

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXI, No. 16 Tuesday, December 29, 1959

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY N Y
5000

Eligible Lists

See Pages 3 & 14

Governor Sees 'Little Chance' For State Pay Raise; CSEA Says Employee Welfare Subordinated

A Chanukah Greeting

Our members of the Jewish Faith are now observing Chanukah, the Festival of Lights. May the joy of this season bring joy to them throughout the year.

Joseph F. Feily, President
Civil Service Employees Assn.

1,600 Civil Service Bills Await Legislature Opening

(Special To The Leader)

ALBANY, Dec. 28 — The 1960 session of the State Legislature will get underway next week with politics looming as the major attraction.

More than 1,600 bills already have been prefiled and printed, ready for committee consideration. Leading the field in civil service measures submitted was the Civil Service Employees Association.

CSEA legislation covers a wide range of topics from salaries to improved retirement benefits.

Governor Rockefeller will deliver his opening message to the lawmakers at noon Jan. 6. It is expected to deal with a reorganization of state government, highway safety and juvenile delinquency.

Candidacy Stand Expected

The Governor's plans for 1960, a presidential election year, are expected to be disclosed shortly after the start of the session. He is an undeclared candidate for the GOP nomination.

An innovation at the coming ses-

Judge Williams Named Presiding Justice

ALBANY, Dec. 28 — Governor Rockefeller will designate Associate Justice Alger A. Williams of Buffalo as presiding justice of the Appellate Division, Fourth Department, to succeed Francis D. McCurn, the retiring presiding judge.

The designation will be effective Jan. 1. Justice Williams will receive a salary of \$28,500 in his new judicial post.

Changes In State Rent Commission Effective Dec. 31.

Acting State Rent Administrator Robert E. Herman has announced several changes in the Rent Commission staff to become effective on December 31st.

Charles E. Griffith, 539 Castleton Avenue, Staten Island, will become Deputy State Rent Administrator in charge of operations succeeding Ralph Morhard, 120 W. 183rd Street, who is returning to the position of Local Rent Administrator for the Bronx.

Mr. Griffith, associated with the rent control program for the past 10 years is presently Assistant Deputy State Rent Administrator. His new post carries a salary of \$14,300.

Harold Grosberg, 64 Clinton Place, presently an Assistant Counsel with the Rent Commission, succeeds Mr. Griffith as Assistant Deputy State Rent Administrator and Rent Control Field Representative at a salary of \$9,600.

Edward J. Mitchell, 69 Colgate Avenue, Yonkers, presently Local Rent Administrator of the Bronx, will return to the position of Deputy Local Rent Administrator for that borough and will continue to serve as Acting Local Rent Administrator for Westchester, because of the illness of the Administrator for that area.

Troopers To Man Guard Booth At Exec. Mansion

ALBANY, Dec. 28 — A State Police booth will be built inside the south gate at the Executive Mansion to obtain better security coverage. The booth will provide an exterior check point for visitors to the Mansion.

Construction will start in the near future. The booth will be about seven by seven feet in area and octagonal in design. It will be built of wood and glass on a cement block foundation, with a copper roof. It will be insulated.

Cost of the small building is estimated at \$2,000. It will be large enough to accommodate a desk, locker and two chairs. Heating will be by electricity.

When the new booth is completed, all access to the Mansion will be through the south gate, except when official functions are being held there. Then the north gate will be opened and troopers will be stationed at the main doorway.

Pass your copy of The Leader On to a Non-Member

Assn. Terms Announcement Good News for New Hampshire But Bleak News for Workers

ALBANY, Dec. 28 — A pessimistic statement to the Albany press corps by Gov. Nelson A. Rockefeller that state finances give little encouragement to a pay increase for state workers has drawn a sharp reply from the Civil Service Employees Association.

In an apparent reference to Mr. Rockefeller's economy theme on his recent tour of the country, the 87,000-member Employees Association said "The Governor's statement might make fine reading in New Hampshire but brings little comfort to civil servants of New York State."

The Governor's comments on the likelihood of a state salary increase in 1960 came within days after the Association had sent an 88-page salary survey to State Budget Director T. Norman Hurd, which supported at least a 10 percent boost in State pay.

Asked about the possibility of a pay raise, Mr. Rockefeller replied that "the budget situation does not give great encouragement to pay raise for State employees."

When questioned further he said "you can change the 'great' to 'much' encouragement . . ."

Mr. Rockefeller announced also he would make public his reorganization plan for State government by the first of the year and added he expected it would be "well received by the Legislature."

Asked if the reorganization might cost the jobs of at least a thousand state employees, the Governor said he did not think so.

Mr. Rockefeller made no estimate of the number of State jobs

that might be slashed in the economy move. However, reports from the Little Hoover Commission and from the Governor's own office have indicated jobs reductions in the few State departments already surveyed will run into the hundreds. The indication further is that when other departments are looked over there will be hundreds more eliminated.

Bleak Messages!

The immediate reaction to the Governor's position on pay increases was expressed by CSEA President Joseph F. Feily when he declared:

"The Governor's press statements concerning the state employees may make fine reading in New Hampshire but they will bring little comfort to the civil servants of New York State."

"The prospective loss of jobs for 1,000 state employees and the Governor's pessimism as to any salary adjustments are bleak messages to the state workers at this season."

"We have repeatedly stated that we have no quarrel with the economy efforts of the Governor, but there is a feeling of resentment when we continually read that the main savings in state government seem only to be made at the employees' expense."

Mr. Feily then declared "Is the sacrifice of little peoples' jobs and incomes the only way in which this great multimillion dollar entity—the State of New York—can save money?"

Feily Says Concern Fades

The Association president concluded saying "Before he was elected Governor, Mr. Rockefeller continually said many nice things about the public service. He said their salaries should at least equal those in private industry. He created an image of himself in the mind of the civil servants as a person who cared a great deal about the morale values of the employees. However, since he has been traveling about the country—in the Midwest, the Far West and the South—the civil servants are finding his concern for their welfare is being subordinated to other interests."

CSEA DIGEST

1. Rockefeller says no! much chance for pay raise. See Page 1.
2. Today's Custodian. See Page 14.
3. Rockland Committee analyzes pay inequities. See Page 3.
4. Judge says correction officers deserve higher pay. See Page 14.
5. Rockefeller's Greetings. See Page 6.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane St., New York 7, N. Y.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

City Pays Widows Of Employees Who Gave Lives on Duty

Two civil servants received posthumous recognition in cash at the last Board of Estimate meeting. The widow of Patrolman Harry J. Hafner, who died from injuries suffered when his motorcycle skidded, received \$5,881 last May. The widow of Fire Lieutenant Thomas R. Dore, who died as a result of injuries received in a fire at 30-50 Steinway Street, Brooklyn, in January, 1956, received \$6,129. Each award represented one year's salary.

What Have I Done? Mayor Tells State

Mayor Wagner, who gets much publicity on shortcomings in his 200,000 member family, got a chance to point out some of his accomplishments when the New York State Commission on Governmental Operations of the City of New York came to town. His summary got little press play, however.

Here are the points he cited: "We have accorded hospitality to the new concepts of government management. From the day I became Mayor, I have taken every step possible to insure the implementation of those recommendations of the Mayor's Committee on Management Survey that were deemed feasible and beneficial.

"This has not been an overnight task—but the facts show that the City of New York has done a substantial job in implementing most of these recommendations.

"Many proposals—especially at the department level—were rejected only after intensive examination. Others are still being implemented.

"Specifically, what have we done in implementing the major recommendations?

1. "We now have a City Administrator reporting directly to the Mayor. His job is to coordinate and supervise the activities of the Mayor's departments.
2. "We also have a Mayor's cabinet, which meets weekly with the Mayor to discuss problems facing the Administration.
3. "We have re-defined the functions of the Mayor's aides, to give swifter service and maintain closer liaison with the public.
4. "We have adopted and instituted the program-performance system of budgeting.
5. "We have set up in all our departments a business-like management reporting system.
6. "We have developed, through the Budget Bureau, a work measurement operation.
7. "We have introduced electronic data processing as a means of keeping costs down.
8. "We have pioneered in metropolitan regional cooperation.
9. "We have introduced a modern civil service system, and a first-rate career-salary classification plan.
10. "We have strengthened the City Planning Commission, and the chairman of that agency is now a member of the cabinet.
11. "We have re-organized many agencies for more efficient operation.

There is of course still much to be done in the field of management improvement. Our efforts have not always been as successful as we might have liked. But the efforts are being made.

City's "Landlords" Learn Tenant Talk

Better public relations between Housing Authority employees and tenants is a major objective of the Authority, which has started courses designed to promote better understanding by staff members of the problems of residents in the City's 90 developments.

On a staggered schedule, more than 1,000 men and women on personnel staffs in the developments will be required to take a course in tenant and intergroup relations. Special emphasis will be given to methods of handling problem families. Techniques of improving relations between residents and management will be outlined. Discussion of practical situations involving all phases of human relations will be encouraged.

The educational effort, started last week, will be completed in approximately 18 months. Classes will be conducted in several central locations in the five boroughs. Small groups from each development will attend ten two-hour sessions on a schedule that will not interfere with normal operations.

The "faculty" comprises members of two special divisions of the Authority: Social and Community Services and Intergroup Relations.

Public's Right to Know Defended

More public information is a crying city need, Harold Riegelman told the N. Y. State Commission when he appeared.

To achieve this, he proposed organization of two committees, one of public officials and one of representative civic organizations, to suggest what kinds of data are truly informative.

"The public's right to know should be universal and continuing. It should not be triggered by inadvertence, scandal or accident. This implies that data should be consistent in pattern and significant in substance. Comparisons from year to year and over periods of years should be readily at hand. Production of information that does not truly inform is a waste of time and money.

"Only by having relevant facts can the public evaluate its municipal government. The increasing complexity of the governmental structure demands, more than ever, that information be collated with definite objectives. We have prepared a program to organize municipal information and we are submitting a memorandum on that subject, for your consideration.

"Your endorsement of a practical system, which permits the public to form and express an opinion about what it wants to know, with built-in means to assure that the information will become available, would help New Yorkers develop valid opinions about their City government and its administration."

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
LEADER PUBLICATIONS, INC.
87 Duane St., New York 7, N. Y.
Telephone: BR 6-6010
Entered as second-class matter October 3, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations
Subscription Price \$4.00 Per Year
Individual copies, 10c
READ THE LEADER EVERY WEEK for Job Opportunities

OWN YOUR OWN HOME
See Page 11

Police Captains' Assn. Elects

Deputy Inspector Joseph J. Regan, Jr., was re-elected president of the Captains' Endowment Association of the New York City Police Department at the Association's regular monthly meeting held recently at the 7th Regiment Armory, Manh.

Others elected were: Captain James P. O'Brien of 112th Pct., vice president; Captain Thomas P. Callan of the 16th Pct., 2d vice president; Captain William Schnabel, Harbor Pct., secretary-treasurer, and Captain Valentine Pfaffmann, 11th Div., sergeant-at-arms.

Board of directors members elected were: Joseph D'Azevedo, Brooklyn East Hgts., deputy chief member; James Knott, Queens Detective Hgts., deputy inspector member; Neil Winberry, Manhattan East Hgts., inspector member, and Dr. Joseph L. McGoldrick, Hgts. Division. Captain members of the board, also elected last week are: Dennis Casey, 30th Pct., for two years; Eli Lazarus, 5th Div., two years; Anthony Carty, 78th Pct., one year, and Edwin Lundin, 66th Pct., one year.

The Captains' Endowment Association is comprised of the 362 captains, inspectors and the 25 police surgeons of the Department. Sylvester J. Garamella, former Deputy Police Commissioner, founded the Association about 60 years ago and is its counsel now. He said about 99 percent of City Police officers from captain to chief inspector are members.

City PD Makes More Than 600 Merit Awards

Departmental recognition has been accorded about 860 members of the New York City Police Department for meritorious conduct in the line of duty.

Honorable Mention awards, the highest given, went to Patrolmen Daniel J. Quill, Walter E. Garrigan and Frank T. Gargano.

Exceptional Merit awards went to Patrolmen Frank Scandiffo, Thomas E. Brandon and Michael S. Richter.

A total of 29 Commendation awards and 248 Meritorious Police

Duty awards were also made. The balance of the awards were Excellent Police Duty citations.

POLICE ANCHOR CLUB SETS CHRISTMAS FETE

The New York City Police Anchor Club, which includes all of the New York City Policemen who are Knights of Columbus, held a Christmas Party for the orphans of Divine Providence Shelter on Monday evening, Dec. 21.

Rt. Rev. Monsignor Gustav Schulteis and high-ranking officers in the Police Department attended.

Sadie Brown Says:
NOW is the time to enroll for Special Courses in BUSINESS ADMINISTRATION EXECUTIVE SECRETARIAL
with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing, Radio and Television, etc.
Also REFRESHER COURSES DAY & EVENING • CO-ED
Also COACHING COURSES for High School EQUIVALENCY Diploma
Tune in "Between the Lines", Sunday, 7 p.m., Channel 13
COLLEGIATE BUSINESS INSTITUTE
501 MADISON AVE. (52 St.) • PL. 8-1872



A monthly check that means so much

Every month a state employee in Albany who is recovering from a hip injury looks forward to a special envelope. You see, inside this envelope is a disability check for \$100 which this woman uses to help meet her regular living expenses! To date, she has received 30 checks or \$3,000.

You too can protect against loss of income due to accident or illness by enrolling in the C.S.E.A. Plan of Accident and Sickness.

Before another day goes by, get in touch with one of these experienced insurance counsellors in our Civil Service Department.

John M. Devlin	President	148 Clinton St., Schenectady, New York
Harrison S. Henry	Vice President	342 Madison Avenue, New York, New York
Robert N. Boyd	General Service Manager	148 Clinton St., Schenectady, New York
William P. Conboy	Association Sales Manager	148 Clinton St., Schenectady, New York
Anita E. Hill	Administrative Assistant	148 Clinton St., Schenectady, New York
Thomas Carty	Field Supervisor	342 Madison Avenue, New York, New York
Thomas Farley	Field Supervisor	225 Croyden Road, Syracuse, New York
Joseph Mooney	Field Supervisor	45 Norwood Avenue, Albany, New York
Giles Van Vorst	Field Supervisor	148 Clinton St., Schenectady, New York
George Wachob	Field Supervisor	1943 Tuscorara Rd., Niagara Falls, N. Y.
George Weltner	Field Supervisor	10 Dimitri Place, Larchmont, New York
William Scanlan	Field Supervisor	342 Madison Avenue, New York, New York
Millard Schaffer	Field Supervisor	12 Duncan Drive, Latham, New York

TER BUSH & POWELL INC.
Insurance

MAIN OFFICE:	905 WALBRIDGE BLDG.	342 MADISON AVE.
148 CLINTON ST., SCHENECTADY 1, N.Y.	BUFFALO 2, N. Y.	NEW YORK 17, N. Y.
FRANKLIN 4-775.	MADISON 8353	MURRAY HILL 2-7891
ALBANY 5-2037		

FINISHES LEADERSHIP PROGRAM



Dr. I. M. Rossman, right, director of Gowanda State Hospital is shown presenting a certificate to Victor A. Cohen for successfully completing the first case studies leadership institute at the hospital.

Attica State Prison Honors New & Retiring Wardens

The new warden of Attica State Prison, Walter H. Wilkins, who was born in Elmira and attended grade school and Southside High School in that city, received a tribute from the employees of the prison at a dinner-dance held at the Moose Hall in Batavia last month.

Over 400 friends and fellow workers, together with the new Warden's family, gathered to recognize the worth of a man who made correction his career.

Soon after leaving the army as Sergeant-Major, Warden Wilkins entered state service at Elmira Reformatory on June 13, 1932. About four years later, he was one of five selected by the Department of Correction to supervise the Central Guard School at Wallkill, New York, and to train new guards in their respective duties. Two years later, he returned to Elmira Reformatory, where he refused several opportunities for advancement in order to be with his growing family.

However, on June 1, 1944, Warden Wilkins accepted an appointment as captain of the guard at Woodbourne Correctional Institution. Later, he transferred to Attica Prison in the same capacity. But, on November 16, 1947, little more than five months after coming to his new assignment, he was promoted provisionally to Assistant Principal Keeper. He received his permanent status on June 16, 1948. Then, on July 16, 1949, he became temporary Principal Keeper or Deputy Warden and permanent Principal Keeper on December 31, 1950. For ten years, he functioned as second in command. Finally, on October 1, 1959, after Dr. Martin retired, he succeeded to the office of Warden.

Warden Walter Martin Honored On Retirement

After serving sixteen years as warden of Attica State Prison, Dr. Walter B. Martin retired on September 30. His retirement completed many years in public service for which his personal accomplishments fitted him in achieving such an eminent career as a penologist.

