the criminal" and determine how the crime came into being. The lonely boy who joins a group for the fun of it and finds himself involved in a piece of mischief should not be "treated" in the same way as a vicious psychopath motivated by fierce resentment against society. Yet the justice who hears only evidence of the crime cannot easily distinguish one from the other without a probation report.

May Be Catastrophic

The result may be catastrophic in terms of human lives and human resources. It is axiomatic in penology that reform schools do not reform any more than penitentiaries make penitents. The misled boy sent away for a misdemeanor often comes out a criminal; the psychopath allowed to go free without treatment commits more crimes often destroying the lives of innocent citizens.

But probation reports that will make the distinction between the two types who come before a judge must be made by a city employee. And the city salary scale has been so low that competent probation officers have not been available. There is at least one probation investigator with 30 years in the department earning \$5,500 a year. In spite of recent upgradings, the salary range in special sessions and magistrates courts runs so low (\$5,450 to start) and so far below that of the county courts (where raises, too, are expected) that turnover is fantastically high—12 to 15 per cent in a normal year, with an expected loss of 35 per cent next year when a county court examination is given. The city staff—with allocation for a meager 360 probation officers—has more than 10 per cent of the positions unfilled. Case loads on the pre-sentence investigators run 100 per cent higher than the accepted norms in the criminal court and much higher in the children's courts where the report is even more difficult and more important.

Here again, is a sharp case of where false economy on the salaries of civil service employees results in tremendous social losses—in the costs of police, and correction, in crime and in the human beings who could be salvaged as assets to society.

PHILION COUNTY CLERK FOR WASHINGTON

ALBANY, July 4 — Wilfred I. Phillon of Hudson Falls is the new county clerk of Washington County. He was named by Governor Rockefeller to fill the vacancy caused by the resignation of Wilbur S. Williams, also of Hudson Falls.

Mr. Phillon is active in veterans affairs and is director of the Washington County Veterans Service Agency.

LEVITT REPORT OUT

ALBANY, July 4 — Comptroller Arthur Levitt has announced publication of "The Comptroller's Legislative Review," which is a digest of 1960 legislation of special interest to municipal officials. The review covers law affecting municipalities and is designed to assist local government officials.

Copies of the review may be obtained by writing to the State Department of Audit and Control, Albany, N. Y.

LETTERS TO THE EDITOR

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

CAV'S ETHICS BOARD DECISIONS "DOUBLE TALK"

In every decision on questions of violations of the New York City Ethics Code that are issued by the Board of Ethics, there are at least several "ifs" included.

All the answers revolve back to the conflict of interest. The Ethics Boards says something is not a conflict of interest and therefore does not violate the Ethics Code . . . (and it goes on to describe exactly the thing the person asks in his question) . . . if it is not a conflict of interest and therefore a violation of the Ethics Code.

It is supposed to be the function of the Board of Ethics to tell the person WHETHER OR NOT the activity in question is a violation because of conflict of interest. This is what the Board of Ethics neatly sidesteps. Its decisions are meaningless. They amount to this: if it is a violation of the Ethics Code it is a conflict of interest, and if it is a conflict of interest, it violates the Ethics Code. If it is not a conflict of interest, it does not violate the Ethics Code, and if it does not violate the Ethics Code, it is not a conflict of interest.

This kind of "double talk" is typical of bureaucrats, so it isn't surprising. One can assume that the people on the Board of Ethics are just some more politically active lawyers getting paid off with a patronage job.

NAME WITHHELD
NEW YORK CITY

CALLS FIRE COLLEGE GRADES HIS BUSINESS AND NO ONE ELSE'S

Editor, The Leader:

I read in your June 14 edition that the Uniformed Firemen's Association and Uniformed Fire Officers Association are trying to get the Department to stop publishing the grades we get on Fire College courses in the general orders.

I sure hope they succeed because this is one thing I can personally vouch for. I recently finished a course and because I was sick one day, the one day that counts, I got a bad grade. I got good grades on all my other courses at the fire college, so why should I get a bad grade this one time?

Anyhow, the result was that I've been getting a lot of needling in the company because of this one grade and as I told you, it wasn't my fault because I was sick, so until the next time I go over there and get a good grade, I'll have to live with this bad grade.

If I do bad in a course, I guess I deserve to get a bad grade, even if it isn't my fault, because the Department doesn't know it isn't my fault, but it's my business only and there's no reason everyone else in the block should know. I hope they stop publishing the grades. I don't think it's fair.

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Leader Personalities

Man Who Gets in Police Tsar Kennedy's Hair

"Will somebody get this guy out of my hair?" reads the caption under a cartoon on the wall of the president's office at New York City Patrolmen Benevolent Association Headquarters.

The cartoon shows a ruffled Police Commissioner Stephen P. Kennedy trying to shake off a tenacious, bulldog-like John Cassese, who is saying "Grrrr," and is attached firmly to a handful of the Kennedy hair, upon which he is tugging.

This little crayon drawing, by a prominent New York City cartoonist, tells the story of what Ptl. Cassese is trying to do for City cops and the persistence of his efforts. John was recently reelected president of the 22,500 man P.B.A. without opposition.

Since he gained the presidency of the Association in 1958, Ptl. Cassese and his executive board have made the P.B.A. an active, aggressive machine to fight for City policemen. He and his executive staff's unanimous reelection is unprecedented in P.B.A. history and can only reflect the membership's satisfaction with the administration.

"The biggest thing this administration has done," said the P.B.A. president, "was to raise the dues-paying membership from 15,000 to the present 23,000 members." There are about 23,800 men now on the force.

Biggest This Year

The biggest thing the P.B.A. did this year was to get State Legislative passage and Governor Rockefeller's approval of a bill to permit policemen in all jurisdictions in the State to reside in any county adjoining the county in which they are employed. They formerly were required to live within the city that employs them. Ptl. Cassese gives

large credit for the bill to Lt. Governor Malcolm Wilson and to State Senator MacNeil Mitchell and Assemblyman Anthony P.



John J. Cassese

Savarese, who introduced it.

Other police bills passed in Albany largely through the efforts of the City P. B. A. included the "1/60th Pension Bill" to increase police widows' pensions.

John Cassese was born Jan. 20, 1913 in Greenpoint, Bklyn. He attended P.S. 17, Boys High and studied pre-medicine for two years at New York University. In 1940, he married the former Sally Rudman, also of Greenpoint. They now have two daughters, Roberta, 18, and Ronnie, 9.

"I wanted to be a doctor," said veteran patrolman Cassese in an interview with The Leader, "but while I was studying at N.Y.U. my father became very ill and I had to drop out of college to
(Continued on Page 15)



Civil Service LAW & YOU

by HAROLD L. HERZSTEIN
Mr. Herzstein is a member of the New York bar and an authority on Civil Service Law

Probationers' Rights

There is a widely held notion that a probationer can be fired for any whim, and that there is just nothing that can be done about it. Fortunately, that is only a notion. If it were a fact, then the strength of the civil service system would be considerably diluted.

