Civil Service

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Eligible Lists

See Page 14

Counsel's Report

By HARRY ALBRIGHT



Mr. Albright is associate counsel, Civil Service Employees Assn.

TRADITIONALLY, the Association's Counsel's Report is rendered at this time of the year because individuals who live in the midst of great crises find it difficult, if not impossible, to separate the important events from those of the unimportant. The perspective gained through the lapse of time affords the only real opportunity to realistically assess the degree of success of our Association's Legislative Program. On June 1, 1964, therefore, all of us may now conclude, after the event, that the Association, considering all of the circumstances, has completed one of the most successful Legislative Sessions in its history.

1964 Summary

THE 1964 SESSION, predicted by all the experts to be short and non-controversial, by the political leaders as one during which the administration would avoid taking any gambles which might possibly tarnish the Governor's "image" as a presidential aspirant, by every experienced legislative representative as a session which would not provide any substantial salary or pension improvements for public employees (despite an election year), developed into one of the most uniquely emotional sessions during which all the predicted rules and guidelines were shattered. The session, far from being non-controversial, erupted into the most dramatic debates heard in the halls of the legislature in many years principally because many of its members were angry of their treatment in the press on the issue of ethics.

ANOTHER manifestation of the revolt was evidenced by the fact that the Governor's formal Budget was not acted until March 21 limiting the period to which bills requiring appropriations could be passed to a span of less than five legislative days. All of this finally culminated in the Governor calling a special session, April 15-16, 1964, three weeks after the regular session closed, to pass his program for liquor reforms.

THE 1964 SESSION commenced on January 8, and closed at about 2:30 a.m., March 26, There were 9,327 bills introduced; 3,928 in the Senate and 5,399 in the Assembly. Almost 500 of these bills related to the rights of public employees with respect to salaries, retirement benefits, tenure rights and the like. Of the bills introduced or co-sponsored by the Association, 13 were signed into law; the others met varying fates. The Governor vetoed three of our bills five passed one (Continued on Page 16)

Flaumenbaum Praises Action

HREE NASSAU TOWNS GIVE EMPLOYEES 5% PAY HIKE; CSEA SEEKS 2% MORE IN '65

Employees of Hempstead, North Hempstead and Oyster Bay on Long Island will be the benefactors of a five percent pay increase July 1. The announcement was made jointly by the towns' supervisors and Irving Flaumenbaum, president, Nassau Chapter, Civil Ser-

vice Employees Assn.

The decisions of the Town range from \$900 annually for a boards came after the County town engineer to \$150 for a clerk-Board of Supervisors voted five typist. A worker earning \$5,000 a percent pay hikes for the county's year will get a raise of \$250. 7,000 workers.

The pay raises on the towns will

For Hempstead the raises will (Continued on Page 14)



Javits Path May To National By 1968

OOD politicians, like J good generals, plan their strategy long in advance. Among the more astute politicians pondering the future move in his career is the undefeated Sen. Jacob Javits, Republican, N.Y., whose political star has long been on the move.

It could very well be that the next stop on Javits' political ladder is the mansion in Albany, If the governorship is secured in 1966, paths towards the national capitol for vice-president may open up in 1968.

Before 1960 this was considered a rash prediction, but the late President, John F. Kennedy, put the skids to the religious minority issue with a resounding victory for the Catholic and Jewish faiths. And Goldwater's strength in the primaries showed that his Jewish antecedents offered no hinderance,

(Continued on Page 2)

No Interference By Rochester Officials Regarding Bargaining Feily Tells Western Conference

(From Leader Correspondent) the CSEA's Western Conference ficials with any city employees' or bargaining group.

Feily, speaking at a meeting of

ROCHESTER, June 15-Joseph at the Manger Hotel, directed his F. Felly, president of the Civil remarks at Jack Cicotte, inter-Service Employees Assn. said here | national representative of Local recently that he knows of no in- 1635, American Federation of terference by Rochester city of- State, County and Municipal Employees, AFL-CIO.

Cicotte had charged in a local (Continued on Page 3)

Five Years Service Or More

Disciplinary Action Hearings Granted To EHPA Employees

PLEASANTVILLE, June 15-Non-competitive and labor class employees of the East Hudson Parkway Authority, with five years of service, have been granted the right to formal charges and a hearing in disciplinary actions, the Civil Service Employees Assn. was informed last week.

Ernest T. Perkins, executive director of the Authority, told the Employees Association that the Authority Board, at a recent meeting, had agreed to provide these Service Law." employees "with generally the same protection relative to dis-

ciplinary actions as that which is now extended to specific employees under Section 75 of the Civil

The Employees Association, at (Continued on Page 3)



A&M AWARD WINNERS -Civil Service Employees Assn. President Joseph F. Feily congratulates the 13 New York State A&M em-

ployees who were awarded a plaque by the U.S. Department of Agriculture for " superior service to agriculture." (See story on Page 13.)