On the occasion of Dr. Martin's retirement, a testimonial dinner was held at the Moose Hall in Batavia, on October 7, 1959. Nearly 300 people gathered to show their respects to him for so many years

in state service. Besides Commissioners Paul D. McGinnis and John R. Cain, there were present also local members of the legislature and the judiciary, and the local member of Congress, Harold C. Ostertag.

The dinner was highlighted by a citation presented to Dr. Martin by Dr. Herbert R. Brown on behalf of the Red Cross Bank in recognition of his cooperation. He had made available for the first time the facilities of a penal institution for Blood Bank purposes.

Eligibles

SENIOR CLERK - PROMOTION

- 1. Davies, Elma, Levittown, 9311
2. Hogue, Mary, Massapequa Pk., 9173
3. Pinder, Catherine, Baldwin, 9098
4. Zembanski, Mary, Hicksville, 9039
5. Tsongas, Bertha, Garden City, 8939
6. Peers, Maxine, W. Hempstead, 8933
7. Coon, Jesse, W. Hempstead, 8933
8. Moore, Ruby, W. Hempstead, 8927
9. Hendricks, Mary, Carle Place, 8924
10. Kelly, Jane, Rockville Centre, 8896
11. Malchra, Lillian, Baldwin, 8892
12. Hanson, Margaret, E. Meadow, 8813
13. Smith, Eleanor, Freeport, 8779
14. Landskroner, Vivian, Roosevelt, 8744
15. Helm, Elizabeth, Freeport, 8739
16. Conenxaver, Anna, E. Meadow, 8734
17. DeLuca, Jean, Mineola, 8725
18. Longro, Mary, Franklin Square, 8720
19. Lumell, Edith, Floral Park, 8713
20. Brewster, Dorothy, Hempstead, 8682
21. Prior, Roger, Floral Park, 8673
22. Sealey, Margaret, Oyster Bay, 8665
23. Knuta, Sadie, Garden City, 8665
24. Welch, Jessie, Levittown, 8650
25. Field, Anne, Freeport, 8642
26. Fox, Sophie, Rockvl. Center, 8522
27. Jacobson, Charlotte, Hempstead, 8522
28. Dusey, Lois, Hempstead, 8490
29. Pallumbo, Elizabeth, Mineola, 8483
30. Brown, Alice, Westbury, 8473
31. Fitzgerald, Anne, Elmont, 8474
32. Stradford, Emma, Merrick, 8403
33. Hughes, Althea, Roosevelt, 8384
34. Green, Gigi, South Hempstead, 8366
35. Marcellino, Faye, Franklin Sq., 8282
36. Nielsen, Edna, Mineola, 8217
37. Howard, Florence, Bellmore, 8180
38. Glynn, Dorothy, Hempstead, 8131
39. Redfern, Mary, Bellmore, 7989
40. Walker, Gladys, Hempstead, 7902
41. Hoffman, Emma, Merrick, 7892
42. Zoltac, Cecilia, Garden City, 7853
43. Tavenese, Angelina, Oyster Bay, 7774
44. Kaufman, Josephine, Levittown, 7720
45. Muhlbauer, Sylvia, Seaford, 7690
46. Hilton, Azalia, Glen Cove, 7545
47. Foster, Helen, Garden City, 7420
48. Gatti, Ida, Malverne, 7481
49. Martone, Carmela, W. Hempstead, 7310

LICENSE CLERK, PROMOTION MOTOR VEHICLE BUREAU

- 1. Lowe, Shirley, Roosevelt, 8580
2. Rogers, Theresa, Vally Stream, 7973
3. Schwender, Matilda, W. Hempstead, 7903
4. Jacobs, Ruth, Freeport, 7833
5. Weiss, Ethel, New Hyde Park, 7820

JUSTICE RABIN REAPPOINTED

ALBANY, Dec. 28 - Associate Justice Benjamin J. Rabin of the Bronx will be redesignated Jan. 1 for a five-year term to his Appellate Division post in the First Department.

OWN YOUR OWN HOME See Page 11

Rockland State Committee Draws Up Issue On Pay Inequalities

The Salary Committee of Rockland State Hospital chapter, Civil Service Employees Association has drawn up the issues involved over correction of salary inequities in state service.

The committee has requested that its analysis and solutions be presented in full in these pages and follows below.

Salary Inequities

Although we are aware of the fact that at the October 1959 Delegates' Meeting a salary resolution was adopted requesting 10 per cent across the board with a minimum of \$400, it is very obvious that this will result in greater salary inequities that exist at present. For the past four years a large group of state employees have been more or less forgotten in that each year the problem of eliminating salary inequities was always postponed with the promise that these inequities would be rectified at a later date. The present salary resolution postpones that long sought adjustment and in most cases magnifies the inequities.

For the sake of review, in April 1956 employees working 44 hours per week were reduced to 40 hours; employees working 48 hours were reduced to 44 hours in 1956, to 42 hours in 1957, and to 40 hours in 1958. Each year a provision was inserted into the law which guaranteed that employees would not receive less pay under the reduced hours than they had been receiving before. Thus "Guaranteed Adjustments" were born.

The amount required to make up the difference each time was called the guarantee adjustment. These guarantees vary according to one's position on the increment scale as of March 31, 1956. For example, in Grade 5, there are 7 different guarantees ranging from \$175.00 to \$247.40 per year. In Grades 13 and 14, guaran-

tees range up to \$582.80; in Grade 19 up to \$719.40 per year. These guarantees represent money added to the base salary each year, which exceed by that amount the maximum or extra step of the grade. In many cases this guarantee, as far as salary is concerned, places the employee practically two grades above the actual salary grade that he is in.

An Example

An employee in salary Grade 7 may have a guarantee of up to \$330 which means that as long as he works for the State of New York he will receive \$330 more than all other employees in the same salary level and with the same number of increments. This guarantee continues with him even when he gets

promoted so that he may make more money when he gets promoted than someone who had been promoted previously and has more time service in the higher salary grade.

Institutional employees who were appointed as recently as 1956 received "guaranteed adjustments" in addition to their regular salaries because they were promised that they would receive no cut in their pay checks when the number of hours that they worked was cut down from 48 to 44 and finally to a 40 hour week.

Some of the institutional employees did not receive any additional pay in their salary adjustment because they did not have a cut in the number of hours that they worked. Through no fault of their own they now receive less money than other institutional employees with less experience because, by chance, they just did not happen to be assigned to a longer work week before the guaranteed salary adjustment.

Solution Proposed

Are you one of the 55,000 state employees that does not work in an institution? If you are, you are receiving less salary than some institutional employees in the same salary grade as you are.

Our salary committee is quite concerned over various articles appearing in The Leader suggesting various ways of rectifying the inequities. In 1954 the salary chart structure was greeted by all parties concerned as the most scientific pay scale ever devised. It is still the basis of all state salaries. Let us bring this salary schedule up to date by incorporating the various guarantees into their respective present grade salary.

Thus, once more all salaries will be equalized and all employees in the same grade will once again be receiving the same relative pay.

Hoch To Study Colorado Mental Hygiene Facilities

ALBANY, Dec. 28 - Dr. Paul H. Hoch, Commissioner of Mental Hygiene, will go to Denver late in January to survey Colorado's psychiatric facilities. At the invitation of Governor Steve McNichols, Dr. Hoch will study the existing program and make recommendations for reorganization and future development.

The Commissioner said that he planned to be in Colorado for about 10 days. While there he will aid in setting up a long-range mental health program and will consult with Colorado authorities regarding priority of expenditures for physical plant. At the present time Colorado has one mental hospital of 6,000 beds.

In announcing Governor Nelson A. Rockefeller's approval of Dr. Hoch's trip, the governor's office said, "The administration is happy to cooperate in strengthening mental health programs in the states and to make Dr. Hoch's services available to that end."

ATTICA AIDES HONOR NEW WARDEN



The new warden at Attica State Prison, Walter H. Wilkins, second from left, is shown at a dinner honoring his appointment to that post. Pictured with him, front row are Harry A. Wilkins, left, and Ralph R. Molinari, right, steward of Attica Prison. In back are: Albert J. Meyer, new principal keeper and deputy warden; and Warden Wilkins' two sons, James and Harry.

U.S. Service News Items

By GARY STEWART

District IR Director Is Set to Retire

Raphael Meisels, district director of internal revenue for Lower Manhattan, will retire at the end of this month, it was announced today by regional commissioner C. I. Fox.

In announcing the retirement, regional commissioner Fox expressed regret at the loss of such an able administrator as he commended Mr. Meisels upon his 38 years of faithful government service.

New York Office of AEC Service Awards

Length-of-service awards were recently presented to all employees at the U.S. Atomic Energy Commission's New York Operations Office who have completed 10, 20 and 30 years Federal service.

A 30-year award went to Gustave Farnham, a lab technician in the Analytical Division.

Completing 20 years are Enzi DeRenzis, Eugene Carroll, Rose Moss and Albinus Hanlon.

Completing 10 years are Grace Urrows, Theresa Amato, Michael Chomiak, Agnes Gill, Antonio DeStefano, James Gallagher, Joseph Krall, Edward D. McCarthy, Fred Parissette, Mervin Flom, Hanson Blatz, John Harley, John Kelly, Sinah Kelly, James McLaughlin, Luther Holland, Harold O'Neill, Leonard Belkin, George S. Friend, Catherine A. Schmidt and Patricia M. Tinsley.

House Leader Blasts Continuing RIF Policies

The Subcommittee on Manpower Utilization of the House Post Office and Civil Service Committee is alarmed at the continuing policy of several Federal agencies, particularly in the Defense Department, of contracting-out services formerly performed by Federal employees.

This was stated in the address given by the subcommittee's chairman, James C. Davis (Dem., Ga.), at the opening recently of public hearings on civilian employment in the Federal Government.

Representative Davis said that the Defense Department's goods and services procured on a cost-plus basis with contractors had risen from 33.4 percent of its expense budget in 1957 to 40.9 percent during the past fiscal year.

In addition, Mr. Davis said, "While there is an increasing demand on the Federal Government for its services, there seems to be neglect on the part of top management in Government service to evaluate effectively the functions

being performed and to correct the overlap and duplication of effort in carrying out their missions."

He also said he "recognized the needs" of some Federal departments, such as the Post Office Department and the Social Security program of the Health, Education and Welfare Department, for additional personnel.

He acknowledged the additional personnel demands from new or expanded services resulting from Congressional action.

He also said that the average Federal employee's productivity had increased through the introduction of modern labor-saving devices now used by the different Government agencies.

NFFE Charges U.S. Pay Policy "Unrealistic"

The Independent National Federation of Federal Employees has declared it will present the facts concerning lagging pay in the Federal service and the Government's "unrealistic pay policy" to the Congress at the coming session and also to the Executive Branch.

The NFFE pointed out that the problem of recruiting and retaining qualified personnel, already serious, will be rendered still more acute as a result of rising consumer price levels.

NFFE spokesmen said that "a pay policy which fails to take into full account the vast responsibilities which have been placed upon Federal employees, the complexity of the tasks with which they are confronted, the heavy demands which their work now makes in so many ways, is a policy which can not be regarded as being in the national interest."

The Federation asserted that the Government's lack of decisive leadership in the area of pay has placed a severe handicap on various Federal agencies.

"Inadequate pay, it is clear, not only is making it difficult for the Government to recruit and retain qualified scientific, engineering and technical personnel," said NFFE leaders, "but it also is causing excessive turnover in administrative positions, beyond the rate in business and industry. All of this adds up to a situation which is unsound for the Government and for the people as a whole, and calls urgently for remedial action without delay."

The NFFE called attention to the fact that the consumer price level is now at a record high level, with economic observers in apparent agreement that the rising trend will continue.

U. S. Has Tax Jobs From \$5,985

The U.S. Internal Revenue Service has jobs open in New York City, Brooklyn, Albany, Buffalo and Syracuse for estate tax examiners.

The jobs are in salary grades GS-7 and GS-9 at \$4,980 and \$5,985 a year, respectively; the experience requirements are four years for the GS-7 jobs and five for the GS-9 positions.

Applications will be accepted until Jan. 5.

Inquire for information or applications forms at the Board of U.S. Civil Service Examiners, Internal Revenue Service, Room 1116, 90 Church St., New York 7, N.Y., under Announcement No. 2-55-3 (1959).

Cemetery Jobs Open; Pay to \$2.34

Jobs paying from \$1.33 to \$2.34 an hour are open now in National Cemeteries in New York, New Jersey, Maryland, Pennsylvania and Virginia.

Applicants must be U.S. citizens, or owe permanent allegiance to the U.S.; and must be at least 18 years of age. Some ability to speak, read and write English is required.

Also required is six months' experience in grave-digging, landscaping, grounds keeping or construction labor or active service in the U.S. armed forces.

Other jobs requiring similar qualifications may be offered to those who file, qualify and are put on the list.

Qualified veterans will receive five or ten point preference, but they must file Standard Form 15 with their regular applications.

To Apply

Apply by getting Application Form 60 and Card Form 5001-BC from nearly any post office, the Second U.S. Civil Service Region Office, 641 Washington St., New York 14, N. Y. or from the application address.

Send completed forms to the Executive Secretary, Board of U.S. Civil Service Examiners, Military Clothing and Textile Supply Agency, Philadelphia Quartermaster Depot, 2800 South 20th St., Philadelphia 45, Penn.

Include the title of this exam (cemetery worker-WB-4) and the minimum salary you will accept and the state or states where you want to work.

Standing Offer To Recreation Leaders: \$4,250

Recreation leaders are needed now in the New York City Departments of Parks and Hospitals.

The jobs pay from \$4,250 to \$5,330 a year, and the requirements are a college degree or four years' experience, or a combination of education and experience.

Applications received by the 15th of any month will be scheduled for the examination on the last Friday or Saturday of the following month.

Forms and further information may be obtained from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

Pass your copy of The Leader

JR. LANDSCAPE ARCHITECTS GET FROM \$4,850 WITH CITY

The City is offering from \$4,850 to \$6,290 a year to junior landscape architects in the Departments of Parks and Education. Required for the job are either a degree from a technical institution or high school graduation and four years of experience.

Apply between Jan. 6 and Jan. 26 to the Application Section of the City Department of Personnel, 96 Duane St., New York 7, N.Y., two blocks North of City Hall.

\$5,796 FOR PHARMACY LICENSE & THREE YEARS

Three years experience and a New York State pharmacist's license are required to take a State civil service test for pharmacy inspector and narcotics investigator. Jobs are in Buffalo, Syracuse and New York City with State education and health depts. Pay ranges from \$5,796 to \$7,026.

City Postal Aides Brighten Xmas For 200 Kiddies

More than 200 children whose letters to Santa were selected from among those received at the New York Post Office were given Christmas packages containing food, clothing and toys at the General Post Office on Wednesday, Dec. 23.

The children received the gifts through the generosity of the employees of the New York Post Office and their organizations, as well as postal patrons, who have donated their spare time, money and efforts so that those less fortunate than themselves may enjoy a holiday in keeping with the Christmas spirit, according to City Postmaster Robert K. Christenberry.

NEW Just out!

1960

TV

NEW LOW PRICES that Set NEW VALUE STANDARDS!

New Low Priced "Designer" TV!

Full-Power Transformer, High Power Chassis, Front Speaker Sound for Balanced Fidelity, Width Control, Lightweight Concealed Hand-Grips for Easy Carrying, Set-and-Forget Volume Control.

Model 173304
17" Overall
Diag. Meas., 15 1/2 sq. in.
Picture

\$158

New 21" Table Model that Performs Like a Console!

Slim Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound.

Model 213417
Ultra-Vision
21" Overall
Diag. Meas., 26 1/2 sq. in.
Picture

\$178⁷⁷

New Low Price for a 21" Ultra-Vision Console!

Slim Silhouette Styling, New High Powered Chassis, Full Power Transformer, Width Control, Full Fidelity Up-Front Sound, Built-in Antenna.

Model 21C439
Ultra-Vision 21" Overall
Diag. Meas., 26 1/2 sq. in. Picture

\$198⁷⁷

You're Worry-Free When You Buy G-E! EASY TERMS!

Buy Only at this Sign of Value.

FREE 90-DAY TV SERVICE

by G-E Factory-Trained Experts at G-E Service Depots on all 900 Portables and Table Models (when purchased from your authorized G-E TV dealer). Slight charge for 90-Day "in-home" service on Consoles.

GRINGER

29 FIRST AVENUE Gramercy 5-0600 **Near 2nd Street New York City**

Questions Answered On Social Security

My husband died three years ago. I will become 62 years old next month and would like to know if I should file my application now, or should I wait until I am 62?