The State Civil Service Law provides that every original appointment in the competitive class must be for a probationary term. The same rule applies to promotion from a position in one department to a position in another (except that in such a case the appointing officer has the right to waive the requirement for probation). This law applies not only to State jobs but to all competitive civil service jobs within the State.

No Set Standard

The law sets no standards for the period and leaves it to the State and local commissions to provide by rule "for the conditions" of the probationary service (Section 63, Civil Service Law).

Under State Rule 24, "the conduct or performance of the probationer must be unsatisfactory before his employment can be terminated." Most of the local divisions have substantially the same standard. For example, in Nassau County, where the civil service has been and is experiencing perhaps its fastest growth, "conduct, capacity and fitness" are the test (Rule XVIII).

Vague Abstractions?

The terms mentioned may seem like vague abstractions, but the courts have been putting force into them. The department head has,
(Continued on Page 15)

Last Week to Apply for P.O. Driving Jobs

This is the last week to apply for truck driving jobs with the New York Post Office—the filing period closes on Tuesday, July 12. Over 2,000 applications have been received so far for this exam, the title of which is substitute motor vehicle operator.

The jobs pay from \$2 to \$2.42 an hour, and are at vehicle facilities throughout the five boroughs of New York. The test is listed under Announcement No. 2-101-6 (60).

Applicants must be at least 18 years of age, and there is no maximum age limit. The only other requirements are one year of experience operating trucks of over 2½ ton capacity or buses of 11 passengers or over, and the possession of a drivers license.

Announcements and application forms are available from the main post offices in Manhattan, Brooklyn, Far Rockaway, Flushing, Jamaica, Long Island City, and Staten Island. At the New York, N.Y., General Post Office, at Ninth Ave. and West 33rd St., go to the Board of U.S. Civil Service Examiners, Room 3508.

IBM KEYPUNCH, TAB. OPERATOR COURSE

A course is now open for those interested in taking New York City's open competitive examination for IBM keypunch and tabulator operator, for which no experience is necessary and for which filings will be open until July 26.

The course, to prepare candidates for examination in the fall, is offered by the Monroe School of Business, East Tremont Ave. and Boston Road, Bronx.

A bulletin may be obtained from the school giving complete information. Write in care of the Registrar.

FOR FISHERMEN!

—THE NEW all purpose 8 IN ONE Bahamian's knife, for hunting, fishing and camping—over-all length 7 inches. Inquiries invited from wholesalers. The blade is of the finest Solingor polished steel and has a fish scaler with collapsible can opener. Saw with disgorger, bowel opener, two-fold file and leather punch with a cork screw. The leather sheath has a detachable belt carrying loop. Shipped direct from Germany for \$2.95. Send today to the LAURIA Co., 8 Fairmont Street, Kingston, New York.

Navy Hiring Men For Shipboard Jobs to \$6,196

The U.S. Navy is looking for civilians with proper Coast Guard certification to fill positions on ships plying between New York

and various European ports on trips of about 90 days in duration. The jobs are: licensed junior engineer (at \$5,927 to \$6,196 a year), oiler (at \$4,430) and fire-

man-watertender (\$4,430). Subsistence and quarters are furnished, except on ships in reduced operational status. Applications must be filed with

the Employment Branch, Industrial Relations Division, Military Sea Transportation Service, Atlantic, 59th Street and First Avenue, Brooklyn 50, N.Y. Applications will be accepted until further notice.

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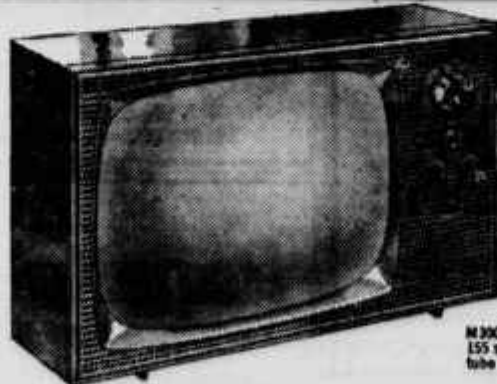


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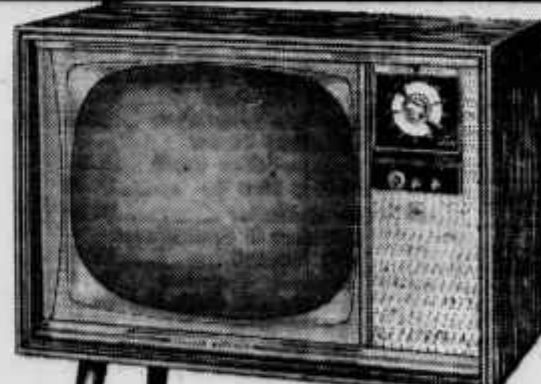
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Montgomery County Unit Meets on Pay

The Educational Unit of the Montgomery County chapter of the Civil Service Employees Association met recently with the superintendent of schools, Dr. Stanley L. Raub, and members of the Amsterdam Board of Education to discuss revision of salary schedules and other inequalities covering vacations, sick leave, increments, classification of non-classified stenographers.

The secretaries of the Board of Education were represented by A. Joseph Donnelly, field representative of the CSEA. A lengthy discussion followed, regarding a new salary set-up which entails longer work hours and a wage scale that is considerably lower than the average of other school systems comparable in size to that of Amsterdam.

Also, the question was brought up with regard to some of the stenographers who have not been given an opportunity to become classified employees through a Civil Service test, over a period of several years, and it was promised that such tests would soon be forthcoming.

Other inequalities were discussed and the Board promised to make a further study of the matter and to let the secretaries know what they would do for them.

The Board also took under advisement the New York State Retirement System's recently enacted legislation regarding five percentage points for members of the system. The Superintendent was supplied with the information and forms covering this new material and he promised the Board would study the matter report later.

Dr. Bradley New Education Executive

ALBANY, July 4 — Dr. Allan P. Bradley is the new executive assistant to State Education Commissioner James E. Allen Jr. The position pays \$14,024 a year.

Dr. Bradley succeeds Dr. Hugh M. Flick, who recently was named associate commissioner for cultural education and special services.

Dr. Bradley is married and is the father of four children. For ten years, he served as director of the division of elementary education at the State University's College of Education at Buffalo.

SING SING CREDIT UNION REDUCES RATES

At the last meeting of the Sing Sing Prison Federal Credit Union, the board of directors reduced the interest rates on loans. The re-

ductions are:

Car loans — three-quarters of one per cent on the unpaid balance. Loans up to \$500—one per cent in excess of \$500, three-quarters of one percent per month on the unpaid balance. Other loans are covered by insurance with no charge to the borrower.