You may file your application as much as three months before you reach age 62. We suggest you file your application at the earliest opportunity. You will need proof of your age, proof of your marriage and your husband's social security number when you call at our office. If you have a social security number of your own, be sure to bring your card with you.

I receive a salary of \$100 monthly for cooking, washing and ironing in a large household. In addition I am provided with room and board by my employer. Since the value of room and board is substantial, I think that value should be added to the cash wages for social security purposes. My employer states she only must report me for my cash wages. Which of us is right?

Your employer is right. Only cash wages are counted in determining the correct amount of wages to be reported for social security purposes in the case of a domestic.

The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

There is an opening in Brooklyn now for a man to operate and tend a garnett machine, producing rolls or pads of felt from fluffed or from clean cotton fiber, to adjust rollers and trimmer, and make repairs. \$2.50 an hour, depending on experience.

Milling Machine Operators are needed in Brooklyn to set up and operate milling machines from blueprints. Pay to \$3.00 an hour, according to experience.

There is a demand for tool and die makers, men able to set up and operate all machine tools from blueprints. Pay up to \$3.00 an hour, depending on experience.

Silk screen printers are wanted, men thoroughly experienced on finished garments, to print on athletic shirts and jackets and to be trained to do flocking. Starting pay, \$65 a week.

Apply at the Brooklyn Industrial Office, 590 Fulton Street.

Supermarket Jobs

A South Bronx supermarket needs experienced packers, men who will pack customers' purchases in bags, cartons, or shopping carts as cashiers check them out. \$50 to \$60 a week, depending on experience.

Experienced grocery checkers, women only, are wanted to check out purchases, accept money and make change. \$50 to \$60 a week, according to experience.

Stock clerks are needed, men to

Exp. Shorthand Reporters Are Needed in City

Beginning Jan. 6, high school graduates with one year of stenographic experience can apply for \$3,750 to \$4,830 jobs with the City of New York as shorthand reporters.

The title is on the City's January exam schedule and the filing period is from Jan. 6 to Jan. 26.

Promotion opportunities are good, with possibilities for promotion to senior shorthand reporter, a job paying from \$4,850 to \$6,290.

Requirements

Graduation from a senior high school, or equivalent, will be necessary plus at least one year of experience in stenographic work, or a satisfactory equivalent.

High school graduates with six months of experience and non-high school grads with two years of experience may be admitted to the examination, but must meet full requirements by time of appointment.

Shorthand reporters make verbatim reports of the proceedings at conferences and meetings, departmental trials and disciplinary hearings, inquiries and examinations, and the like.

They also will do stenographic, secretarial and clerical work as required.

The test, scheduled tentatively for April 30, will check the candidates' ability to take dictation of legal and financial matter at the rate of 150 words per minute for five minutes, and to transcribe their notes on a typewriter within a specified time.

To apply, contact the Application Section of the City Department of Personnel, 97 Duane St., New York 7, N. Y., two blocks north of City Hall and just west of Broadway.

open cartons, put merchandise on shelves and mark prices. \$50 to \$60 a week, according to experience.

There is a demand for combination men to handle merchandise, place it on shelves and mark prices. They will also work as check-out cashiers and may also do book-keeping and maintain simple records. \$60 to \$70 a week, depending on experience.

Applicants for all these jobs must have supermarket experience and be able to speak, read and write English. Apply at the Bronx Industrial Office, 358 East 149th Street.

Electronic

A manufacturer of electronic devices in Queens is hiring men as trainee wiremen and solderers. No experience is necessary but applicants must have a stable work record and be able to pass an aptitude test.

Pay is \$1.21 an hour to start, with increases to \$1.83 at the end of 9 months. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza.

In Brooklyn

There are jobs for boiler makers in Brooklyn to construct and overhaul, patch, retube, repair and maintain boilers and other equipment, including tanks and evaporators.

At least four years of experience and American citizenship are required. Men must be able to pass a physical examination. \$2.60 an hour. Apply at the Brooklyn Shipyard Office, 165 Joralemon Street.

Secretaries in Demand

There is a continuing demand for legal secretaries using both manual and electric typewriters in midtown and downtown offices. Full-time jobs pay up to \$95 a week. There are part-time openings for afternoon hours also.

There are jobs for typists with top advertising firms. Some of these are diversified jobs, others require only typing. All of them require high skill and attractive appearance. Salaries to \$70 a week.

Some statistical-typist openings pay to \$80 a week.

Secretaries are also wanted by top advertising agencies. There are openings in various departments, many requiring contact with clients. Salaries to \$85 a week.

Apply at the Manhattan Commercial Office, 1 East 19th Street.

Prom. to Junior Admin. Assistant Open With State

A New York State examination for promotion to junior administrative assistant, paying from \$4,988 to \$6,078 a year, will be open for filing of applications until Jan. 25.

To be eligible, candidates must have been employed for at least a year in grade 10 positions in the Bureau of Rights of Way and Claims and the Division of Operation and Maintenance.

Apply to the State Department of Civil Service, 270 Broadway, New York City, or lobby of the State Office Building, Albany.

Exam Study Books

To help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.

Modern Govt. Pay System, Including More Money, Urged By U.S. Civil Service Chief

U.S. Civil Service Commission Chairman Roger W. Jones recently appealed to Congress to provide the Government with a modern and more effective system to fix pay scales of its million classified white-collar workers.

The single greatest cause of unwarranted upgrading in classified jobs, he said, was the inability to adjust salaries under the present inflexible Classification Act "to solve pay problems and serve the legitimate needs of management."

The House Manpower Subcommittee, before whom Chairman Jones made his plea, is studying the trend toward higher pay grades in Government service. The group was advised by Mr. Jones to stop worrying about the grade creep.

"Grades," he told the Committee, "are just convenient measuring sticks, and what grades we have now have little meaning against a 1946 or 1949 background except as a measure of change."

Intrinsically, he added, a rise in grade level is no more and no less important than a rise in salary level. Just because Grade 5 is once set as the entrance level for college graduates does not mean that it must always remain there any more than it means that the entrance salary of Grade 5 must stay at \$2,000.

The Chairman stressed that the important thing is a "rational and defensible distribution of jobs, classified against good standards and compensated at fair and competitive levels which will minimize the waste of excessive turnover because of salary dissatisfaction.

"The pressures for higher grade," he predicted, "and pay for classified employees through upgradings will persist until such time as the present methods of establishing and revising pay schedules for white-collar positions are changed."

He said he was very pleased with the consideration being given on Capitol Hill to the basic problems of the pay act. The staff of the House Post Office and Civil Service Committee is drafting a new classified pay plan to give the President and agency heads authority to adjust salaries within the minimum and maximum rates of each grade which would be set by Congress.

The changes Mr. Jones proposed are along the same general lines, although he said he didn't want to be tied down to specifics at this time. A Government salary plan, vital now, according to Mr. Jones, must provide:

1. Means for adjusting Federal salary levels promptly as white-collar levels change in industry.

2. Greater incentives through greater differences in pay between grades, more in keeping with differences in responsibilities, and through provision for higher within-grade pay for the more competent.

3. Ability to vary initial salary offers somewhat to be more attractive to the better qualified applicants and otherwise aid recruiting.

4. Means for meeting special problems, such as recruiting in shortage occupations or in localities where salary levels are exceptionally high.

Rep. James C. Davis (Dem., Ga.), chairman of the Subcommittee, said he thought Congress

should retain its control over classified salaries; otherwise, he said, they would get too high. But the salaries of the Government's 750,000 blue-collar employees, laborers and mechanics are not controlled by Congress and those employees have far out-distanced their white-collar colleagues in getting pay raises.

Visual Training

OF CANDIDATES FOR
**PATROLMAN
POLICEWOMAN
COURT OFFICER**

IF IN DOUBT ABOUT PASSING
SIGHT TEST OF CIVIL SERVICE
CONSULT

DR. JOHN T. FLYNN

Optom. - Orthoptist
300 West 23rd St., N. Y. C.
By Appt. Only - WA 0-5919

HA METHODS ANALYST EXAM OPENING JAN. 6

The filing period is from Jan. 6 to Jan. 26 for the City's promotion to methods analyst exam. The job pays from \$6,400 to \$8,200 a year, and applicants must have been employed for at least six months as junior methods analysts in the Housing Authority. Get application forms and information from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y.

ADVT.



"Our Blue Shield[®] paid up, Hon?"

"Say You Saw It In The Leader"

OPPORTUNITIES in CIVIL SERVICE

SPECIALIZED PREPARATION - THE ROAD THAT LEADS TO SUCCESS
Our training will greatly assist you in developing the skills so necessary for success in today's Civil Service Examinations.

Applications Issued and Received Beginning Jan. 4th for
STATE CLERK — \$2,920-\$3,810 a Year
(Clerk, File Clerk, Account & Statistical Clerk)
Hundreds of Appointments Expected in N.Y. City

Men & Women of All Ages (18 Years Up) Eligible
NO EDUCATIONAL OR EXPERIENCE REQUIREMENTS
These positions are the first step toward interesting and good paying positions in the Clerical and Administrative services of N.Y. State. Full Civil Service Benefits, Pension, etc.

BE OUR GUEST AT AN OPENING CLASS
MONDAY, JAN. 4 at 5:30 P.M. or 7:30 P.M.

Opportunities for Men, 20 to 35—No Age Limits for Veterans
PREPARE FOR EXAMS TO BE HELD SOON!

• **CORRECTION OFFICER \$4,717 to \$6,103**
Opening Class on TUES., JAN. 5 at 7:30

• **HOUSING OFFICER - \$4,410 to \$5,610**
Opening Class on FRIDAY, JAN. 8 at 7:30 P.M.

AND CLASS IS NOW FORMING FOR EXAM FOR
• **PAINTER (Union Scale) 250 Days a Yr. Guar.**
Please Inquire for Full Information Regarding Any of These Courses

City of New York Exam Has Been Ordered for
COURT OFFICER - \$4,000 INCREASES TO \$5,200
IN 3 YRS. TO
In Magistrates, Special Session, Domestic Relations, Municipal and City Courts.
Promotional Opportunities to Court Clerk at \$8,900 and higher
Ages: 20 to 35 Yrs. (Veterans May Be Older)
Attend as Our Guest WEDNESDAY at 7:30 P.M.

HIGH SCHOOL EQUIVALENCY DIPLOMA

Needed by Non-Graduates of High School for Many Civil Service Exams
5-Week Course — ENROLL NOW! Next Class Starts MON. JAN. 4.

PATROLMAN PHYSICAL CLASSES

All who believe they passed the written test after checking the official key answers, should begin immediately to prepare for the physical exam which is a severe test of

AGILITY, ENDURANCE, STRENGTH & STAMINA

Few men can pass this test without SPECIALIZED TRAINING. You may be called sooner than you expect... TRAIN NOW!

Gym Classes at Convenient Hours in Manhattan & Jamaica

Classes Meeting for PROMOTIONAL EXAMS for

• **PARK FOREMAN TUES. at 7:30 P.M.**
• **ADMINISTRATIVE ASST. MON. & THURS. at 6 P.M.**

Home Study Book for POST OFFICE EXAMS
On sale at our offices or by mail. No C.O.D.'s. Money \$3.50 back in 5 days if not satisfied. Send check or money order.

VOCATIONAL COURSES

DRAFTING AUTO MECHANICS TV SERVICE & REPAIR
Manhattan & Jamaica Long Island City Manhattan

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAST 15 STREET Phone GR 3-6900
JAMAICA 91-01 MERRICK BLVD., bet. Jamaica & Hillside Aves.
OPEN MON TO FRI 9 A.M. 9 P.M. — CLOSED ON SATURDAYS

TREAT Golden Brown POTATO CHIPS
TASTE THE WONDERFUL DIFFERENCE!



Civil Service LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations

Published every Tuesday by
LEADER PUBLICATION, INC.

97 Duane Street, New York 7, N. Y. BEckmon 3.6010

Jerry Finkelstein, Publisher
Paul Kyer, Editor Richard Evans, Jr., Associate Editor
N. H. Mager, Business Manager

10c per copy. Subscription Price \$2.00 to members of the Civil Service Employees Association. \$4.00 to non-members.

TUESDAY, DECEMBER 29, 1959 31

Seasons' Greetings From Rockefeller

AS A candidate for governor, Nelson A. Rockefeller went out of his way last year to express his regard for the civil servant and to assure them that he sincerely believed public employees should be at least on a salary par with workers in private industry.

Obviously this great regard has diminished considerably. The Governor's greeting to the state's workers just before Christmas was that there was "not much chance" of a state pay increase in 1960. For all practical purposes he was saying there would be no increase.

Mr. Rockefeller's presidential ambitions are undoubtedly the reason for his lack of concern over the men and women who work under him. From coast to coast he has carried the flag of economy as his banner. The theme of nearly all his speeches has been a balanced budget, obtained by putting the state on a pay-as-you-go basis.

Public Service Pays for Ambition

This is a noble plan—but predicated on economies for which the civil servants would pay through lack of sufficient salaries and, in some cases, loss of jobs, eliminated as the result of Administrative and Little Hoover Commission surveys. Is this the only way to save money? Are employees' salaries and jobs the only expendable items in the budget?

The Governor undoubtedly will stand on the fact that he gave employees a raise this year. It paid for their new state income tax boost but it did not give them any new money, which is what they need so desperately.

Can Still Redeem Pledge

It should be pointed out here that the Governor's action on increasing taxes was not a program of regular Republican legislators and that GOP members in both Houses are rumored to be planning a cut in the tax increase by using expected surpluses this next year.

There definitely is money available for a pay increase for the public service. There can be no doubt that the increase is deserved.

The public will soon learn whether Governor Rockefeller has a true concern for the State or has merely used it to gain his way toward a presidential nomination. The way to public office has often been paved with broken promises. It is not too late for Mr. Rockefeller to redeem his pledge to the civil servants of the State and recommend a pay raise for all of them that is in line with his original statements on fair pay in the public service.

PBA Wins Checkoff — Kennedy: "No Comment"

ONE of the most popular things Mayor Wagner has done for City employee organizations was his approval of dues checkoff arrangements.

Most eligible employee organizations that wanted the checkoff had, at the most, minor troubles getting it, once its legality was established. The major exception was the Patrolmen's Benevolent Association, which got a blunt and unequivocal "no" from Police Commissioner Stephen P. Kennedy.

Commissioner Kennedy won the first round, but the PBA took the case to the courts and, it was learned this week, won it when Mr. Kennedy failed to appeal the PBA's favorable decision within the time allotted for such an appeal. The Commissioner had "no comment."

We welcome this latest hole in the idea that a police force is a military organization and may thus deprive its members of their normal rights as citizens.

LETTERS TO THE EDITOR

URGES CIVIL SERVANTS TO WRITE LEGISLATORS

Editor, The Leader:

State and municipal employees are urged to write to their respective State representatives urging their support of Senator Thomas J. Mackell's 50 bills now before the State legislature for action in January, 1960.

These bills benefit enormously all civil servants.

"SCOTTY"
BROOKLYN, N. Y.

SHE'S DISGUSTED WITH NEW STATE ECONOMIZING

Editor, The Leader:

The time has come for some "plain talk." As a veteran civil service wife (20 years), I have experienced more deprivation than any of my married friends (whose husbands work for private industry) despite the fact that my husband is intelligent, well educated and a sincere worker, who has devoted all of his working years to greater efficiency. Each year I look forward to some miracle—perhaps a realistic wage scale (such as the steel workers have) or a realistic pension plan (retirement after 25 years service, if the worker so desires).

My husband has always had a part time job. It was absolutely necessary. His civil service salary covered essential expenses, such as rent, gas, electricity, essential clothing and medical care. If we wanted to eat, he had to hold a part time job. In 20 years we've had two inexpensive vacations. Sounds fantastic, doesn't it, considering that we live in the richest city in the world! But, to the civil service workers reading this, it's just their normal, everyday existence, from which they feel there is no escape.

Now, to top it all, Governor Rockefeller has ordered all State departments and agencies to submit reduced operational budgets for 1960. Merry Christmas!

MRS. NOHOPE
MASSAPEQUA, L.I.

SAYS GAME PROTECTORS DON'T WANT STATE CARS

Editor, The Leader

In glaring headlines: "NO ECONOMIES IN STATE AT EMPLOYEE EXPENSE"—CSEA. All of which is a good laugh for the Game Protectors. Prior to June of 1958, game protectors were employed at comparatively small wages and were required to furnish a personal auto; a small amount was required to satisfy the ordinary needs of a game protector's personal driving. About June of 1958, State autos were furnished all personnel. A personal auto is still a necessity, even for a game protector, and now must be supported from the small salary. Some protectors' were stuck with high auto payments, from obligations incurred just prior to receiving state autos. At a starting take home pay of about \$50.00 per week, who, may we ask, is paying for the economy? We contend the State committed a breach of contract and made no amends in increased pay for this change. I personally took a cut to the extent of what it takes to maintain an auto and while prices and type of auto may vary, my estimate of my personal loss is about \$500.00 per year.

"GAME PROTECTOR"
ROCHESTER, N. Y.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

CS Reform Association Tells Little Hoover Commission Of City Personnel Problems

By HELEN C. DRUMMOND
Assistant Director,
Civil Service Reform Association
Assistant Director,
National Civil Service League

This is the second of two parts of the Civil Service Reform Association's report on personnel administration in New York City government, made recently to the State Commission on Governmental Operations of the City of New York — commonly known as the "Little Hoover Commission."

The CS Reform Association, the only major civic group dealing exclusively with problems of personnel administration, was founded in the late 1870's to crusade against the spoils system. The Federal and New York State civil service laws were drafted by the founders of the Association.

The Operation of Personnel Mgmt.

We now call to the attention of the Commission some matters involving personnel operations which we deem important:

1. Examining System. We believe the whole City examining system should be evaluated in terms of costs and results. It should be considered whether examinations as now held meet the real needs of operating agencies for the best manpower available.

The Personnel Department should be encouraged to use the discretion it now has to hold open competitive, rather than promotion examinations, for filling specialized and high-grade positions when there seems a need for new blood or when there are in line of promotion inadequate numbers of persons with the talents needed. If legislation is necessary to effect this, it should be sought.

Outstanding persons might be available for professional and administrative posts at intermediate or higher levels if open competition could be utilized. Often the only way such individuals can be drawn into City service is by exempting a position from civil service requirements. The only road to the higher administrative positions should not be through successive promotion examinations from the lowest grade of the clerical service. It is a mistaken idea that the career service concept will be destroyed if persons already in City employ are not "protected" from outside competition.

2. Salary Scales. Thought might well be given to the necessity of occasionally matching the salary offered outstanding talent entering the service to the qualifications of the new entrant. Fixed salary scales, requiring entrance in all cases at the minimum of the grade, or payment at a higher rate to every appointee regardless of background and experience, often operate to the detriment of the City. Payment of a few hundred dollars more a year to an especially skilled employee might be money well spent, as some other jurisdictions have found.

3. Excepted Positions. We believe the excepted classes should be reviewed. We believe the exempt class should be reserved for positions which are genuinely policy-determining and those involving a really confidential relationship with the department head should be in the non-competitive

class, so that the Civil Service Commission can establish basic qualifications and examine persons nominated by the employing department to insure that they meet these qualifications.

4. Training: We believe the amount of in-service training given City employees should be increased, particularly training for supervisory and administrative positions. Potential supervisory and administrative talent should be identified, developed, and given incentives to remain in the service.

5. Personnel Department Staff. The Personnel Department should be fortified with more adequate examining and investigating staffs, to enable it not only to keep pace with, but to anticipate vacancies which may arise in City agencies. Recruiting difficulties are due not only to salaries, which in many categories are lower than those paid by industry and State and Federal governments — and in some cases plainly inadequate — but also to the time-lag between application, examination, certification and appointment.

Persons initially interested in working for the City often become impatient and discouraged and accept other job offers. Enabling the Personnel Department to keep abreast of its examining load would also greatly cut down the necessity of appointing persons without examination on "provisional" basis.

6. Employee Unions. We believe it would be well to investigate the time spent on union activities by City employees who are officers and organizers of City employee unions. An order issued by the Mayor in 1957 required that "employees who hold union offices which require them to devote a substantial part of their time to union affairs should be placed on leave-without-pay status." From time to time flagrant violations of this order have been found to have been tolerated, to the detriment of City business and the morale of other employees.

7. Dues Check-Off. We suggest a look at the way the check-off of City employees' dues in employee organizations is handled. Millions of dollars pass through the hands of the check-off committee. How is this money accounted for? Are the regulations surrounding the check-off enforced?

8. Provisional Appointments. We believe a study should be made of long-continued provisional employments. Provisional appointment as an emergency measure is often justified; sometimes it is continued beyond the legal limit of nine months for practical reasons with which no one could quarrel. But in other cases provisionals are the recipients of political favor; appointed because of political sponsorship, they are often moved around from one position to another as their original positions are filled from civil service eligible lists. Some have been on the payroll for years, have failed examinations or have never taken them. Departments often make strenuous efforts to retain such persons.

As we have already noted, an obvious remedy is to give the Personnel Department sufficient funds to hold examinations promptly when vacancies are anticipated. Another is to make the City service attractive enough to keep positions permanently filled. Neither course

(Continued on Page 15)

City Offers \$5,450 To Personnel Aides

Applications will be accepted between Jan. 6 and Jan. 26 for the City title, assistant personnel examiner, a job paying from \$5,450 to \$6,890 a year.

Minimum requirements of the job are a four-year college degree and at least three years of experience in personnel administration, personnel testing and research, employee counseling or other personnel programs. Apply to the Application Sec-

tion of the Department of Personnel, 96 Duane St., New York 7, N.Y.

SEAMEN ON CITY CRAFT CAN FILE FOR MATE

Employees of the Department

of Marine and Aviation who have been employed for at least six months in the title deckhand are eligible for the City's promotion to mate exam.

Salary for mates is \$6,653, for 258 days' work. File between Jan.

6 and Jan. 26 with the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y.

Pass your copy of The Leader On to a Non-Member



BIG 13-CUBIC-FOOT CAPACITY GENERAL ELECTRIC REFRIGERATOR-FREEZER



Model BJ-13T



2 APPLIANCES IN 1

Automatic Defrosting Refrigerator. Big Roll-Out Freezer below.

SLIDE-OUT SHELVES

Bring food into full view . . . easy reach: Removable for cleaning.



STRAIGHT-LINE DESIGN

. . . no coils on back



Fits Flush in rear . . . lines up in front with cabinets . . . no door clearance needed at sides.

- Swing Out Vegetable Bins.
- Automatic Butter Conditioner.
- Adjustable and Removable Door Shelves.
- Removable Egg Rack.
- Magnetic Safety Door.



MODEL BH-12T

Model BH-12T Has 3 Swing Out Shelves.



DAVE ADELMAN

139 LAWRENCE ST. • BROOKLYN • UL 5-5900

Use Adelman Layaway Plan

See Us For Your Biggest Trade-in

Case Workers Needed by State; Pay to \$4,480

More than 200 case worker openings, paying from \$3,100 to \$4,480 a year and located throughout the State, will be filled from applicants who apply between Jan. 4 and Feb. 6.

Candidates should be graduated from college by next June 30 or have four years' experience in social work or in teaching. A bachelor's degree is an absolute requirement in some counties.

Applications and full details may be obtained from the Recruitment Unit, State Department of Civil Service, The State Campus, Albany.

Flushing Post Office Still Taking Filings On \$2-an-hour Jobs

Though a filing cutoff date was set for Dec. 28, the Flushing Post Office is still accepting applications for \$2-an-hour jobs as substitute clerks and substitute carriers.

There are no formal education or experience requirements. Applicants must be U.S. citizens and at least 17 years of age at time of filing. 18 is the minimum age for appointment.

Applications are available from the Flushing Main Post Office, 4165 Main St., Flushing; or from the Second U.S. Civil Service Region, 641 Washington St., New York 14, N.Y.

CHURCH NOTICE CAPITOL AREA COUNCIL OF CHURCHES

72 Churches united for Church and Community Service



planning a Party?

Even a small gathering becomes the social event of the season against the lovely background of the magnificent THRUWAY MOTEL. Air conditioned private rooms, including the elegant new CROWN ROOM, accommodate parties up to 75 people. Choice of menus to suit every occasion. Ample free parking. For information and reservations, call ALBANY HE 8-7888



WASHINGTON AVENUE, ALBANY
Just Off Exit 24, N. Y. Thruway.
American Express Co. Cards Honored

YOU CAN PAY MORE
BUT YOU CAN'T BUY BETTER

KELLY CLOTHES

Fine Mens Clothes

Factory Prices

621 RIVER ST. • TROY • 2 blocks N. of Hoosick

FOR SALE SHORT WAVE RADIO

4 band Radio with 2 short wave bands, local, police, ship airplanes. 9 tubes, AC National brand with phono connection. Can send and receive on amateur bands. Excellent condition. Reasonable price. Gets Europe, Asia, So. America, Africa, Israel, etc. Call BE. 3-6010

SPECIAL RATE For N. Y. State Employees

\$7 single room, with private bath and radio; many rooms with TV.

in NEW YORK CITY
the *Manager Vanderbilt*
Park Ave. & 34th St.

in ROCHESTER
the *Manager*
(formerly the Seneca)
26 Clinton Ave. South

in ALBANY
the *Manager DeWitt Clinton*
State and Eagle Streets

*special rate does not apply when Legislature is in session

BOOK YOUR CHRISTMAS PARTIES EARLY

FIREPLACE Lounge and Restaurant, 1965 Central Ave., Albany-Schenectady Rd.

THE Wellington

IS CONVENIENT FOR BUSINESS OR PLEASURE

Close to the glamorous theatre-and-nightlife, shops and landmarks.

Express subway at our door takes you to any part of the city within a few minutes. That's convenience!

A handy New York subway map is yours FREE, for the writing.

IMMEDIATE CONFIRMED RESERVATIONS

In New York: Circle 7-3900
In Albany: HO 2-1232
In Rochester: LOeast 2-6400

Singles from \$6.50
Doubles from \$10.00
C. L. O'Connor, Manager

HOTEL Wellington
7th Ave. at 55th St. New York

BANQUETS WEDDINGS SEE PETIT PARIS

1060 MADISON IV 2-7864

In Time of Need, Call M. W. Tebbutt's Sons

176 State Alb. 3-2179 12 Colvin Alb. 89-0116
420 Kenwood Delmar HE 9-2212
11 Elm Street Nassau 8-1231
Over 108 Years of Distinguished Funeral Service

BOOKS

of all publishers
JOE'S BOOK SHOP
550 Broadway at Steuben

ALBANY, N. Y.

MAYFLOWER - ROYAL COURT APARTMENTS -- Furnished, Unfurnished, and Rooms. Phone HE. 4-1994 (Albany).

S & S BUS SERVICE, INC.

RD 1, BOX 6, RENNELAER, N. Y.
Albany HE 4-6727 — HO 2-3851
Troy ARsenal 3-0680

SPECIAL
Saturday, Jan. 2, 1960. An early trip to Radio City Music Hall at New York City. Leaving Troy at 6:20 a.m. and Albany Plaza at 7 a.m. Will arrive for early show at 10:30 a.m.
Transportation—Adults \$6.00
Children \$3.50

DeWITT RANCH MOTEL

STATE RATE ON ROOMS

TV — TELEPHONE

INDOOR POOL OPENS ABOUT JAN. 1st, 1960

DINING ROOM COFFEE SHOP COCKTAIL LOUNGE

ERIE BLVD. EAST SYRACUSE, N. Y.

Phone Gibson 6-3300

"Say You Saw It In The Leader"

BOOK YOUR CHRISTMAS PARTIES NOW

TOWPATH INN

502 BROADWAY MENANDS

ENTERTAINMENT NIGHTLY :-
NEW YEARS RESERVATIONS — \$2.50 Min. Per Person
NOISEMAKERS FREE
HO 5-9040

POSNER'S 73 CANAL ST. NEW YORK CITY

PRESENTS THE IDEAL GIFT . . .

KEYSTONE fully automatic ELECTRIC EYE camera outfit



a \$162.00 value
NOW ONLY \$139.95 complete

featuring:

- Fastest changing electric eye system — lens adjusts itself instantaneously as light changes; gives continuously perfect lens settings.
- 3 fast f1.8 lenses — normal, wide-angle, telephoto
- Aperture reading in viewfinder — red warning when light is too weak
- Adjustment for all popular film speeds
- Built-in "A" and Haze filters — use same film indoors and out. Shoot through haze
- Long-run motor . . . 3-way trigger

MANUFACTURERS LIST PRICE OF CAMERA \$139.95

NEW K-4 DELUXE ROLLFILM 3-LENS TURRET
Movie taking was never simpler. Nothing to set, nothing to forget. Just aim and shoot for perfect pictures every time!



Come in today . . . discover the fun of Keystone Electric Eye home movies!

EVERYTHING YOU NEED TO TAKE COLOR MOVIES — INDOORS OR OUT

POSNER'S 73 CANAL ST. NEW YORK CITY

J. POSNER & SONS, INC.

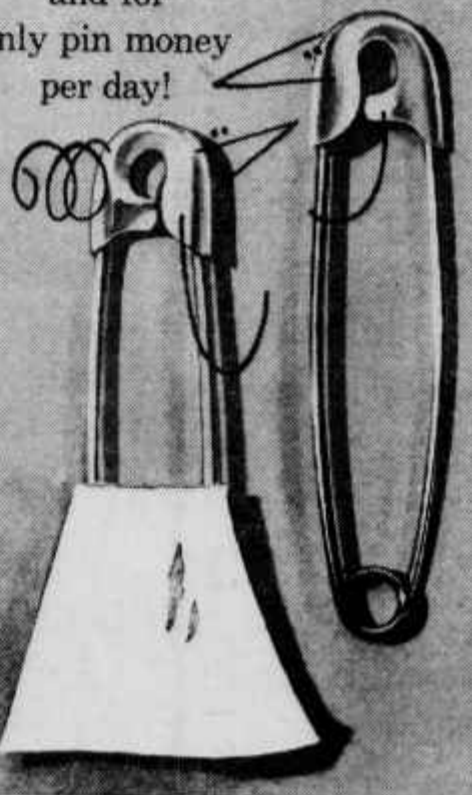
(Cor. Allen St.)

"Fifty Years of Satisfied Service" WALKER 5-8887-8-9

OPEN SUNDAY, CLOSED SATURDAY

Automatic Bleaching

and for only pin money per day!



General Electric's Automatic Bleach Dispenser measures, dilutes and adds bleach scientifically for clean, bright washes.



G. E. Filter-Flo Washer with automatic bleach dispenser

GRINGER

ESTABLISHED 1918

TV — HI FI — PHONOGRAPH — RADIO — HOUSEWARES
29 FIRST AVENUE
GRamercy 5-0600

Near 2nd Street
New York City

GUARDS OVERCOATS

Sheeplined, fur collar. Regulation
SAVE \$20 **\$49.75**

UNIFORM PANTS

Reg. Blue serge. All wool.
PREMA-CREASE FINISH **\$16.95**

COAT SWEATERS

Reg. Blue. Double Elbows & Wrist.
Will wear up to 5 years, **\$9.95**

- GUARD SUITS • CAPS
- SHIRTS • RAINWEAR

MARKSON'S ELMIRA N. Y.

(Fitzpatrick's, Sales Agent
Dannemora)
CASH OR EXTENDED TERMS

Pass your copy of The Leader On to a Non-Member

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; State Office Building, State Campus, Albany, Room 212; Room 400 at 155 West Main St., Rochester; hours at these offices are 8:30 A.M. to 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.

U.S. — Second U.S. Civil Service Region Office, 641 Washington St. (at Christopher St.), New York 14, N.Y. This is in the south-west corner of Greenwich Village, just above Houston St. The nearest subway stop is the Houston St. stop on the IRT 7th Avenue Local.

Hours are 8:30 A.M. to 5 P.M., Monday through Friday. Telephone WAtkins 4-1000.

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.

U.S. Has \$5,985 To \$12,770 Jobs For Exp. Auditors

The U.S. Government is offering \$5,985 to \$12,770 a year jobs as internal and contract auditors to men with a minimum of three years' experience. The amount of experience will determine the pay grade.

Name this announcement (No. 217B), when filing forms 57, 5001-ABC and 15 with the Board of U.S. Civil Service Examiners, Middletown Air Material Area, 111 East 16th St., New York 3, N.Y. Forms may be obtained from many U.S. Post Offices and from the Second U.S. Civil Service Region, 641 Washington St., New York 14, N.Y.

U.S. Government Hiring T-Men at \$4,980 a Year

The U.S. Government is accepting applications now for \$4,980 a year jobs as T-men with the Treasury Department. File until further notice.

Required are good physical condition and good eyesight, and four years of appropriate experience. College study may be substituted up to a maximum of three years.

The announcement, No. 2-55-2 (1959), and applications may be obtained from the Civil Service Examiner, Internal Revenue Service, Room 1116, 90 Church St., Manhattan.

How To Get A HIGH SCHOOL Diploma or Equivalency Certificate

AT HOME IN SPARE TIME

If you are 17 or over and have left school, you can earn a High School diploma. Write for free High School booklet—tells how.

80 Monthly includes all Books Exams, Individual Instruction!

Our Students have entered over 500 Colleges!

AMERICAN SCHOOL, Dept. 9 AP-20

120 W. 42nd St., New York 36, N. Y. Phone BRyant 9-2604

Send me your free 55-page High School Booklet.