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TEST AND LIST PROGRESS - N.Y.C.

Below is the complete progress of New York City examinations, promotion examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed. Listed by title, latest progress on tests or list and other information of interest to anyone taking City civil service open-competitive or

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles and their corresponding exam results.

U.S. Gov't Offering Physical Therapists To \$4,980 in City

Physical therapists are offered from \$4,040 to \$4,980 a year to do general clinic work at the U.S. Public Health Service Hospital at 67 Hudson St., in New York City. Applications must be graduates of schools of physical therapy, and for the GS-7 jobs must have an additional one year of experience administering physical therapy under medical direction.

ATTORNEY POST FILLED

ALBANY, July 4 - John Joseph O'Brien of White hall has been named district attorney of Washington County by Governor Rockefeller. He succeeds John A. Leary, who resigned.

Federal Prison Supervisory Jobs In Many Trades

Supervisory positions in Federal prisons and institutions throughout the United States are now open to qualified candidates. The jobs are in trades and crafts and are for lead foreman and foremen, with salaries of \$2.45 to \$3.41 an hour and \$2.66 to \$3.64 an hour, respectively.

The positions are: auto mechanic, bricklayer, carpenter, electrician, electronic technician laundryman, locksmith, machinist, mason, painter, plasterer, plumber, refrigeration and air conditioning mechanic, sewage treatment plant operator, sheetmetal worker, steamfitter, water treatment plant operator and welder.

Application forms and full information are available from the Board of U.S. Civil Service Examiners, United States Penitentiary, Leveanworth, Kansas.

Table with columns: Title, Last No. Certified. Lists various job titles and their corresponding exam results.

Mechanics Needed in Local P.O.'s

Local Post Office vehicle facilities need auto mechanics for \$2.12 to \$2.54-an-hour jobs. An open competitive exam is being offered for these jobs, and applications will be accepted until further notice.

No written test will be given, and candidates will be rated wholly on the basis of their experience. Although there is no residence requirement, preference will be given to residents of the five boroughs of New York.

Copies of the announcement and application forms may be obtained from the Board of U. S. Civil Service Examiners, U. S. Post Office, Room 3506, General Post Office, West 33rd St., near 9th Avenue, New York 1, N. Y., or from the Office of the Director, Second U. S. Civil Service Region, 220 East 42nd Street, New York 17, New York and at the main post offices in Brooklyn, Jamaica, Flushing, Long Island City, Staten Island and Far Rockaway. Applicants for this position should mention announcement No. 2-101-2 (60).

Aldrich Heads New State Youth Division

ALBANY, July 4 - Alexander Aldrich, former deputy police commissioner of New York City, will become director of the new Division of Youth in the Executive Department September 1.

The appointment was announced by Governor Rockefeller, who said Mr. Aldrich would take office on his return from a tour of youth and correction centers in Scandinavia and the Low Countries, as well as Russia and England.

The Division of Youth was created by the 1960 Legislature as part of a broad program to strengthen rehabilitation of delinquents. Its functions will include those of the former State Youth Commission, which it supersedes.

Mr. Aldrich is president of the Police Athletic League Inc. of New York City and a director of the Brooklyn Institute of Arts and Sciences. He is a member of the faculty of the Baruch School of Public Administration of the College of the City of New York. Salary for the new position has not yet been fixed.

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pay from \$4,980 to \$5,985 (GS-7 to GS-9) a year, depending on experience and training, are now open for applying.

Required of applicants are an educational background, preferably in the liberal arts (BA) or in a scientific field (BS), supplemented by graduate study or work experi-

ence in public or business administration, management engineering or industrial engineering.

Also required are U.S. citizenship and a three-month security investigation.

To apply, contact George F. Finger, personnel officer, U.S. Atomic Energy Commission, New York Operations Office, 376 Hudson St., New York 14, N.Y.

LEGAL NOTICES

STATE OF NEW YORK
INSURANCE DEPARTMENT
I. Thomas Thacher, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ILLINOIS INSURANCE COMPANY, Chicago, Illinois is duly licensed to transact the business of insurance in the State of New York and that its statement filed for the year ended December 31, 1959, shows the following condition.

Total Admitted Assets	\$1,760,000.77
Total Liabilities	2,889,538.70
Capital paid-up	\$1,000,000.00
Surplus and Voluntary reserves	1,970,432.07
Surplus as regards policyholders	2,070,432.07
Income for the year	2,427,740.93
Disbursements for the year	2,375,260.00

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LEGAL NOTICE

STATE OF NEW YORK
INSURANCE DEPARTMENT
I. Thomas Thacher, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ALLSTATE LIFE INSURANCE COMPANY, Skokie, Illinois is duly licensed to transact the business of insurance in the State of New York and that its statement filed for the year ended December 31, 1959, shows the following condition.

Total Admitted Assets	\$14,789,952.91
Total Liabilities	9,649,006.56
Capital paid-up	\$1,000,000.00
Surplus and Voluntary reserves	4,140,948.35
Surplus as regards policyholders	5,140,948.35
Income for the year	10,229,744.89
Disbursements for the year	11,411,954.57

At a Special Term, Part II, of the City Court of the City of New York, at the Courtroom thereof, 52 Chambers Street, New York, New York, on the 27th day of June, 1960.

PRESENT: HONORABLE HARRY B. FRANK, JUSTICE.

In the Matter of the Application of MOREY EGELNICK and JOAN EGELNICK for themselves and on behalf of LORI FRAN EGELNICK and GARY STEVEN EGELNICK, infants, asking leave to change their names to MURRAY EVANS, JOAN EVANS, LORI FRAN EVANS and GARY STEVEN EVANS.

Upon reading and filing the joint petition of MOREY EGELNICK and JOAN EGELNICK, duly verified the 15th day of June, 1960, praying for leave to assume the names of MURRAY EVANS and JOAN EVANS, and for their children LORI FRAN EGELNICK and GARY STEVEN EGELNICK to assume the names of LORI FRAN EVANS and GARY STEVEN EVANS, respectively, in the place and stead of their present names, and it appearing that MOREY EGELNICK, pursuant to the provisions of the Selective Training and Service Act of 1948, has submitted to registration as therein provided, and the Court being satisfied that said petition is true, that there is no reasonable objection to the change of names proposed that it is for the best interest of the children.