Name _____ Age _____
Address _____ Apt _____
City _____ Zone _____ State _____

OUR 62nd YEAR

"Say You Saw It in The Leader"

OWN YOUR OWN HOME See Page 11

USE YOUR CHRISTMAS BONUS FOR THIS LATEST POLAROID

Give the camera that takes 60-second pictures

WITHOUT FLASHBULBS THE POLAROID LAND CAMERA



with

NEW!

3000 SPEED FILM

15 times more sensitive than present films! Now you can take indoor shots as easily and economically as snapping pictures in the sunshine!

NEW!

REPEATING WINK-LIGHT

Winks away dark shadows automatically. More than 1000 winks in a single light-weight battery — the equivalent of more than \$100 worth of flashbulbs!

BUY THE COMPLETE KIT & SAVE!

Polaroid Land Camera, wink-light, everything you need to take 60-second pictures this wonderful new way is included in our complete, factory-packed kits. And the cost is much less than the total of the individual items. Illustrated is the Model 800 Kit which includes the Land Camera, repeating wink-light, two rolls of 3000 speed film, 25 Postcarders, 2 write-in

albums and a beautiful top-grain cowhide carrying case. The case is a handsome addition to your luggage and means that you can carry with you everything necessary to take pictures in any situation. We have kits featuring every model of the famous Polaroid Land Camera. Come in and see them today. Let us take your picture — it's yours with our compliments.

NEW DEAL RADIO

87 SECOND AVE.
NEW YORK
GR. 5-6100

ARCO
CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

\$80 P. O. Jobs Set For Jan.

\$80 a week Post Office jobs in Brooklyn will be opening sometime in January for the filing of applications, it has been announced.

The openings are for both substitute clerk and substitute carrier. The minimum age for filing is 17, and for appointment, 18.

There are no minimum of education or experience requirements for either job, the only requirements being good health and U.S. citizenship.

Substitute clerks and carriers will receive, after six annual increments, \$2.42 an hour, and will be eligible for regular titles according to seniority.

Watch next week's Leader for complete details as to filing dates, procedures and the date for the written exam.

Engineering Jobs For Grads Pay Up to \$12,770

The U.S. Government is offering jobs in more than 20 fields to qualified engineering graduates. The salaries will be from \$4,490 to \$12,770 a year.

For all the jobs at least a four year college degree is required. For positions above the GS-5 pay level, professional experience or more education is required. U.S. citizenship is also necessary.

Applications froms that must be filed are Standard Form 57, Card Form 5001-ABC. This announcement number No. 211 B, must be stated when seeking further details.

See "Where to Apply for Public Jobs" in this week's Leader for filing instructions.

CITY'S PROM. TO SENIOR ARCHITECT EXAMS OPENING

Applications will be accepted from Jan. 6 to Jan. 26 for the promotion to senior architect in the Housing Authority exam. Salary is from \$9,000 to \$11,100 a year, and candidates must have served for at least six months in the title architect. Apply to the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y.

State Pays \$3,680 to Janitors

The State of New York is offering \$3,680 to \$4,560 a year jobs as supervising janitors to men with only one year of experience in the field. Applications will be accepted until Jan. 4.

Requirements of the job are one years of experience and graduation from a senior high school. Men without a high school diploma must have two years' experience.

A written test will be given Feb. 6, and will include questions on methods, practices, supplies and equipment in building cleaning and maintenance. Also tested will be knowledge of modern principles of supervision and heating, plumbing carpentry and electrical trades.

To apply for this job, mention exam number (2197) when contacting the State Department of Civil Service, 270 Broadway, Manhattan; or the State Office Building, Albany, N.Y.

Guard Jobs Open, Paying \$67 a Week

\$67.60 guard jobs, consisting of general patrol duty, are available now to qualified men at the U.S. Naval Training Device Center in Port Washington, N.Y.

Requirements are the ability to qualify in a firing course for the .38 caliber pistol, and good eyesight and hearing. Emotional and mental stability and generally good health are also necessary.

Guards patrol grounds and buildings to prevent trespass, fire, theft and damage to Government property. They direct and give information to visitors, remove unauthorized persons, and preserve peace and order.

All applicants will be required to take written examination.

To apply, obtain Card Form 5000AB from either the Executive Secretary, Board of U.S. Civil Service Examiners, U. S. Naval Training Device Center, Port Washington, N.Y.; or from post offices in Nassau and Queens Counties.

Ranger Trainees Earn to \$3,755

One year of college study is the only requirement for \$3,495 to \$3,755 a year jobs as park

ranger trainees with the U.S. Government.

The fields open are park ranger, park naturalist, park historian and park archaeologist. Applications must be in before March 14, under Announcement No. 205.

Apply, stating number of announcement, to the U.S. Civil Service Commission, Washington 25, D.C. Ask for form 5000-AB.

LOOKING FOR A HOME
See Page 11

New General Electric Television

1960 STYLING

plus advance performance features



DANISH MODERN

Dramatic, clean lines inspired by leading home fashion authorities.

Model 21C3585 Genuine walnut veneers and solids 26 1/2 sq. in. viewable picture 21" overall diagonal

Decorator-styled cabinetry

- Trimmer, Slim Silhouette design
- Scandinavian and French Provincial motifs
- Choice of most popular crafted wood finishes

Years-ahead convenience

- 4-Way *Wireless* Remote Control
- "Electronic Power Tuning"
- Amazing sound! Dual 21" x 9" custom coaxial speaker systems.
- Stereo-Phono Jacks, separate bass and treble controls

TV that's really different!

GE Custom DESIGNER TV

A dramatic new dimension in styling



Model 17T3333, Charcoal and antique white 15 1/2 sq. in. viewable picture 17" overall diagonal

Enjoy these advance-design features:



- ★ Three-hour timer—turns set off automatically at desired time
- ★ New console-power chassis
- ★ Precision-etched circuitry
- ★ Bright, sharp, crystal-clear picture

See Us For Low, Low Price

more than a portable!

CENTRAL TELEVISION INC.

2172-3rd AVE. (Bet. 118 & 119 Sts.)
New York City EN 9-6900

ARMY GETS SAFETY AWARD



Mora Foreman (right), chief of the safety branch of the U. S. Army Engineer Division, located in New York City, is shown receiving an award in recognition of the splendid safety record of the Division's vehicles. Presenting the award is C. G. Cox, chief of the motor carrier safety section of the Interstate Commerce Commission.

REAL HOMES



ESTATE VALUES



CALL BE 3-6010

CALL BE 3-6010

LONG ISLAND THE ADVERTISERS IN THIS SECTION HAVE ALL PLEDGED TO THE SHARKEY-BROWN LAW ON HOUSING

Merry Christmas

JEMCOL
MAKE IT A REAL CHRISTMAS

BEAUTIFUL FREEPORT TERRACE
1 family down stairs. Beautiful 3 room, includes dining room, living room, kitchen and enclosed porch. Upstairs 2 bedrooms and bath. Garage, sacrifice \$9,990 only. \$300 Down, buys this waiting beauty. Better hurry! Will be grabbed up.

ST. ALBANS \$750 CASH
1 FAMILY \$15,500
Fully detached, 6 rooms, bath and porch, 40x100, 1 car garage, oil unit, aluminum storms, screens with Venetian blinds.

170-03 Hillside Ave.
Next to Sears, Roebuck
"E" or "F" train to 109th St. Sta.
AX 1-5262

ASK TO SEE THE MANY OTHER BEAUTIFUL HOMES.

327 Nassau Rd. Roosevelt, L. I.
Southern State Parkway, Exit 21
FR 8-4750

7 DAYS A WEEK UNTIL 8 P.M.

EASIER TERMS! AT LIST

INTEGRATED
Merry Christmas
- Holiday Specials -
LOWEST DOWN PAYMENTS
"HOMES TO FIT YOUR POCKET"
SOME AS LOW AS \$300 TO ALL
\$10 HOLDS ANY HOME

Springfield Gdns, So. Ozone Park, Richmond Hill, Jamaica & Vic.

SO. OZONE PARK \$9,800
5 large rooms, Hollywood kitchen, full basement, automatic heat. Many extras.

RICHMOND HILL
SOLID BRICK, semi-detached, 1 family, 6 extra large rooms, 3 master sized bedrooms, walk-in closets, 1 1/2 Hollywood bath, stall shower, playroom basement.
\$950 Down

HILLCREST
1 family, fully detached, 7 rooms, garage. All area, across street from school. Playroom basement.
\$650 DOWN

SOUTH OZONE PARK 2 FAMILY
Reduced to \$12,000
Fully detached, oil heat, nice land. Separate entrance to upstairs apt. Nr. everything. Bring Small Deposit!

1 FAM. \$61.71 Mo. \$9,500
2 FAM. \$88.02 Mo. \$13,500
BUNG. \$78.17 Mo. \$11,900

Large Selection of 1 & 2 FAMILY \$9,000 to \$12,000

1 FAMILY \$9,500
Detached, oil heat, 1 car garage, semi-finished basement. Near everything. Bring Small Deposit. RUSH!

Also Many Unadvertised Specials
DL 7-3838 OL 7-1034
140-13 HILLSIDE AVE. JAMAICA
E or F Train to Parsons Blvd.

LIST REALTY CORP.
OPEN 7 DAYS A WEEK

QUEENS
SPRINGFIELD GARDENS
INTEGRATED
2 Family Detached 40x100 Plots

First Floor \$24,500
● 3 Bedrooms \$4,500
● Oversized eat-in Kitchen Down
● Fully tiled bath
● Large Dining Room ONLY
● Bright Living Room
● Full Basement Monthly \$40

Second Floor
● 5 Rooms Carries All
● 2 Bedrooms

1 Family Ranch Only \$17,500 Down \$1,300
F.H.A. 30 Yr. MORTGAGE

WESTMOUNT HOMES
137-30 Bedell St. LA 8-9696
Directions to model: Belt Pkwy to Farmers Blvd north 7 blocks to Bedell St. Right to model. LRR to High St. Ave. Sta. 2 blocks to model. Bus Q5A from 165 St. Jamaica Terminal to Bedell St.
Open Daily to 5, Sun 11 AM to 6 PM

Season's Best
S. OZONE PARK — \$13,990 INTEGRATED

NO CASH DOWN FOR GIs
\$490 CASH ALL OTHERS
DETACHED BRICK SHINGLED COLONIAL

5 1/2 Rooms — Finished Basement
New Gas Steam Heating, Oversize Garage
All Extras Including Alum, Scrns & Strms B-195

E-S-S-E-X 143-01 HILLSIDE AVE. JAMAICA
AX 7-7900

Yuletide Greetings

INVEST YOUR CHRISTMAS BONUS IN A HOME

ST. ALBANS — 4 bedrooms, colonial brick, 2 car garage, 50x100.
\$17,900
\$990 Cash

HOLLIS — 2 family brick, 5 & 4, 2 car garage, finished basement with bar, gas heat, h/wood kitchen & bath.
\$18,490
\$1,200 Cash

ST. ALBANS — Colonial Brick & Stucco, 9 rooms, 4 bedrooms, 2 1/2 baths, 2 car garage, 50x100.
\$19,900
\$1,800 Cash

Belford D. Harty Jr.
180-23 Linden Blvd.
Fieldstone 1-1950

Merry Christmas
2 GOOD BUYS

FLORAL PARK SOLID BRICK
Detached on huge 26x87 plot, Ranch, 3 bedrooms, 2 rooms in finished basement, oil heat, 1 car garage, extras. A FINE RESIDENCE.
\$19,000

HOLLIS
Legal 2 family home, 40x100 plot, new aluminum siding, knotty pine finished basement, 9 rooms, beautiful landscaped. High mortgage. Many extras. LIVE RENT FREE.
\$20,000

HAZEL B. GRAY
Lic. Broker
109-30 MERRICK BLVD. JAMAICA
Entrance 109th Rd.
AX 1-5858 - 9

EAST ELMHURST
INTEGRATED

- 6 LARGE ROOMS
- 2 STORY
- FINISHED BASEMENT
- 1 1/2 BATHS
- OIL HEAT
- REAR PATIO, AWNING
- NR. TRANSPORTATION
- REFRIGERATOR, STORMS, Etc.
- REASONABLE PRICE

Call all Day Sat. & Sun.
Week after 6 P.M. DE 5-6897

New Branch Office for Civil Service Leader
FOR A FREE COPY of the Civil Service Leader or information in reference to advertising, etc. for Hudson Valley call or write:

Colonial Advertising Agency
239 WALL STREET
Kingston, N.Y. Tel. Federal 8-8350

HUNTINGTON, L. I.
EXCEPTIONAL BUY! BRAND NEW!
Detached, New Cape Cod, oversized landscaped plot, expansion attic, full basement, oil heat, near business stores, schools, etc. at Huntington Sta. 84th St. Ave. OWNER BUILDER! Compare this low price only \$12,900 with easy terms. FHA approved. Call WA 2-0182.

UPSTATE PROPERTY

FARMS & ACREAGE

SCHOHARIE
RETIREMENT HOMES
Many to choose from \$2250 up
FREE LIST
Joseph Blanchine, Realtor, Richmondville, N. Y.

RETIRING
I have fine small homes, country and village. Send for free brochure with listings.
HOMER K. STALEY, Realtor
Rhinebeck, N. Y.

FARMS ULSTER COUNTY
HIGHMOUNT - BELLEAYRE - 540 Center 11 acres homestead; good road, \$2,200. Rustic Barn; 5 rms; 2 acres \$9,500. LUKOW, Rity, Margaretville, N.Y. 2281

FARMS — ULSTER COUNTY
FREE BARGAIN LIST
Farms-Acreage Businesses
N.B. GRONN, 2 John, Kingston, N.Y.

GREENE COUNTY

Business Opportunity GREENE COUNTY
BAR & RESTAURANT incl. 4 cabins & 8 bedrooms all equip. \$25,000. V. G. Sheridan, AEL R.D. 2, Catskill.

HOUSEES — GREENE COUNTY
2 STORY FRAME, heat, 2 baths, good condition in village \$6,500. V. G. Sheridan, AEL R.D. 2, Catskill.

14 acres, edge of village, 2 family, 10 rms & 2 baths, sep. entrance, hot water heat, 2 car garage, barn and fully equip. poultry house, 5000 broilers, scenic view, \$11,500.
FRITZ GERLACH, REALTOR
Prattville, N. Y. AX 9-3024

FARMS — ORANGE COUNTY
\$4,000 buy-in, 1/2 acre, 1000 sq. ft. edge of village, oil heat, 2 bedrooms, city water, extra lot, only 1/2 cash. Others, E. Fryer, 200 Hartford, Middletown, NY 20-2730

55 Minutes from N.Y. City
ON ROUTE 208-1 1/2 MILES FROM MONROE, N. Y.

Warley Heights CUSTOM BUILT HOMES
\$11,990
FULL CELLARS—CITY SEWERS
\$590
DOWN & APPROXIMATELY \$89

Per Mo. Princ., Int. & Taxes

- CITY WATER
- 1/3 ACRE
- HOT WATER BASEBOARD HEAT
- COPPER PLUMBING
- CERAMIC TILE BATH
- FURNACE VANITY
- BIRCH CABINETS
- WALL OVEN

BUSES, R.R., SCHOOLS, SHOPPING
Take N.Y. Thruway to Harrison Exit 16, then Route 17 to Monroe Exit, turn right to Route 208, go 1 1/2 miles towards Washingtonville.
From Gen. Washington Bridge, Route 4, then Route 17 to Monroe, Exit. From Lincoln Tunnel Route 3 to Route 17 to Monroe Exit.

Warley Heights, Inc.
RTE 208, MONROE, N. Y.

MANHATTAN - APTS.

Modern Apartments New Alternations
1 1/2, 2 1/2, 3 1/2 Rooms

2 elevators, incinerator, colored tile bathrooms. Immediate occupancy. Two professional apts available near all transportation.
3017 BROADWAY AU 6-0050
Call bet. 11 A.M. - 7 P.M.

Furnished Apts. Brooklyn
57 Herkimer Street, between Bedford & Nostrand Ave., beautifully furnished one and two room apts, kitchenette, gas, electric free. Elevator. Near 8th Ave. Subway. Adults. Seen Daily.

LEGAL NOTICE

File No P 4036, 1959.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: GOTTFRIED WOLFGANG LATZ; DOROTHEA LATZ; HELMUT LATZ and JOHN LATZ, a/w/a HANS RUDOLF LATZ;
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 February 3, 1960, at 10:30 A.M., why a certain writing dated March 22, 1940, which has been offered for probate by ETHEL B. LATZ residing at 140 East 81st Street, New York 28, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of BENNO ERNST LATZ, Deceased, who was at the time of his death a resident of 140 East 81st Street, in the County of New York, New York, Dated, Attested and Sealed, Dec. 15, 1959.
RON. S. SAMUEL DI PALCO
Surrogate, New York County
PHILIP A. DONAHUE
Clerk.