Now, on motion of SAMUEL ADEL, Esq., attorney for said petitioners, it is ORDERED, that the said MOREY EGELNICK, born on the 25th day of June, 1929 at Boston, Massachusetts, with birth certificate number 8819 and JOAN EGELNICK, born on the 17th day of May, 1938 at Brooklyn, New York, LORI FRAN EGELNICK, born on the 24th day of March, 1955, at Brooklyn, New York, with birth certificate number 156-59-31278 and GARY STEVEN EGELNICK, born on December 8, 1957 at Brooklyn, New York, with birth certificate number 156-57-354275, be, and they are hereby, authorized to respectively assume the names of MURRAY EVANS, JOAN EVANS, LORI FRAN EVANS and GARY STEVEN EVANS, on the 6th day of August, 1960, upon condition, however, that the further provisions of this order shall be complied with; and it is further

ORDERED, that this order be entered, and the petition upon which it is granted, be filed within ten days from the date hereof in the Office of the Clerk of the within Court, and that within ten days after the entry hereof, a copy of this order shall be published in the Civil Service Leader and that the affidavit of publication thereof be filed in the Office of the Clerk of this Court within forty days after the date hereof; and it is further

ORDERED, that a copy of this order shall be served by Registered Mail within twenty days from date thereof upon the chairman of the Local Board of which petitioner, MOREY EGELNICK registered for Selective Service and that proof of such service shall be filed with the Clerk of this Court within ten days thereafter; and it is further

ORDERED, that upon compliance with all the above provisions herein contained, the said petitioners MOREY EGELNICK and JOAN EGELNICK and their children shall, on and after the 6th day of August, 1960, be respectively known, as and by the names of MURRAY EVANS, JOAN EVANS, LORI FRAN EVANS and GARY STEVEN EVANS, which they are hereby authorized to assume, and by no other names.

ENTER
H.B.F.
J.C.C.

File No. 1948, 1960
CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To NICOLE KANDEL, LUCIENNE GOIGOUX.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 27, 1960, at 10:30 A.M., why a certain writing dated April 24, 1959 which has been offered for probate by FERNAND CHARDENET, residing at 108 Elmwood Street, New York, New York should not be probated as the last Will and Testament, relating to real and personal property, of GEORGES KRUSCH, Deceased, who was at the time of his death a resident of 155 Audubon Avenue, New York, in the County of New York, New York.

Dated, Attested and Sealed, June 18, 1960.
HON. S. SAMUEL DE FALCO
Surrogate, New York County
Philip A. Donahue
Clerk

LEGAL NOTICES

STATE OF NEW YORK
INSURANCE DEPARTMENT
I. Thomas Thacher, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ALLSTATE INSURANCE COMPANY, Skokie, Illinois is duly licensed to transact the business of insurance in the State of New York and that its statement filed for the year ended December 31, 1959, shows the following condition.

Total Admitted Assets	\$974,191,456.27
Total Liabilities	475,248,531.30
Capital paid-up	\$3,000,000.00
Surplus and Voluntary reserves	195,948,934.97
Surplus as regards policyholders	195,948,934.97
Income for the year	459,095,348.88
Disbursements for the year	380,030,581.84

STATE OF NEW YORK
INSURANCE DEPARTMENT
I. Thomas Thacher, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the MILLERS NATIONAL INSURANCE COMPANY, Chicago, Illinois is duly licensed to transact the business of insurance in the State of New York and that its statement filed for the year ended December 31, 1959, shows the following condition.

Total Admitted Assets	\$11,093,789.89
Total Liabilities	4,421,374.51
Surplus as regards policyholders	4,972,515.38
Income for the year	6,392,507.25
Disbursements for the year	6,174,052.12

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York, at the Court House No. 52 Chambers Street, Borough of Manhattan, City of New York, on the 27th day of June, 1960.

PRESENT: HON. HARRY B. FRANK, Justice.

In the Matter of the Application of American Giuseppe Felice Grimaldi for leave to change his name to WILLIAM HOWARD.

On reading and filing the petition of American Giuseppe Felice Grimaldi, duly verified the 17th day of May, 1960, for leave to assume the name of William Howard, in place of his present name, and on the annexed consent of Agnes Grimaldi, and the Court being satisfied by said petition that the averments contained therein are true and that there is no reasonable objection to the change of name proposed.

Now, on motion of Joseph Panzer, attorney for the petitioner, it is ORDERED, that American Giuseppe Felice Grimaldi, born in New Haven, Connecticut, U.S.A., on June 2, 1940, be and he hereby is authorized to assume the name of William Howard in place and stead of his present name, on and after the 6th day of August, 1960 provided that within ten days after the date hereof, the order and papers upon which it is granted be filed in the office of the clerk of this Court, and that within ten days after the entry of this order, he cause a copy of this order to be published in Civil Service Leader, a newspaper published in New York County, and that within forty days after the making of this order he shall file an affidavit of publication with the Clerk of this Court, and that after such requirements are met and complied with, said petitioner must, on and after the 6th day of August, 1960, be known by the name of William Howard, and no other.

ENTER
Harry B. Frank
J.C.C.

LEGAL NOTICE

MALAKOFF, ALEXANDER G.—File No. P 1778, 1960.—CITATION.—The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of ALEXANDER G. MALAKOFF, deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and can not be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 18, 1960, at 10:30 A.M., why a certain writing dated November 24, 1959, which has been offered for probate by DORA STROFE, residing at 450 East 149th Street, County of Bronx, City and State of New York, should not be probated as the last Will and Testament, relating to real and personal property, of ALEXANDER G. MALAKOFF, Deceased, who was at the time of his death a resident of 128 East 81st Street, in the County of New York, New York.

Dated, Attested and Sealed, June 2, 1960.

HON. JOSEPH A. COX,
(L.S.) Surrogate, New York County.
PHILIP A. DONAHUE,
Clerk.

STATE OF NEW YORK
INSURANCE DEPARTMENT
I. Thomas Thacher, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the OLD REPUBLIC LIFE INSURANCE COMPANY, Chicago, Illinois is duly licensed to transact the business of insurance in the State of New York and that its statement filed for the year ended December 31, 1959, shows the following condition.

Total Admitted Assets	\$21,388,544.52
Total Liabilities	\$1,358,418.00
Capital paid-up	4,799,818.99
Surplus and Voluntary reserves	6,152,350.99
Surplus as regards policyholders	17,357,519.81
Income for the year	15,990,948.05
Disbursements for the year	

CITATION — The People of the State of New York, By the Grace of God Free and Independent, To: HAROLD STANLEY EDE, MAX C. EDE, FIONA EDE, BERTRAM EDE, HENRY MONTAGUE ROTHERAM, GROFFREY CROFTON ROTHERAM, RONALD ROTHERAM, FRANCIS THOMAS ROTHERAM, JOHN EDWARD ROTHERAM and ELIZABETH MONTAGUE ROTHERAM, also known as ELIZABETH VIOLET ROTHERAM.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on July 21, 1960, at 10:30 A.M., why a certain writing dated October 26, 1951 which has been offered for probate by Chemical Bank New York Trust Company with offices at 100 Broadway, New York, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of MAUD CAROLINE CLAPP, deceased, who was at the time of her death a resident of 539 East 80th Street, in the County of New York, New York.