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

RIVERSIDE DRIVE, 14 & 15th streets
apartments. Inter-tribal. Furnished. Tel. FA 9-1115

Jr. Draftsmen Needed in City At \$3,250, up

Opening Jan. 6 with the City of New York is the big exam for junior draftsman, a job paying from \$3,250 to \$4,330 a year. Resi-

dence in the City is a requirement on only some of the vacancies.

The promotion opportunities on this job are to engineering draftsman, junior engineer and junior architect, to those qualified for the positions. They are all in salary grade 11 and pay from \$4,850 to \$6,290 a year.

Requirements are graduation from a senior high school, or equivalent, and one year of drafting experience; or two years of college study for a degree in engineering or architecture; or a degree awarded upon completion of a course of study pertinent to the duties of the job.

The duties of the job consist of doing drawing, tracing, inking and lettering. Simple calculations of bearings, angles, grades and distances will also be part of the job.

Applications and information are available from the Application section of the Department of Personnel, 96 Duane St., New York 7, N. Y., two blocks north of City Hall, across from The Leader.

111 CITY TYPISTS

Appointments for 111 New York City typist eligibles resulted from a hiring pool held by the City Department of Personnel recently.

NOW AT MEZEY

'59 SAAB 93

WITH 7 NEW BIG FEATURES
Sweden's Quality Aircraft Car

MEZEY MOTORS

Authorized Dealer For
LINCOLN-MERCURY-EDSEL
1229 2nd AVE. (64 ST.) TE 8-2700
to ml

Newest, Most Sensational 1960 Automatic Washer!

General Electric FILTER-FLO

Solves Bleaching Problems Automatically!



New, Exclusive G-E BLEACH DISPENSER

Automatically Performs ALL These Services!

- Stores a Month's Supply of Bleach!
- Measures the Right Amount for Wash-Load after Wash-Load!
- Injects It at the Right Moment!
- Dilutes It to the Right Strength!

Plus Famous, Exclusive G-E Non-Clogging, Moving Filter
Lint, sand and soap scum are automatically removed as clothes are washed. The filter also serves as a handy detergent dispenser.

Plus 5 Automatic Cycles
Assure Just Right Care for ANY Type of Washable

Plus Many Other Important Conveniences!

SPECIAL
PRICES
TO ALL
CIVIL
SERVICE
EMPLOYEES

Buy Only
at this
Sign of Value

YOU'RE WORRY-FREE WHEN YOU BUY G-E!



DAVE ADELMAN

139 LAWRENCE STREET BROOKLYN, N. Y.

UL 5-5900

Career Tests Close For Filing Jan. 4

The State of New York is offering professional career examinations (No. 2220) for college juniors, seniors and graduates interested in civil service careers.

The positions are in New York State Government and are open in any field — administration, economics, statistics, law, science, etc.—and pay a starting salary of \$4,600.

Applications and additional information are available from the State Department of Civil Service, 270 Broadway, New York City; and the Lobby of the State Office Building, Albany, N.Y. Applications must be in by Jan. 4.

Interpreters Needed In City at \$4,900

Interpreters are needed in City Courts at salaries of \$4,900 a year. Knowledge of both Italian and Yiddish are the only requirements. Jan. 6 is the opening day for filing.

The only requirement, other than knowledge of the languages, is graduation from a senior high school, or equivalent.

Applications and information are available from the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y., two blocks North of City Hall and just west of Broadway.

COME IN, SEE
THE REMARKABLE
1960 DODGE DART
AND THE FABULOUS
1960 DODGE LINE
AND THE WONDERFUL
1960 SIMCA

Also Available, Brand New
1959 DODGES & PLYMOUTHS
LEFTOVERS, SAC, PRICES

BRIDGE MOTORS

Jerome Av (172d St. Box) CY 4-1200
also Gr Concourse (183-4 St) CY 5-4313

'59 MERCURYS
TERRIFIC DISPLAY—ALL
MODELS & COLORS IN STOCK
Also Used Car Closeouts
'54 STUDE Cpe Automatic
'53 FORD Sedan Farismatic
'53 OLDS Sedan Hydramatic
and many others

MEZEY MOTORS

Authorized Lincoln-Mercury Dealer
1229 2nd Ave. (64 St.)
TE 8-2700 Open Even

LEGAL NOTICE

SUMMONS ACTION FOR A SEPARATION SUPREME COURT OF THE STATE OF NEW YORK, County of New York.

BLANCA EDITH HARDEN, Plaintiff against ERIK A. HARDEN, Defendant.

Plaintiff designates New York County as the place of trial.

Plaintiff resides in New York County.

To the above named Defendant:

YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated, New York, December 15, 1958

ARNOLD A. SECUNDA
Attorney for Plaintiff
Office and Post Office Address
92 Liberty Street
Borough of Manhattan
City of New York

NOTICE PURSUANT TO RULE 53 OF THE RULES OF CIVIL PRACTICE SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.

BLANCA EDITH HARDEN, Plaintiff, against ERIK A. HARDEN, Defendant.

TO: ERIK A. HARDEN

The foregoing summons is served upon you pursuant to an Order of the Honorable WILLIAM C. HECHT, JR. Justice of the Supreme Court of the State of New York dated the 6th day of November, 1959, and filed with the complaint in the office of the Clerk of the County of New York, 60 Centre Street, Borough of Manhattan, City and State of New York.

DATED: New York, New York
November 9th 1959.

ARNOLD A. SECUNDA
Attorney for Plaintiff
60 Broad Street
New York 4, New York

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

LEGAL NOTICE

CITATION
THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; The City of New York, Department of Hospitals; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Beatrice Rose, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Beatrice Rose, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Beatrice Rose, deceased, who at the time of her death was a resident of 543 East 79th Street, New York, N. Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 19th day of January, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 30th day of November in the year of our Lord one thousand nine hundred and fifty-nine.

Philip A. Donahue
Clerk of the Surrogate's Court.

File No. P3550, 1959.

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: THE PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK; MARGUERITE ISABELLE DE GARDIES; PIERRE DE SIBERT; EDUARD FREDERIC KREITMANN; LUCIE MARGUERITE SERVIERE; HOLLIS HUNNEWELL; ISABELLA KEMP; HARRY COOK CUSHING IV; FREDERIC W. NEILSON; ISABELLE NEILSON; ODETTE K. CUENOD; SIMONE K. BOREL; JEAN ANDRE KREITMANN; BEATRICE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ELLANE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; ISABELLE DE HILLERIN DE BOITISSANDEAU, an infant over fourteen years of age; GEOFFREY TRONCHIN-JAMES, an infant over fourteen years of age; CHRISTOPHER TRONCHIN-JAMES, an infant over fourteen years of age; THE DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GEBHARD GOURGAUD, DECEASED, OTHER THAN THE PERSONS ABOVE NAMED, IF ANY THERE BE, THEIR DISTRIBUTUTES, HEIRS AT LAW, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, DEVISEES, LEGATEES, ASSIGNEES AND SUCCESSORS IN INTEREST, THE NAMES, RESIDENCES AND POST OFFICE ADDRESSES OF ALL OF WHOM, IF ANY THERE BE, ARE UNKNOWN TO THE PETITIONERS HEREINAFTER NAMED AND CANNOT BE ASCERTAINED BY THEM AFTER DILIGENT INQUIRY, SAID UNKNOWN DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID EVA B. GEBHARD GOURGAUD, DECEASED, IF ANY THERE BE, BEING RELATIVES OF THE BLOOD OF THE LATE WILLIAM H. GEBHARD WHO DIED ON OR ABOUT MAY 24, 1905, OR THE LATE CORA GEBHARD (BORN WILKINSON) WHO DIED ON OR ABOUT JULY 31, 1928, AND THE PERSONS WHO WOULD HAVE BEEN THE HEIRS AT LAW, NEXT OF KIN AND DISTRIBUTUTES OF WILLIAM H. GEBHARD, DECEASED (WHO DIED ON OR ABOUT MAY 24, 1905) AND WHO WAS THE FATHER OF SAID EVA B. GEBHARD GOURGAUD, DECEASED. IF SAID WILLIAM H. GEBHARD HAD SURVIVED SAID EVA B. GEBHARD GOURGAUD (WHO DIED ON OR ABOUT JULY 14, 1959) AND DIED INTESTATE, OTHER THAN THE PERSONS ABOVE NAMED, IF ANY THERE BE, THEIR DISTRIBUTUTES, HEIRS AT LAW, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, DEVISEES, LEGATEES, ASSIGNEES AND SUCCESSORS IN INTEREST, THE NAMES, RESIDENCES AND POST OFFICE ADDRESSES, ALL OF WHOM, IF ANY THERE BE, ARE UNKNOWN TO THE PETITIONERS HEREINAFTER NAMED AND CANNOT BE ASCERTAINED BY THEM AFTER DILIGENT INQUIRY, SAID PERSONS WHO WOULD HAVE BEEN THE DISTRIBUTUTES, HEIRS AT LAW AND NEXT OF KIN OF SAID WILLIAM H. GEBHARD, IF HE HAD SURVIVED SAID EVA B. GEBHARD GOURGAUD, IF ANY THERE BE, BEING DESCENDANTS OF THE LATE FREDERICK GEBHARD (WHO DIED ON OR ABOUT FEBRUARY 9, 1842), FATHER OF SAID WILLIAM H. GEBHARD.

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, on December 22, 1959, at 10:30 A.M., why a certain writing dated June 5th, 1959, which has been offered for probate by the petitioners, FRANK H. SINCERBEAUX, residing at No. 43 Greenway Terrace, Forest Hills, New York, ROBERT A. SINCERBEAUX, residing at No. 15 Montview Avenue, Short Hill, New Jersey, and ROBERT S. TYSON, residing at No. 530 DuBois Avenue, Valley Stream, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of EVA B. GEBHARD GOURGAUD, Deceased, who was at the time of her death a resident of No. 14 Fifth Avenue, Borough of Manhattan, in the County of New York, New York.

Dated, Attested and Sealed,
November 4, 1959.
New York 1
Surrogate
(L.S.)
Seal

HON. S. SAMUEL DI FALCO
Surrogate, New York County
Philip A. Donahue
Clerk

"Say You Saw It in
The Leader"

Earn to \$3,755 While Studying Aero Engineering

Work-study programs for college students, paying from \$3,255 to

\$3,755 a year, are being offered by the U.S. Government in aeronautical and aeronautical power plant engineering, mathematics and electronics. There is no closing date. To obtain appointment, students

must enroll in a cooperative curriculum in a recognized college or university.

When applying, mention Supplement No. 2-97-8 (1959) to Announcement No. 205. Apply to the Executive Secretary, Board of U.S. Civil

Service Examiners, Federal Aviation Agency, National Aviation Facilities Experimental Center, Atlantic City, New Jersey; or Second U.S. Civil Service Region Office, 641 Washington St., New York 14, N. Y.

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

HOUSE HUNTING See Page 11

AMERICAN'S LOW PRICE! ★ G-E QUALITY! ★ GENERAL ELECTRIC FROST FREE REFRIGERATOR-FREEZER

FROST NEVER FORMS

in the New GENERAL ELECTRIC Frost-Guard Refrigerator-Freezer!



Automatic Defrosting in the Refrigerator

Automatic Defrosting in the Freezer!

Messy Defrosting Banished Forever in BOTH the Refrigerator AND the Freezer!

ONLY G-E has ALL 5 Most-Wanted Features!

1. FROST-GUARD SYSTEM
 2. NO-FROST ROLL-OUT FREEZER
 3. SWING-OUT SHELVES
 4. FREEZE-N-STORE ICE SERVICE
 5. FLUSH-FIT STYLING
- and many other conveniences!
- You're Worry-Free When You Buy G-E!
- More than 4,000,000 G-E Refrigerators in use 10 Years or More.

FREE! FULL YEAR SERVICE by G-E Factory-Trained Experts

UP TO **3 Years To Pay!** **BIG Trade-In Allowance!**

Buy Only at this Sign of Value



FOR ALL
G-E
REFRIGERATORS

S
E
E
A
M
E
R
I
C
A
N



SPECIAL PRICES TO CIVIL SERVICE EMPLOYEES

AMERICAN HOME CENTER INC.

616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY

Call MU. 3-3616 FOR YOUR LOW, LOW PRICE

Today's School Custodian Is A Man of Many Skills

(The article below is reprinted from the magazine "Better Building Maintenance."—The Editor.)

By CHARLES HAIGHT

When you attended school, what did you call the man who kept the school clean and heated? Probably, he was called "janitor" and probably this was the right title. More than likely, the janitor was poorly educated, lacked any special training and the odds are he was the town "rum-dum." The responsibilities that were this man's consisted of such highly technical duties as stoking a pot-belly stove, hauling ashes and cleaning the school-house when it was needed; that is, if the teacher and children didn't do it for him, or after him, which is the more likely.

This is a far cry from the "janitor" of today; for upon the shoulders of today's custodian lies the operation and maintenance of the vast, complex physical plant and all it encompasses. The complexity of today's custodial positions can only emphasize as well as give impetus to the appointment of more qualified personnel. One of the hurdles that must be overcome before a school can appoint a qualified custodian is elimination of local and political sponsorship and its resultant digression from any progressive program. Still another is the lack of realization, or failure to admit, that the custodian is important and really a part of the educational team. It shall also be necessary to close what may have been serving as a rehabilitation center for the aged or infirm or a job for some local charity case.

Public Relations Needed

The position of custodian requires an individual with knowledge of human relations, and the ability to use this knowledge. A custodian must have better than average qualities, with habits above reproach. This position requires that the person holding it meet the public regularly, the respect and understanding of children is a must. A very rare trait is also an important requisite — the knack of maintaining with relative ease a congenial atmosphere while in close proximity with classroom teachers.

Responsibilities

A quick check of almost any school budget will show that the custodian is responsible for the use of approximately eight percent of the total budget. It is he who selects supplies for the custodial services. It is he who must get the greatest economy from the fuel, light and water budgets by efficient utilization. With his leadership and ability, many repair operations can be accomplished that normally would require outside help. Let us not lose sight of the fact that with instructional costs and school board expenses removed from the budget, the custodian is closely affiliated with the remaining budget items.

The most astonishing thing is that the position requires knowledge that a "janitor" just isn't expected to have. It demands a custodian with a good background to maintain safely a heating, ventilating, sanitary and electrical system, any of which could result in serious complications if not properly maintained. Can a janitor set up and operate a good preventative maintenance program, one that year after year reflects a real saving? This is very doubtful! No person in his right mind would think of hiring a blind person as a school bus driver; after all, he would be responsible for the lives of sixty children! Does it then seem logical to hire an incompetent person as "janitor," and trust him with the entire student body as well as millions of dollars in buildings?

enancement program, one that year after year reflects a real saving? This is very doubtful! No person in his right mind would think of hiring a blind person as a school bus driver; after all, he would be responsible for the lives of sixty children! Does it then seem logical to hire an incompetent person as "janitor," and trust him with the entire student body as well as millions of dollars in buildings?

Availability of Training

A qualified custodian, as the position exists today, may be hard to locate. Colleges, technical institutes and even trade schools have been slow to realize the need for preparation of programs to fill the gap. This reluctance to start these needed programs may stem from the fear that such a program would lower their standards.

It will likely be found necessary to start workshop and in-training programs to generate the motivation necessary and to instill the need for reclassification from sedan!

"janitor" to custodian, both in title and reality. Upgrading will take time and require a continuation or extension of this new philosophy, along with the education of all involved. The day the sign "janitor" comes down from the maintenance headquarters of your building and the word "Custodian" replaces it, you will have begun the long uphill pull to a safe, economically-operated school building.