Dated, Attested and Sealed, June 9, 1960.
(Seal) HON. S. SAMUEL DE FALCO
Surrogate, New York County
Philip A. Donahue
Clerk

HOUSE HUNTING
See Page 11

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Automobile Editor, Civil Service Leader, 97 Duane St., N. Y. 7

Date.....

Kindly advise how I can buy my car in a group and save. It is understood that I am not obligated in any way.

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Model.....

Year.....

Name.....

Address.....

Telephone.....

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Booklet, O. C. Barlow, Prop.

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On route No. 28, ideal vacation spot, excellent fishing. German-American cooking. Weekly \$45 to \$48 weekly. Open all year.

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Mary & Steve Casimir
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IMMEDIATE POST FOR ACCOUNTANT OPEN

The New York City Planning Commission needs an assistant accountant immediately to fill a permanent position on the staff work-

ing on the Capital Budget and Program for the City. The salary is \$4,250 to start. Telephone Mr. Arnold Blitzer, WH 3-3889.

Interested persons should be high school graduates with at least four years of accounting experi-

ence or college graduates with a major in accounting.

NASSAU SUPREME COURT WELFARE GROUP PICNICS

The Welfare Organization of the Supreme Court, Nassau County,

Mineola, New York, held its initial picnic at Salsbury Park, East Meadow, recently.

The program for the day consisted of the usual childrens games, and prizes were awarded for first, second and third place winners.

Also, a soft-ball game between husbands and wives was held.

At the organization's last meeting, the following officers were elected: Robert Lexia, president; William Newman, secretary; and Joseph Mathews, treasurer.



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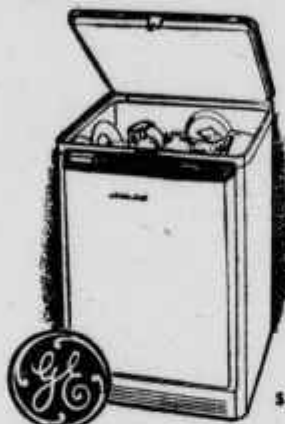


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- 30" Spacemaker.
- 23" master oven, removable door.
- 4 Calrod[®] surface units.
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GENERAL ELECTRIC AIR CONDITIONER

DELUXE THINLINE... operates at whisper level!

- 6500 BTU cooling power.*
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M300TGR 155 sq. in. tube

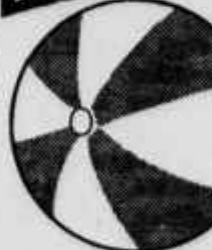
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- Straight-line, slimmer style.
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State Offering Over 30 O-C Exams; Filing Starts Next Monday

Next Monday, July 11, is the official opening day for the long list of open competitive examinations being offered by the State of New York for filing during July and August.

Applications will be accepted from July 11 until August 15, and the tests will be given on September 17. One year's residence in New York State is required for all the exams, except those preceded by an asterisk.

The Exams

The list of exams follows by number, title, and salary range:

- 4059. Psychology assistant, \$4,988 to \$6,078
- *4086. Senior biophysicist, \$6,098 to \$7,388.
- *4087. Senior nutritionist, \$6,098 to \$7,388.
- 4088. Assistant director of nursing, \$5,246 to \$6,376.
- 4089. Welfare representative (adult institutions), \$5,796 to \$7,026.
- **91. Assistant architect, \$6,410 to \$7,760.
- 4092. Landscape architect, \$6,410 to \$7,760.
- 4093. Senior architectural specification writer, \$7,818 to \$9,408.
- 4094. Electric inspector, \$4,502 to \$5,512.
- 4095. Railroad electric inspector, \$5,246 to \$6,376.
- 4096. Forest ranger, \$3,680 to \$4,560.
- 4097. Junior forest surveyors, \$3,680 to \$4,560.
- 4098. Assistant heating and ventilating engineer, \$6,410 to \$7,760.
- 4099. Junior mechanical specifications writer, \$5,246 to \$6,376.
- 4100. Traffic and park officer (requires four months residence in the Tenth Judicial District), \$4,502 to \$5,512.
- *4101. Assistant civil engineer (design), \$6,410 to \$7,760.
- 4102. Assistant sanitary engineer (design), \$6,410 to \$7,760.
- 4103. Senior sanitary engineer (design), \$7,818 to \$9,408.
- 4104. Associate librarian, \$7,818 to \$9,408.
- *4105. Senior librarian, \$6,098 to \$7,388.
- 4106. Senior librarian (medicine), \$6,098 to \$7,388.
- 4070. Senior welfare representative (adult institutions), \$6,732 to \$8,142.

tive (adult institutions), \$6,732 to \$8,142.

*4107. Food service advisor, \$7,436 to \$8,966.

4111. Labor mediator, \$8,320 to \$9,870.

Later Tests

For the following tests, applications will be accepted until Sept. 6, and the exams will be given on October 8. For none of them is New York State residence required.

4103. Senior welfare representative (child welfare training), \$6,732 to \$8,142.

4109. Senior welfare consultant (medical), \$7,436 to \$8,966.

4110. Director of vocational rehabilitation, \$10,088 to \$11,966.

4535. Case worker (salary varies with location).

4486. Assistant library director II (salary varies).

4487. Library director IV (varies).

4488. Library director V (varies.)

Applications and complete information will be available after July 11, from the State Department of Civil Service, 270 Broadway, New York City; or The State Campus, Albany, N. Y.

Local City, State and Federal Agencies Need Stenos & Typists Now

Local agencies of the City, State and Federal Governments have a continuing demand for stenographers and typists, and in many cases are filling them through rapid placement procedures.

Only the main exams for those units are listed here; announcements of particular vacancies with the Army, Navy and other agencies appear elsewhere in The Leader.

With the U. S. Government typists are offered from \$62.80 to \$68.60 a week, and stenographers to \$72.30 a week. Apply to the Second U. S. Civil Service Region, 220 East 42nd St., New York 17, N. Y., and mention Supplement No. 2-10 (1959) to Announcement No. 214.

The State of New York is offering stenographer positions, paying from \$3,950 to \$3,810 a year,

and typist jobs, paying from \$2,920 to \$3,650. Contact the State Employment Service, 1 East 19th St., Manhattan; the Albany office at 488 Broadway; or the nearest local office of the Employment Service. Filing is open continuously.

The City of New York is accepting applications now on an open continuous basis for stenographer (at \$3,250 to \$4,330 a year), and typist (\$3,999 to \$3,900) positions. Also open is transcribing typist, paying from \$3,250 to \$4,330 a year.

Candidates should apply to the offices of the New York State Employment Service, 1 East 19th St., Manhattan, where they will be tested before filing applications with the City Department of Personnel, Application Section, 96 Duane St., New York 7, N. Y.

Social Security Questions Answered

I have been covered by social security since March 1956 when New York City employees were covered. I will be 65 on December 29, 1961. If I retire from Civil Service in January 1961 will I be fully covered? How much will my benefit be if I retire in January 1961? How much will my benefit be if I work until the end of 1961? I have earned maximum wages in all years since I have been covered by social security.

During the first quarter of 1961 you will acquire your 21st quarter and, therefore, be fully insured. If you retired in January 1961 your benefit based on maximum wages since 1956 will be \$120 per month. If you work throughout 1961 and earn at least \$4,800 that year your benefit will be \$121 per month.

I lost an arm in the Korean War, but it has not kept me from working full time. I receive disability payments from the VA on account of this impairment and was wondering if social security benefits would also be payable.

Disability benefits under social security are payable only if a person's impairment makes it impossible for him to engage in any substantial gainful work. Since

your impairment does not prevent you from working, you are not eligible for payments.

I am a patient at the tuberculosis sanatorium and have been here for about a year. I applied for social security disability benefits but my claim was denied. Other patients in the same ward are receiving these benefits. Why can't I qualify?

Social security disability benefits are not payable until a person reaches age 50 and has a disabling condition which is expected to be of long continued and indefinite duration. Your condition may be one which cannot be improved by medical treatment to permit you to return to work. If your tuberculosis is a type the doctors expect to cure within the foreseeable future, it does not meet these requirements. Your claim was probably disallowed on this basis even though you are unable to work at the present time.

My husband who is paralyzed has been receiving social security disability benefits for about a year. He had to wait six months after his stroke before his benefits started. Why did he have to wait?

This is a specific requirement in the law. Payments cannot be made for temporary disability. In most types of disability, it can be determined within six months if the condition will be permanent or only temporary.

My husband receives social security benefits in the amount of \$108.00 a month. How much will I receive when I am 62 or 65?

If you applied at age 62 for wife's benefits you would receive a reduced benefit of \$40.50 which would continue at the same rate even after age 65. If you waited until age 65 you would receive a monthly benefit of \$54.

I will be 65 on March 29th. Under my company's policy, I must retire on that date. I plan to move to Florida in April. Do I have to file my claim for benefits in New York or in Florida?

You may file in either state. If you wish, you may file your application now before you retire. Your checks would be sent to your new address in Florida.

I have been working under social security for four years. Is there any way I can find out if all my earnings are in fact re-

corded under my name and number?

Yes there is. Your social security office can furnish you with a postcard form numbered 7004 and entitled "Wage Statement Request." Fill it out, put a stamp on it and drop it in the mailbox. Within a few days you will receive a confidential report of the amount of earnings credited to your account. While you have the right to get a statement once a year, one every three years is sufficient to fully protect your account.

I am a widow receiving social security checks. I am contemplating remarriage. The gentleman has not yet retired, but intends to do so in the near future. When I marry will my checks stop, or will they be transferred and merged with his?

When you marry your widow's social security benefits will terminate. However, if the gentleman you marry is entitled to a social security retirement benefit you will immediately qualify for social security benefits as his wife when he retires.

My employment has been covered by social security since 1956 and I've earned over \$5,000 every year. How much could my wife and three children receive if I should die?

Your wife could receive a lump sum death payment of \$255 and she would receive monthly payments totalling \$254 for herself and the children. The monthly payments would continue until the youngest child reaches age 18.

Will my benefit on my deceased husband's account be less if I file now at age 62 than it will be if I wait until I am 65?

I would suggest that you file your application as soon as possible if you are already 62 years old as there is no reduction in benefits for a widow between age 62 and 65. The reduction in benefits for a woman who files some time between those ages only applies to a wife and a working woman.

I recently married. What should I do to change my name on my social security card?

Obtain form OAA-7003 from your local post office or social security office and complete it and return it to your social security office with your social security card.

13% OF WORKERS IN CITY ARE CIVIL SERVANTS

There were 860,100 government employees in New York State on April 30, a report from the Department of Commerce indicates. This was 13.4 per cent of the total non-agricultural work force of 6,169,100 and almost as many as were engaged in retail trade—851,900.

4 ASST. ATTORNEY TEST ANSWERS ARE CHANGED

Protests of 40 test items by 120 of the 210 candidates who competed in the New York City promotion and open competitive examinations for assistant attorney, held April 30, have resulted in four answer changes as the final key was adopted last week.

Changed were: Item 31, from B to B or D; 45, D to B or D; 66, C to A or C, and 100, A to A or B.

SUPPER IN OXFORD



The Oxford chapter of the Civil Service Employees Association held a covered dish supper recently at the American Legion Home in Oxford, N.Y. Guest speaker at the supper was Senator Janet Hill Gordon. At the table, from left, are: Doris Fuller, chapter treasurer; Assemblyman Guy Marvin; Benjamin Roberts, CSEA field representative; Senator Gordon; Lillian Gray, Chapter president; Dorothy Hayes, executive committee; and Elsie Beckwith, secretary. Standing in back is Mildred Keech, executive committee.

Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M., closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing of applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArcley 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Room 400 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

5 P.M., closed Saturdays.

Wednesdays only, from 9 to 5, 221 Washington St., Binghamton.

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

Applications for State jobs may also be made, in person or by representative only, to local offices of the State Employment Service.

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

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephone number is YU 6-2626.

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

PROBATIONERS' RIGHTS

(Continued from Page 6)

of course, a wide latitude in determining whether the probationer's conduct or work are satisfactory. That follows by virtue of the fact that there is a trial period. However, the basis of the discharge must be the conduct or the work. If there is any ground at all for suspecting that other motives may have entered into the termination of the probationer's employment, the courts will order a trial of the issue to determine the good faith of the department head.

That is exactly what happened in "Matter of Edell v. Municipal Broadcasting System of New York City," (9 Misc. 2d 220) decided in 1958. In that case the director of the station claimed that the probationer's services were unsatisfactory. The probationer claimed that during a prior employment the director had wrongly blamed him for the error of another employee and that the incident may have left the director with "hostile or adverse feeling."

The case came before Judge Samuel H. Hofstadter in the State Supreme Court in New York County. The judge is a brilliant scholar and is a frequent contributor to legal periodicals on subjects of interest to an appreciative bar.

Rule Not Applicable

Judge Hofstadter realized that the general rule, that a probationer can be fired at the end of his probationary term if his work is alleged to be unsatisfactory, would not be just in the case before him. He ordered a trial of the issue and in doing so, he stated the principle of law, as follows:

"However broad the discretion of a department head in this area, there must at the very least be a genuine finding reached in good faith that the dismissed employee is unsatisfactory . . . If the venting of a personal grievance is found to lurk behind a finding of unfitness, the action taken becomes arbitrary and is stricken down. If the petitioner can establish his claim that this occurred here, he is entitled to redress. He should have a trial of the issue."