A custodian will relieve the school building administrator of a great many of the duties that have little or no bearing on the instructional program. Remember principals are not hired to see that the boiler is clean, to check the roof for needed repairs, nor to say it is time to apply fertilizer to the lawn, or for that matter, what kind or type to use. A custodian, instead of a janitor, will aid in the educational program by relieving the administrator of such details. Is it not sound economy to buy a truck to do a trucking job rather than a

State Eligible Lists

STATIONARY ENGINEER INTERDEPARTMENTAL

1. Bruffery, Patrick, Ogdensburg .. 1044
2. McCurdy, Archie, Geneva .. 997
3. Benedict, Raymond, Warwick .. 983
4. Socher, Charles, Leicestershire .. 971
5. Silliman, Cecil, Auburn .. 968
6. Maddox, Walter, Thiells .. 958
7. Sayre, David, Hudson Fls .. 940
8. Bridge, Laverne, Oakfield .. 935
9. Garrand, Mitchell, Plattsburg .. 933
10. McTarnaghan, R., Wadsworth .. 925
11. Cox, William, Kings Park .. 924
12. Serow, Francis, Oswego .. 915
13. Vanstone, Alberto, Albion .. 913
14. Stevens, Leslie, Freeville .. 909
15. Hoffman, John, Valatie .. 908
16. Maxwell, Frank, Oswego .. 908
17. Zochner, Peter, W. Brewster .. 905
18. Lickona, Edward, Pheasant .. 901
19. Sweeney, Leon, Ogdensburg .. 901
20. Lyons, Patrick, Ciri Islip .. 899
21. Murray, Donald, Ogdensburg .. 890
22. Phillips, Elias, DeWyster .. 890
23. Krak, Joseph, Pearl Rvr .. 885
24. Rivera, Antolin, Bayshore .. 882
25. Labaraca, Joseph, Mt. Morris .. 881
26. Gublow, Burt, Buffalo .. 884
27. Belmont, Warren, N. Palis .. 883
28. O'Rourke, Thomas, Blyden .. 873
29. Terpening, Kenneth, Fulton .. 872
30. Dickson, James, Jamaica .. 872
31. Gloff, Herbert, Fredonia .. 870
32. Reballal, Calixton, E. Brewster .. 869
33. Bulmer, Robert .. 865
34. Yeochi, Michael, Hammondsport .. 861
35. Scherly, John, Ciri Islip .. 857
36. Marks, Robert, Centerville .. 856
37. Wink, Robert, Oneonta .. 854
38. Vase, Owen, Albany .. 853
39. Cowart, Willard, Albany .. 851
40. Mostachetti, D. .. 850
41. Seales, Casey, Middletown .. 847
42. Koenig, William, Staten Isl .. 846
43. Weisner, Robert, Eaton .. 845
44. Roseboom, Jay, Queens Vlg. .. 845
45. Elmholtz, Herman, Lebanon .. 843
46. Carr, Donald, Rochester .. 843
47. Ferris, Howard, Perry .. 842
48. Beattie, John, N. Palis .. 841
49. Dornay, Russell, Winchelsea .. 839
50. Gardner, Roger, Ansonia .. 836
51. Leslie, Howard, Box 51 .. 834
52. Hyback, Herbert, Batavia .. 833
53. Quinn, Bernard, E. Islip .. 831
54. Bextford, Leo, Woodbourne .. 831

55. Schiffner, William, Gowanda .. 831
56. Graveline, C., Ogdensburg .. 830
57. Rossi, Ralph, Albany .. 828
58. Hutchinson, Bruce, Buffalo .. 824
59. Embick, Henry, Albany .. 822
60. Zimney, Earl, Middletown .. 820
61. Chaney, Alfred, Stony Pt. .. 817
62. McDowell, Robert, Mayoy .. 814
63. Vassie, Anthony, Portageville .. 810
64. Hyde, Sheldon .. 810
65. Willard, Wayne, E. Bethany .. 809
66. Brown, Clinton, S. Dayton .. 807
67. Lawlor, Edwin, Ciri Islip .. 807
68. Wood, Lloyd, Stony Pt. .. 800
69. Puzly, Albert, Fredonia .. 800
70. Kirob, Robert, Brentwood .. 805
71. Martin, Charles, Batavia .. 804
72. Maxzaki, John, Richmond .. 801
73. Miller, Calvin, Ovid .. 800
74. Auchmoody, Harold, Tilton .. 799
75. Baert, George, Hudson Fls .. 798
76. Alexander, Alan, Bonn .. 798
77. Jennings, Henry, Lyons .. 798
78. Parry, Walter, Whitesboro .. 797
79. Crawford, George, Bay Shore .. 796
80. Beach, Donald, Ovid .. 795
81. Pike, William, Whitehall .. 795
82. Newing, Barney, Bay Shore .. 792
83. Giddings, A., Pawling .. 788
84. Schurz, Ralph, Oneonta .. 787
85. Embling, Floyd, Geneva .. 786
86. Deum, Howard .. 783
87. Gryzbowski, Adde, Albany .. 778
88. Reiser, Frederick, Dover Pls .. 777
89. Williams, Charles, Loch Pl. .. 775
90. Bloom, Max, Albion .. 772
91. Baker, Robert, Hudson .. 769
92. Devor, Jack, Pheasant .. 760
93. Gardr, Thomas, NYC .. 752

SUPERVISOR OF SOCIAL WORK (Public Assistance)

1. Kearney, Paul, Utica .. 910
2. Ball, Geradino, Buffalo .. 909
3. Baldwin, John, E. Greenbush .. 891
4. Clarke, Walter, Blyden .. 890
5. Brown, Harry, Flushing .. 889
6. Bach, John, Bayside .. 885
7. Stronig, Paul, Bronx .. 887
8. Lang, Claudia, NYC .. 879
9. Lewis, Frances, NYC .. 879
10. Kats, Seymour, Far Rockway .. 870
11. Borcich, Murray, NYC .. 864
12. Hoogkamp, Francis, Menands .. 862
13. Kleanness, George, Bronx .. 857
14. Blakely, Eleanor, Blyden .. 855
15. Roth, Harry, Blyden .. 819
16. Meany, Joseph, Albany .. 813

SENIOR CLERK — PROMOTION COUNTY CLERK'S OFFICE

1. Holloman, Ruth, Oceanside .. 9034
2. Nibel, Catherine, Minerva .. 8954
3. Housatinn, Eugenia, Westbury .. 8828
4. Goldstein, Isidore, Elmont .. 8714
5. Weiss, Sylvia, Levittown .. 8574
6. Ferretti, Florence, Lynbrook .. 8548
7. McFadyen, Margaret, Minerva .. 8279
8. McCluskey, Edna, Roosevelt .. 8080
9. Koch, Henrietta, Williston Pk. .. 7574
10. Weiss, Augusta, Great Neck .. 7498

ASSOCIATE DIRECTOR OF LABORATORIES AND RESEARCH, DIVISION OF LABORATORIES AND RESEARCH, DEPARTMENT OF HEALTH

1. Brown, Ray, Voorheesville .. 9653

SENIOR CHEMIST, DIVISION OF STANDARDS AND PURCHASE EXECUTIVE DEPARTMENT

1. Payer, George, Albany .. 858
2. Barlow, Vincent, Albany .. 851

SUPERVISING MASTER MECHANIC, DEPARTMENT OF PUBLIC WORKS

1. Sichelco, Ralph, Newark .. 1050
2. Killespie, James, N. Troy .. 992
3. Brownian, Harold, 23 Center .. 913
4. Grove, Alton, Penfield .. 892
5. Robinson, John, Rochester .. 882
6. Hendrick, Warren, Lyons .. 862
7. Doyle, James, Hudson Fls. .. 858

HEAD CLERK DEPARTMENT OF STATE

1. Rivers, Hugh, Schuyl .. 965
2. Manoe, Jean, Albany .. 961
3. Pattinson, Isabel, Albany .. 839

New Judge Takes Prison Tour; Finds Conditions Good; Says Guards Deserve Better Pay

A recently-elected Erie County judge holding public office for the first time has taken it upon himself to make a tour of prison institutions at his own expense to see "what will happen" to persons he must sentence to prison terms. The judge, William J. Regan, came to the conclusion that a tremendous job was being done in penal institutions and that correction officers were highly deserving of better salaries and working conditions for the job they are doing. Since election day, Mr. Regan, 45, has visited 10 state reformatories and prisons in all parts of the state. He has paid all his own expenses. Before he assumes his \$18,000 a year post next month, he has two more calls to make.

Impressed

"I was tremendously impressed," said Regan, "by the job of rehabilitation that is being done in these institutions. I had always pictured a reformatory as a place where youths were locked up, given little or no training and then released. I found that is not the case at all."

Regan said he found that prisoners "can learn many trades and are taught by a very dedicated group of teachers."

The rehabilitation system, he said, was in contrast to a few examples of what he called "busy work" methods, such as making license plates for automobiles.

"I can't see just keeping a man busy while he's inside and then turning him loose no different than he was before," Regan said.

The county judgeship is the first elective office Regan, a Republican, ever sought. He is married.

ASSOCIATE JUSTICE NAMED

ALBANY, Dec. 28 — Governor Rockefeller will designate Justice Nicholas M. Pette of Jamaica Jan. 1 as an associate justice of the Appellate Division, Second Department. Justice Pette's salary will be \$36,500 a year.

has two daughters and has practiced law in Buffalo since 1938.

System Needs More \$ \$

"I found no case of maltreatment or brutality toward prisoners," he said. "The general impression I got was that this type of thing is just not tolerated."

He said the most important conclusion he could draw from his tour was that the entire system needed more money.

"Not only funds for higher salaries," he said, "but funds also should be increased for the improvement of facilities."

At Elmira Reception Center, where a new prisoner goes through a 10-week indoctrination period, Regan followed every step by visiting groups in various stages of processing.

Then he moved to the Elmira Reformatory, and from there he went to the Vocational Institution at West Coxsackie, Eastern Correctional Institution at Napanock, Walkkill Prison, Westfield State Farm, Matteawan State Hospital, Attica State Prison, Albion State Training School and the Women's Reformatory at Albion.

MRS. SIMON AIDS AT THE IVORIES



Mrs. Caroline K. Simon, "Boss Lady" of the Department of State, provided the musical accompaniment at the piano when the singing began during the annual Christmas party of the Department, held in the Manger-DeWitt Clinton Hotel in Albany. Mrs. Simon joined in on the singing, too, and is seen here with, from left, Mrs. Nancy Dimoro, party chairman; Fern Babbridge, and Mrs. Marion W..., president of the State Department chapter, Civil Service Employees Association.

STOP WORRYING ABOUT YOUR CIVIL SERVICE TEST



PASS HIGH the EASY ARCO WAY

- Administrative Asst. \$3.50
- Accountant & Auditor \$3.00
- Auto Engineman \$3.00
- Auto Mechanist \$3.00
- Auto Mechanic \$3.00
- Ass't Foreman (Sanitation) \$3.00
- Attendant \$3.00
- Beginning Office Worker \$3.00
- Bookkeeper \$3.00
- Bridge & Tunnel Officer \$3.00
- Captain (P.D.) \$3.00
- Chemist \$3.00
- C. S. Arith & Voc. \$2.00
- Civil Engineer \$3.00
- Civil Service Handbook \$1.00
- Unemployment Insurance Claims Clerk \$3.00
- Claims Examiner (Unemployment Insurance) \$4.00
- Clerk, GS 1-4 \$3.00
- Clerk 3-4 \$3.00
- Clerk, NYC \$3.00
- Complete Guide to CS \$1.50
- Correction Officer \$3.00
- Dietitian \$3.00
- Electrical Engineer \$3.00
- Electrician \$3.00
- Elevator Operator \$3.00
- Employment Interviewer \$3.00
- Federal Service Entrance Exams \$3.00
- Fireman (F.D.) \$3.00
- Fire Capt. \$3.00
- Fire Lieutenant \$3.50
- Fireman Tests in all States \$4.00
- Foreman \$3.00
- Foreman-Sanitation \$3.00
- Gardener Assistant \$3.00
- H. S. Diploma Tests \$4.00
- Home Training Physical \$1.00
- Hospital Attendant \$3.00
- Resident Building Superintendent \$4.00
- Housing Caretaker \$3.00
- Housing Officer \$3.00
- Housing Asst. \$3.00
- How to Pass College Entrance Tests \$2.00
- How to Study Post Office Schemes \$1.00
- Home Study Course for Civil Service Jobs \$4.95
- How to Pass West Point and Annapolis Entrance Exams \$3.50
- Insurance Agent & Broker \$4.00
- Investigator (Loyalty Review) \$3.00
- Investigator (Civil and Law Enforcement) \$3.00
- Investigator's Handbook \$3.00
- Jr. Accountant \$3.00
- Jr. Attorney \$3.00
- Jr. Government Asst. \$3.00
- Jr. Professional Asst. \$3.00
- Janitor Custodian \$3.00
- Jr. Professional Asst. \$3.00
- Laborer - Physical Test Preparation \$1.00
- Laborer Written Test \$2.00
- Law Enforcement Positions \$3.00
- Law Court Steno \$3.00
- Lieutenant (P.D.) \$4.00
- License No. 1—Teaching Common Branches \$3.00
- Librarian \$3.00
- Maintenance Men \$3.00
- Mechanical Engr. \$3.00
- Mail Handler \$3.00
- Maintainer's Helper (A & C) \$3.00
- Maintainer's Helper (E) \$3.00
- Maintainer's Helper (S) \$3.00
- Meter Attendant \$3.00
- Motorman \$3.00
- Motor Veh. Oper. \$3.00
- Motor Vehicle License Examiner \$3.00
- Notary Public \$2.50
- Nurse Practical & Public Health \$3.00
- Oil Burner Installer \$3.50
- Parking Meter Attendant \$3.00
- Park Ranger \$3.00
- Parole Officer \$3.00
- Patrolman \$3.00
- Patrolman Tests in All States \$4.00
- Playground Director \$3.00
- Plumber \$3.00
- Policewoman \$3.00
- Postal Clerk Carrier \$3.00
- Postal Clerk in Charge \$3.00
- Foreman \$3.00
- Postmaster, 1st, 2nd & 3rd Class \$3.00
- Postmaster, 4th Class \$3.00
- Power Maintainer \$3.00
- Practice for Army Tests \$3.00
- Prison Guard \$3.00
- Probation Officer \$3.00
- Public Management & Admin. \$3.00
- Public Health Nurse \$3.00
- Railroad Clerk \$3.00
- Railroad Porter \$3.00
- Real Estate Broker \$3.50
- Refrigeration License \$3.00
- Rural Mail Carrier \$3.00
- Safety Officer \$3.00
- School Clerk \$3.00
- Police Sergeant \$4.00
- Social Investigator \$3.00
- Social Supervisor \$3.00
- Social Worker \$3.00
- Senior Clerk NYS \$3.00
- Sr. Clk., Supervising Clerk NYC \$3.00
- State Trooper \$3.00
- Stationary Engineer & Fireman \$3.50
- Steno-Typist (NYS) \$3.00
- Steno Typist (GS 1-7) \$3.00
- Stenographer, Gr. 3-4 \$3.00
- Steno-Typist (Practical) \$1.50
- Stock Assistant \$3.00
- Structure Maintainer \$3.00
- Substitute Postal Transportation Clerk \$3.00
- Surface Line Op. \$3.00
- Tax Collector \$3.00
- Technical & Professional Asst. (State) \$3.00
- Telephone Operator \$3.00
- Thruway Toll Collector \$3.00
- Title Examiner \$3.00
- Train Dispatcher \$3.00
- Transit Patrolman \$3.00
- Treasury Enforcement Agent \$3.50
- War Service Scholarships \$3.00

CS REFORM ASSOCIATION REPORT TO LITTLE HOOVER COMMISSION

(Continued from Page 6)

will be wholly successful, however. Policing will still be necessary to obviate the use of provisional appointments as political patronage. The Personnel Department cannot neglect this duty.

The proposal has several times been made by civic groups that the City Record be used to furnish two kinds of information of vital public interest: (a) That there be published, as occasion warrants, the names and qualifications of prospective appointees to exempt positions, together with the requirements of such positions; (b) That there be published, perhaps quarterly, the titles of vacant City positions, designating those filled by provisional appointees.

9. Departmental Personnel Administration. When the Career and Salary Plan was first adopted we recommended establishment of a Personnel Administrator classification. We felt that departmental personnel operations should be handled by professionally competent personnel officers. At that time only two or three agencies in the City had such persons on their staffs. In others, so-called personnel officers were in fact clerks, performing mainly record-keeping functions.

The establishment of such a title was denied, mainly through opposition of organized employees. Since then, persons occupying various positions have been selected to assume the duties of departmental personnel officers. Much has been accomplished through the work of the Personnel Council, composed of departmental personnel people, which has served in part as a training school. We still believe, however, that it would be wise to plan for the future by establishing a separate classification, with recognized requirements, for Personnel Administrator.

The Association makes four recommendations in the knowledge that their accomplishment requires legislation. They are:

- End the system whereby incumbents of exempt and non-competitive positions are covered into the competitive class when their positions are reclassified as competitive. At present such incumbents are automatically "covered in," along with their positions. This may result in giving tenure to persons whose original appointment bore no relation to their fitness for the posts they hold.
- End the restriction on removal of veterans who hold position in the exempt and non-competitive classes. Under present law all veterans except those holding a few specified posts are entitled to a hearing, with review in the courts, upon removal charges. We believe this privilege should be restricted to persons in the competitive class. There should be no more difficulty in removing an exempt or non-competitive employee, whether or not he is a veteran, than there was in hiring him.
- Require that clerks to justices have at least a law degree. These positions are customarily considered as spoils of the dominant political party. The ability of the appointee to assist the justice to whom he is assigned is considered as secondary, if it is considered at all, to his status as a party worker. Many such positions are regarded by their incumbents as sinecures. The requirement that a clerk to justice be a lawyer should be basic.
- Repeal the Lyons Residence Law. This law is an anachronism, passed during the depression in a time of job scarcity. It is admittedly a handicap in recruiting talent for specialized positions.