IN CITY CIVIL SERVICE

(Continued from Page 2)

alcohol cases, 320 forgery cases and 135 homicides. Narcotics were analyzed in 6,189 cases.

The Bureau of Criminal Identification checked 182,539 criminal and other fingerprints during the year and the Ballistics Squad made investigations in 2,990 cases and made 22,110 microscopic examinations of bullets.

The report of police activities was sent to Mayor Wagner by Police Commissioner Stephen P. Kennedy, including a paragraph of thanks to the force:

"More efficient law enforcement and better protection of life and property for all the people is both the goal and obligation of the

Police Department. Faithful adherence to duty and the strict carrying out of rules and procedures must be insisted upon but these alone will not insure the achievement of these goals. They require, above all, from each member of the force a great measure of courage and self sacrifice. These have been forthcoming. I wish to thank all the members of the Police Department for their adherence to basic principle, to the end that our duty shall be well done, and, on behalf of all members of the Department, I wish to thank Your Honor for the unstinting support you have given us in the pursuit of our duties."

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ROSWELL PARK OFFICERS



The Roswell Park Memorial Institute chapter of the Civil Service Employees Association installed its new officers at a meeting held recently at Leonardo's Restaurant in Buffalo, N.Y. The new officers are, from left: Eve Noles, delegate; Robert Stelley, vice president; Beatrice McCarthy, secretary; John Dee, president; and Genevieve Clark, treasurer.

MAN IN KENNEDY'S HAIR

(Continued from Page 6)
Instead of taking whatever the help my brother Sal take over dad's bakery."

His father died in 1934. Brother Sal, an attorney, died in 1946.

John joined the Police force in 1937. He was on a sergeant promotion list in 1941, but the list died before his number was reached. He missed military service during World War II when Mayor LaGuardia got members of the Force deferred from the draft because of an acute shortage of policemen. During the war the Police Force shrank from 22,000 to about 15,000.

First P.B.A. Office

Patrolman Cassese joined the P.B.A. after he'd been on the force for about a week. He was manager of the baseball team of the 83rd Precinct in 1944 and his friends urged him to run for precinct delegate in the P.B.A. election. He was elected.

He was appointed Brooklyn Trustee in 1951 and elected 2d vice president in 1953. In the next election he made 1st vice president.

"As vice president, there were times I thought we should fight," said Ptl. Cassese, "but as vice president I had to go along with the president's policy, so in the 1958 election I ran against President John Carton. I figured there was room for improvement all the way down the line. I won the election and we've been fighting ever since."

John Carton had been president for 11 years and vice president for 5 or 6 before that.

Ever since he became president of the Association in 1958, Ptl. Cassese has been fighting for a patrolmen's grievance procedure. Labor Commissioner Harold A. Felix said on a radio program in 1958 that public hearings should be held to determine if policemen should come under a formal grievance procedure, like that authorized other City employees by Mayor Wagner's Executive Order 49. But Commissioner Kennedy said flatly that he was against it.

Ptl. Cassese said: "Let's see what kind of a P.B.A. we are."

Commissioner hands us let's get our just deserts whatever way we can."

With that, the patrolmen took the case to Mayor Wagner, who is still studying it, and to the New York Supreme Court, where the judge told them to have a bit more patience.

Several weeks ago the United States Supreme Court refused to hear the case, claiming it had no jurisdiction, and now it is strictly up to Mayor Wagner, according to the P.B.A.

John Cassese is proud of the fact that free insurance to P.B.A. members has been raised under his administration from \$70 to \$1,000 with no increase in the \$1.50-a-month dues. For an extra 75 cents a month (optional), P.B.A. members can get an additional \$1,000 insurance.

"Another thing we started," Ptl. Cassese, "was the P.B.A. canteen for occasions like the second Patterson-Johansen fight, where hundreds of our men were on duty with no place to get something to eat."

"One of our fellows gets sandwiches and coffee from Horn and Hardart, loads them into a station wagon and takes them where the men need them. The P.B.A. foots the bill."

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CORRECTION CORNER

By JACK SOLOD

State Classification Board

The State of New York within the framework of the Civil Service Commission has a division called "Division of Classification and Compensation." The Director is J. Earl Kelly, a career employee who knows civil service. The similar setup in New York is the "Career and Salary Board." The procedure of these two boards are related; they listen to appeals for upward reallocation of civil servants, but here the similarity ends. The State agency seems to labor under the impression that it must act as a buffer between the civil servant and the State, consequently not many appeals are taken before the board and even fewer are granted. While the City board is constantly besieged by City employees who are in most cases granted relief and receive equitable treatment.

On June 20 the N.Y. Career and Salary Appeals Board granted upward reallocation in 124 out of 129 cases; this will result in salary raises to thousands of N.Y. City employees. Probation and Parole Officers were granted a three-grade reallocation, making their new salary \$5,450 to \$6,890 a year.

In the last four sessions of the City appeals board 410 titles were upgraded and only 29 denied. In the same period of time what has the State board done to adjust salaries? Are you kidding?

Employees Disheartened

The State employees disheartened by the past performances of the Division of Classification and Compensation are no longer making effective use of this agency. Thousands of employees would like to avail themselves of the Services of this agency but feel "what's the use."

At the last legislative session the State appeals board was eradicated. Now the procedure is to take your reallocation to the Division of Classification and Compensation and if denied, the Civil Service Commissioners have the power to overrule the Director.

I personally believe this is a change for the better. The State employees should take heart once again and efforts should be directed toward gaining salary adjustments through reallocation. The Civil Service Employees Association with its staff of attorneys should again take up the cudgel for those thousands of State employees who are not being paid salaries comparable to those in private industry and other governmental jurisdictions.

With the power now resting in the hands of the Civil Service Commissioners, no longer do we have one-man rule which has been prevalent for a long time.

Tom Ranger Elected Central Conf. VP

Tom W. Ranger of the State University Upstate Medical Center in Syracuse was unanimously elected vice president today at the annual meeting of the Central New York Conference of the Civil Service Employees' Association, held at the Grand View Motel in Ogdensburg.

Mr. Ranger, is immediate past president of the Syracuse chapter, CSEA.

Other Syracuse Chapter delegates to the Central Conference annual meeting were: Peter B. Volmes, State University, College of Forestry at Syracuse University, president; Agnes M. Weller, State Mediation Service, secretary, and Ida C. Meltzer, Work-

men's Compensation Board, treasurer.

Also, Hazel K. Ranger, College of Forestry; Helene M. Callahan, Workmen's Compensation Board, and Catherine L. O'Connell, Division of Employment, State Labor Department.

Included among those on the speaking program was Raymond G. Castle, Syracuse office, State Commerce Department, a vice-president of the statewide organization. Mr. Castle is past president of the Syracuse chapter.

DWYER MADE PRESIDENT

ALBANY, July 4 — Dr. William G. Dwyer, former director of Muskegon Community College in Michigan, has been appointed president of the Orange County Community College. He succeeds Edwin H. Miner, who resigned.

B'KLYN STATE MEMBERSHIP GROUP MEETS



Shown at its first meeting for 1960 is the newly formed membership committee of the Brooklyn State Hospital chapter of the Civil Service Employees Association. The meeting was held June 23 at the Hospital. Shown from left are: Ronald Tushinski, Roy Trotman, Arnold Moses, Phyllis Singer (Chapter first vice president and chairman of the membership committee), Anita Rentz, Bernard Dikeman and Margaret Harris. Mr. Moses is also on the CSEA Statewide membership committee.

300 Westchester Members Meet

The Westchester County Civil Service Employees Association Chapter held its regular monthly meeting on June 20th in the Surrogate's Courtroom in White Plains. An overflow attendance of over 300 members heard guest speaker County Executive Edwin G. Michaelian.

Mr. Michaelian thanked the Association for the manner in which the officers introduce and discuss the wishes and desires of the employees with the Executive Staff of the County Government. He stated that he was well acquainted with the Association's six point program, which incidentally is now in the discussion stage with personnel officer Denton Pearsall.

The County Executive spoke about the importance of informing the public about the true character of the public servant. He stated that "in the minds of some of the public, there is a feeling that the career public servant is someone who is taken completely for granted; someone who is incapable of holding a job in public industry. There is nothing further from the truth than that." Mr. Michaelian advised that the employees should be active in local civic groups and taxpayer associations and let these people know the true character of the public servant. He also noted that a poor impression made by one employee dealing with the public cast a bad reflection on all public servants.

Mr. Michaelian explained the background and function of the

Community Trend Line Salary Study, whereby outstanding firms in the business management field are retained to make impartial salary studies. He stated that "everyone, whether a public servant or employed by private industry, is entitled to receive a fair competitive wage for a day's work."

The County Executive told the group that the Westchester Parkway System has become interstate highways. In order to alleviate the burden of maintaining these parkways, the State has agreed to take them over. Mr. Michaelian stated that "we had difficulty in convincing some of the employees involved that we were sincere about retaining their status and security." He asked that employees working on the parkways put their trust and confidence in the County Officials. It was stated that Westchester County will work for these employees and wants their loyalty in return.

President Gabriel Carabee thanked Mr. Michaelian for addressing the Association, especially in view of the fact that the County Executive has such an extremely busy schedule.

LEVITT URGES

(Continued from Page 1)
\$10,000 to the State," added the Comptroller, "and there is no just reason for paying him one cent less."

Mr. Levitt pointed out that in his State position he was primarily concerned with the State pension systems and said that while he considered the system superior in many ways to the Federal and many private retirement systems that there was still room for improvement. Regarding vesting, he stated that vesting at age 60 is manifestly unfair to those who choose 55-year retirement and that it is unfair that some employees receive an interest of 4% on their annuities, while many others receive only 3.5 percent.

Other Goals Cited

In addition to the "equal pay in private industry" goal, Mr. Bendet said that logical objectives of the State employee were real time-and-a-half pay for overtime work; a free health plan and non-contributory pensions; a universal 37½ hour week for all employees and a \$5,000 insurance provision for the protection of their families.

Others installed at the affair were Salvatore Butera, re-elected first vice-president; John Cottle, second-vice president; Joseph Bucaria, treasurer and Mrs. Dorothy Cumeo, secretary.

Five Point Plan

(Continued from Page 1)

that have already granted the full 5 point pension payment plan are listed below:

New York State Thruway Authority, New York-New Jersey Milk Marketing Area, Rochester Milk Marketing Area, Niagara Frontier Milk Marketing Area, Village of Larchmont, New York State Dormitory Authority Village of Tarrytown-on-Hudson, City of Albany, Bd. of Hudson River-Black River Regulating District, Palisades Interstate Park Commission, Village of Mamaroneck, New York Higher Ed. Assistance Corp., Kingston Housing Authority.

Village of North Tarrytown, Bd. of Ed., City of Lockport, Albany Port District Commission, Albany County Board of Supervisors, Village of Freeport, Mamaroneck Free Library, Bd. of Ed., City of Ogdensburg, Bd. of Ed., City of Niagara Falls, City of Utica Municipal Housing Authority, Tonawanda Housing Authority, White Plains Parking Authority, City of Watervliet, Fort Plain Central School District No. 1, No. Tonawanda Housing Authority, Village of Pelham Manor, City of Watertown, Schenectady City School District Village of Menands, City of Schenectady, Syracuse Housing Authority, St. Lawrence Co. Bd. of Supervisors, City of Long Beach, Village of Hempstead, City of White Plains, City of Syracuse, Dutchess County, Binghamton Housing Authority, Town of Bethlehem, Poughkeepsie Housing Authority, Rome Housing Authority, Franklin Co. Bd. of Supervisors, Suffolk County Water Authority, Greece Central School Dist. No. 1, Water Dist. No. 1, Town of Bethlehem, Nassau County.

WORKMANS COMPENSATION UNIT GETS NEW MEMBER

ALBANY, July 4 — Dr. Moses L. Gottlieb of The Bronx has been named by Governor Rockefeller to the Medical Appeals Unit of the State Workmen's Compensation Board. He fills the vacancy caused by the resignation of Dr. John A. DiFiore of New York.

At the same time, Mr. Rockefeller announced the reappointment to the unit of Dr. Albert W. Bailey of Schenectady and Dr. Margaret Janeway of New York City.

Members of the appeals unit receive \$50 per day, not to exceed \$5,000 a year, plus expenses.

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NASSAU'S FREEPORT UNIT PICNICS



The Freeport non-teaching unit of the Nassau chapter, Civil Service Employees Association, held its annual picnic recently at the Cleveland School, Freeport. Irving Flaumenbaum, president of the Nassau chapter, was guest of honor. Pictured are, front row, from left: Joe Goonan, William Leyshow and Eddie Marra. Second row: John Otto, Gene Bracco, Sam Valenti, Henry Schneider, Mike Casmasina and Henry Bornschuer. Third row: Frank Holman, Ray Henry, Baltis Moore, Stanley Malinowski, William Sarro and Minturn Smith. Top row: Pete Hamilton, Nick Burleigh, Andrew Jurginson (president of the Unit), Irving Flaumenbaum and Henry Nelson.