About 40% of the positions in the City have been exempted from it, either by statute because they are in independent agencies (such as Authorities) or piecemeal by the City Council on request of various departments. It is known that many employees live in the suburbs and vote in the city from false addresses, risking their jobs if found out. Trade and commerce in New York thrive by the influx of people from all over the country. The City should have as wide a field from which to recruit.

Finally, it is our opinion that a study of personnel management will be incomplete unless your Commission looks into the way City agencies manage their day-to-day personnel operations. A survey of the Personnel Department

LEGAL NOTICE

File No. P5178, 1959 — 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 or distributees of Charles Newman, deceased, if living, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and if any of the foregoing be dead, their heirs at law, next of kin, distributees, executors, administrators, legatees and successors in interest, whose names and post office addresses are unknown and cannot, after diligent inquiry, be ascertained, and to all other persons, if any there be, who have, or claim to have, an interest in the proceeding of the proving of the Last Will and Testament of Charles Newman, deceased.

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 January 6, 1960, at 10:30 A.M., why a certain writing dated July 27, 1959 which has been offered for probate by Gladys Kadish residing at 1162 Sheridan Avenue, Bronx, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Charles Newman, Deceased, who was at the time of his death a resident of 25 South Street, in the County of New York, New York.

Dated, Attested and Sealed November 23, 1959.

HON. SAMUEL DI FALCO (L.S.) Surrogate, New York County
PHILIP A. DONAHUE Clerk.

alone is insufficient to show how the civil service law works and how the men and women who do the actual work of the City are selected, trained, assigned, managed, and encouraged to put forth their best efforts for the best interests of all the citizens of New York.

IN BROOKLYN IBM

For Men and Women
KEY PUNCH SORTER, TABS COLLATOR & REPRODUCER OPERATION & WIRING

SECRETARIAL
Medical, Legal, Exec., Elec. Typing
Switched Compl., ABC Sten., Dieting
PREPARATION FOR CIVIL SERVICE
Co-Ed. - DAY & EVE.
FREE Lifetime Placement Service
STENOGRAPHY (Machine Shorthand)

ADELPHI-EXECUTIVES'
1719 KINGS HWY. DE 6-7300
1500 FLATBUSH AV., N. Bklyn Coll.

BETTER YOUR EARNINGS
IN 1960
LEARN IBM

Tabulating or Key Punch
Special Low Rates!

Register for DAY & EVEG CLASSES
LATEST EQUIPMENT
No exp or previous training required.
FREE Books and Placement Service
OPEN 9 AM to 9 PM

Machine Accounting School
270 W 42 St NYC CH 4-7070

CIVIL SERVICE COACHING
Clerk, Typist, Steno, Statistical Clerk,
Auditor, Accountant, Highway Engineer,
Inspector, Surveyor, Foreman, Electron.
DRAFTING—Design, Electronic, Mech.
Architectural, Structural, Blueprint
Reading, Estimating, MATHEMATICS—
Arith, Algebra, Geom, Trig, Calc,
Physics, Vet approved.

MONDELL INSTITUTE
230 W 41 St NY(Times Sq) WI 7-2087

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

SCHOOL DIRECTORY

BUSINESS SCHOOLS

MONROE SCHOOL-IBM COURSES. Key punch, Tabulating, Wiring (APPROVED FOR VETS), Accounting Business Administration, Switchboard (all live boards), Comptometer Day & Eve Classes, SPECIAL PREPARATION FOR CITY STATE & FEDERAL TESTS, East Tremont Ave. & Boston Rd., Bronx, KI 2-5600.

Shoppers Service Guide

FOR POSTAL EMPLOYEES
POST OFFICE trucks are standard shifts. It is necessary that you know how to operate them. A special course is given by Pro-Auto Driving School, LO 9-8340.

Help Wanted — Male

PART TIME-PROFITABLE
\$200-\$500 month part time from home. Ideal husband-wife team. NYC. Circle 7-0618.

PHOTO COPY & FINISHING

DEVELOPING, printing, enlarging. Photo copy & copy negatives 20% off to C.S. employees. D. & L. PHOTO SERVICE, 4 Spring St., Albany, Tel. HE. 4-5843, Drexel C. Gordon.

Banquets & Group Dinners

BLECKER RESTAURANT, corner State & Dove Sts., Albany, N.Y. Call 3-9382. Lunch - Dinner - Cocktails. Private Banquet Rooms Available.

Low Cost - Mexican Vacation

\$1.50 per person, rm/bd & bath in Be soot MEXICO Fabulous low cost vacations. Send \$2.00 for Directory. Satisfaction Guaranteed. R. E. Briffault, 110 Post Ave. N Y 24, N Y

FOR SALE

TYPEWRITER BARGAINS
Smith-\$17.50, Underwood-\$23.50; others Pearl Bro. 476 Smith, Bkn. TR 9-3024

WASHING machine, excellent condition. Very reasonable. Moving PR 3-5559.

UTILITIES

SUNDELL CO., INC 209 Central Avenue.

HOUSE HUNTING

See Page 11

PART-TIME JOB OPPORTUNITIES HOW TO GET That Part Time Job

A handbook of job opportunities available now by S. Norman Feingold & Harold List for students, for employed adults and people over 65. Get this invaluable guide for \$1.50 plus 10c for mailing, send to LEADER BOOK STORE 97 Duane Street, N Y C.

PERSONAL NOTICES

HAIR removed permanently, electrolysis, no regrowth guaranteed in every case, 28 years' experience Ernest and Mildred Swanson, 113 State Albany, N. Y. HO 3-4988.

STENOGRAPHERS: Improve Your Speed Dictation Records - All Types - All Speeds - 40 WPM to 120 WPM - Correspondence - Legal - Medical - 45 RPM Discs - Tel. Franklin 7-1112 APEX MUSIC KORNER STATE AT BROADWAY SCHENECTADY, N. Y.

Appliance Services

Sales & Service record Heffrigs Stores, Wash. Machines, combo stoves, Guaranteed TRACY REFRIGERATION—CY 2-8900, 240 E 149 St & 1204 Castle Hill Av. Hm. TRACY SERVICE CORP.

Adding Machines Typewriters Mimeographs Addressing Machines \$25

Guaranteed Also Rentals, Repairs

ALL LANGUAGES TYPEWRITER CO.
CHelsea 3-8080
119 W. 23rd St., NEW YORK 1, N. Y.

FREE! You Will Receive an Invaluable New Arco "Outline Chart of New York City Government." With Every N.Y.C. Arco Book—

ORDER DIRECT—MAIL COUPON

45c for 24 hour special delivery
C.O.D.'s 30c extra

LEADER BOOK STORE
97 Duane St., New York 7, N. Y.

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____

Name _____

Address _____

City _____ State _____

Be sure to include 3% Sales Tax

ACTIVITIES OF EMPLOYEES IN STATE

Erie

The Erie County School Unit of the Erie County Chapter, Civil Service Employees Association, at their second meeting, set a date for a board of directors meeting. The Unit now represents seven schools, and it is hoped that in the near future all schools will be represented.

The purpose of these meetings is to discuss the problems non-teaching employees encounter in their schools, and to eventually work them out.

Now, school employees, let's get on the ball and send representatives to the next Unit meeting in February. You have a great association here—get behind it.

Brookhaven Highway

The Brookhaven Town Highway Unit of Suffolk Chapter, Civil Service Employees Association, held a special meeting Dec. 10, at the Medford Brauhaus, Medford. Over 150 members heard CSEA field representative John D. Corcoran and Chapter President Arthur Miller report on their recent meeting with the County executive-elect, H. Lee Denison.

Mr. Denison has given his assurance that there will be no mass political firings when the new administration takes office Jan. 1. He also expressed his desire for an effective and efficient civil service in Suffolk County, and in keeping with this desire, stated his intention of having as many positions as possible taken from the non-competitive class and placed in competitive civil service.

Mr. Denison felt this the only way to insure for competent qualified personnel. This matter is particularly close to the heart of every Highway Department employee because of the serious lack of job security in their field.

Newark State

The Regional Conference for up-state psychologists of the New York State Department of Mental Hygiene was held at the Newark State School on December 1. The twenty-one psychologists from eleven nearby institutions were welcomed by Dr. Frank R. Henne, director. As the host psychologist, John G. Marchand, Jr., participated in the planning of the conference and in the group and plenary sessions. The topics for the various discussions were recruitment and staff development, communications, intramural forms and reports and breadth of psychological services.

John R. McDonald of the New York State Department of Civil Service, employee training program, visited the school on Dec. 1, to observe the course in fundamentals of supervision now being conducted by Chester M. Pelis.

Albert E. Martin, farm manager, attended the 1959 annual conference of farm managers held at the Sheraton TenEyck Hotel in Albany from December 1 to December 3.

Joseph M. Goewey, Director of Safety Services of the Department of Mental Hygiene, called at the school on December 3.

Announcement has been made of the engagement of Miss Sharon

Willatt, daughter of Mr. and Mrs. William Willatt of Charlotte Street, Newark, to Donald Schinsing, son of Mr. and Mrs. Winfred Schinsing of West Union Street, Newark. Miss Willatt is a graduate of the Rochester Business Institute and is presently employed as a stenographer in the medical office at Newark State School. Mr. Schinsing is attending the New York State Agricultural and Technical Institute at Alfred.

The Newark State School choral group sang for the members of the Monroe County Chapter, A.H. R.C., at their annual meeting held in the Burnham Building on December 6.

Mrs. Richard Sitek and Mrs. Alexander F. Mechie of the recreation department attended the concert given by the students of instrumental music at Lyons Central School recently.

Rockland

The patients at Rockland State Hospital were specially favored this year by seventeen carolling groups from neighboring churches. The groups sang in the wards in the sixteen buildings for adults, adolescents, and children, as well as in the hospital infirmary. The schedule was arranged by Chaplain Ernest W. Churchill with the cooperation of the recreation department, Mrs. Maureen Neary, supervisor, and the hospital staff.

The following choirs participated: Nauraushaun Presbyterian, Senior Choir, Pearl River; Sloatsburg Methodist Church Youth Choir; Germonds Presbyterian Church Senior Youth Choir, New City; Elm Tabernacle Choir, Valley Cottage; Nyack Baptist Church, Youth Choir; St. Charles A. M. E. Zion Choir, Sparkill; Christian Missionary Alliance Choir, Pearl River; Nanuet Conservative Baptist Church; Missouri Synod Lutheran Choir, Closter, N. J.; Germonds Presbyterian Church, Junior High Choir; St. Stephens Episcopal Church, Pearl River; West Nyack Reformed Church, Youth Choir; Nauraushaun Presbyterian Church, Youth Choir, Pearl River; Christ Episcopal Church, Youth Choir, Suffern; Good Shepherd Lutheran Church, Youth Choir, Pearl River; Methodist Church Youth Choir, Pearl River; and Trinity Presbyterian Church, Youth Choir, Nanuet, N. Y.

The Martha Guild of Good Shepherd Lutheran Church, Pearl River, sponsored a program and a party for seventy male and female patients on December 17, and the Reformed Church, Tappan, gave a party for the Children's Group on Dec. 28, with Mrs. Sydney Moritz in charge. Also, on this same day, the Rev. David Parker of the Wayne, N. J. Methodist Church, with the help of his young people, sponsored a party for 50 adolescent boys and girls at the hospital.

New Hampton Annex

The New Hampton Chapter is highly pleased with its new Explorer Scout Unit, operating under the guidance of Issy Tessier who is president of our chapter, and Olin Benedict our secretary. These men, as the advisors, are spending much of their spare time to carry out an interesting

ATTEND SOCIAL WELFARE HOLIDAY PARTY



The Albany Social Welfare Department chapter of the Civil Service Employees Association recently held its annual Christmas party and among those attending were, from left, Deputy Commissioner Byron T. Hipple, Alex Ames, chapter president Ruth Brannen, chairman, and Carolyn Viall, co-chairman for the event; Deputy Commissioners Alonzo Yerby and Robert Shulman.

TAX EMPLOYEE WINS \$100



Christmas came a little early this year for Kathleen Delaney, above, a senior tax examiner in the State Department of Taxation and Finance. For submitting to the State Merit Award Board a suggestion which she said was "intended chiefly to save work for myself," she received \$100 and a certificate of merit. Shown presenting the check and the merit certificate is State Tax Commissioner Joseph H. Murphy.

Suffolk

Suffolk Chapter held its regular board of directors meeting on Dec. 17. CSEA Field Representative, John D. Corcoran, Jr., reported on the recent meeting he and Chapter president, Arthur J. Miller held with the county executive-elect, H. Lee Denison. The Chapter has received Mr. Denison's assurance that there will be no mass political firings when the new administration takes office on January 1. Mr. Denison expressed his desire for a competent, qualified civil service in Suffolk, and he feels that two ways to accomplish this are to place as many positions as possible in the competitive class and then to hold examinations for these positions at regular intervals. The Chapter has offered its assistance to Mr. Denison in his efforts to effect a true merit system in Suffolk County Civil Service.

The Chapter recently held an open meeting of non-teaching school personnel, at the Third Avenue Elementary School, Brent-

wood, L. I. Over 60 employees were present and much interest in the association was expressed. Among the many items discussed by Mr. Miller and Mr. Corcoran, were the effects of austerity budgets on the non-teaching staff. Mr. Miller informed the group that austerity budgets must provide for the health, education, and welfare of the students under health and welfare, the non-teaching personnel are a most important factor.

Mr. Miller advised the employees of the protection provided under the civil service law to all veterans and exempt firemen. He stressed the fact that all employees with such protection must be brought up on written charges prior to dismissal.

The Chapter is happy to announce the organization of two new units: the non-teaching personnel of Brentwood School District No. 12, and the Southampton Town Highway Department. The formation of the Southampton Highway Unit now brings to seven the number of individual town highway departments represented by Suffolk Chapter. We are also proud of the membership in the County Highway Department which is one of the original units in the Chapter.

The mosquito control commission unit has scheduled a meeting of their executive council to be held at 8:00 P.M. on Wednesday, Jan. 6 at James' Tavern, James Street and Medford Avenue, Patchogue.

The Chapter officers are requesting that all members conduct a letter-writing campaign on the association's bill to increase the mileage allowance to a maximum of 10 cents per mile. As soon as the bill is introduced into the legislature next month, all units will be advised of the print and introduction numbers. We ask that you write to your senator and assemblyman, urging their support of this measure. It is a well estab-

lished fact that the employees who must use their cars on the job are not receiving sufficient reimbursement to cover the increased expense: depreciation, recent gas and oil tax increases, and in the case of the child welfare caseworkers in the Welfare Department, the excessively high insurance premiums they are forced to pay because they transport children in the course of their employment. The investment of a four-cent stamp and a few minutes' time will go a long way toward helping your fellow civil service employee resolve this very unjust situation.

The next board of directors meeting of Suffolk Chapter will be held on Thursday, January 28, at the Sayville Court House, Railroad Avenue, Sayville.

Adam Memorial

The J. N. Adam Memorial Hospital and the Civil Service Employees Association held a joint Christmas party for employees' children on Thursday evening, December 17, 1959, in the employees' dining room at the Hospital.

One hundred children and adults were present. Santa Claus greeted the children and presented each with a gift donated by the Chapter.

Everyone later enjoyed movies provided by the Hospital. Refreshments were served by the Dietary Department.

The chairman, Dora Lindemuth, and the co-chairman, Jessie Gates, wish to thank all those who helped to make the affair a success.

The Entertainment Committee included: Mae Boller, Ann Bugenhagen, Olive Ackler, Edith Hills, Robert Hills, Norma Pine, Erwin Yeager, Mary Ann Mahoney, Billy Morley and Richard Mulcahy.

ALBANO INSTALLS COLUMBIA OFFICERS



The fifth annual Christmas party and installation of officers of the Columbia Association of New York State employees was held recently. Shown above installing the new officers is Vincent Albano, left, personal property appraiser in the New York State Tax Department. Shown are, from left: Mr. Albano; Pasquale Longarzo, president; James A. Chiarvalle, first vice president; Josephine Bennett, second vice president; Attilio Spinelli, third vice president; Joseph M. Ajello, Sr., outgoing president; Marion Samperi and Josephine Barrone, recording secretaries; Peter Creco, sergeant-at-arms; and Viola Dee and Lucia Pepe, corresponding secretaries.

LOOKING FOR A HOME
See Page 11