Promotion Rating Program Gets Association Objection

ALBANY, June 15 - The Civil Service Employees Assn. has taken "strong exception" to a Civil Service Department proposal that would alter the state's work performance rating rules by the creating of a promotion rating program.

The Association's stand, which is aimed at protecting the in- Employees' Association, explained terests of state employees who that the Civil Service Department Mecham, Director of Personnel employee evaluation. Services for the department.

Joseph F. Feily, president of the

would be affected by the changes, envisions a three-pronged apwas made known to Edward proach to the general problem of

Of the three parts, CS1A objects

(Continued on Page 3)

DON'T REPEAT THIS

(Continued from Page 1) and this should be considered here

The current trend of thought is that if a minority group can make least become the vice-presidential run for national office. nominee. Analyses of block voting are seldom printed and this may known fact that the John Bailey memo of 1956 was used as the basis of Kennedy's strategy of out that Kennedy's appeal to Catholics in large cities could be the key to victory.

Since 1956, when Javits defeated Mayor Robert F. Wagner for the U.S. Senate seat, he has been considered the best GOP votegetter in the State, Javits served four terms in the House of Representatives and in 1954 he defeated popular Franklin D. Roosevelt. Jr. for the Attorney General's chair in New York State.

Bigwigs in N.Y.S. GOP circles but he has chosen to remain in the U.S. Senate, which he deems as

better suited for his talents. Run- | city "winning Republicanism" and ning for Mayor and running for if Goldwater gets the nomination

His Record

His voting record is a good one. sound cynical, but it is a well He has been an ardent champion of civil rights in the Senate, and overall has a liberal record. He has taken over the role so long 1960. In that memo it was pointed played by the late Governor Herbert Lehman as national spokesman for Jewish people on questions affecting Israel in Congress, and for other minority groups. He is strong on Medicare. He has traveled throughout the country.

Already his name has been linked to GOP leaders as a vice presidential candidate. He has been associated with Governor Scranton of Pennsylvania, Ambassador Lodge and Thruston Morton of Kentucky. He can be counted on to help carry New York's 43 have tried unsuccessfully in the electorial votes. He is widely known past to get Javits to run for Mayor, and could also assist in getting votes in other industrial states.

national office are two different and loses big, the GOP will have things, however, and it is felt that to turn, according to some GOP it would be hard for Javits not to pros, to the opposite end of the the White House, a Jew could at be proud to be the first Jew to pole, that is Javits, the next time in an effort to get some "winning Republicanism."

The Future

Being the vote-getter (he polled better than Roosevelt and Wagner) he is sure to get GOP consideration in 1968 if he sat in the Governor's chair.

In 1962 Rockefeller won by less than 50,000 votes, while Javits won by nearly a million. He was the only Republican ever to carry the City of New York in a statewide election in modern times.

There are still some questions remaining. What does Javits think of all this strength he has accumulated? Can he win the Governorship? He has repeatedly stated his desire to stay as a working member of the U.S. Senate where he feels he is doing the best job.

So far he has passed the political tests. What now remains is Javits identifies himself with big his most important decision.

Craig Colony Annual Capping And Insignia Exercises Held

SONYEA, June 15-Craig Colony and Hospital School of Nursing held its annual capping and insignia exercises recently. The ceremonies marked students' successful completion of the first year of coordinated college and nursing

Dr. Vincent I. Bonafede, director of the hospital, gave the greeting, and Mrs. Mable L. Constantine, chief of Nursing Service and Training, spoke on "Symbols in Nursing." The promotional address was delivered by Dr. Charles Greenberg, director, Rome State School, a former director of Craig Colony. Nursing caps were presented by Mrs. Rosemarie DeRose, chevrons by Joseph Julien, principal of the school.

Students honored at the exer- Carolina Bump, Delevan.

cises were; Julia Bill, San Diego, Calif; Beverly Blakeley, Attica; Jule Bonicave, Beaver Donald Broecker, Depew; Linda Day, Pittsford; Leon Deisering, Newark: James Dodd. Nunda: Nancy Dutcher, Ontario: Betty Fladie; Perry; Donald Hagens, Belsono, Penna; Dorothy Hill; South Lima; Margaret Hofmann, Byron; Claudia Kelsey, Alden; Thomas Nelson, Whitesville; Lawreene Raymond, Waverly; and

Oneida Chapter President Calls For Action Of Fringe Benefits

UTICA, June 15-Joseph A. the present system, employees re-Mathews, president of the Oneida ceive two weeks, regardless of how County Chapter, Civil Service Employees Assn., has called again for Board of Supervisors action on a fringe benefits plan for county employees.

Mathews said the failure of supervisors to act on the plan definitely was among reasons for morale among county employees being "the lowest it has been in

One reason for the low morale is "the seeming indifference of the committee members toward the passage of attendance rules and the rumors that the CSEA proposal is being ignored," he

The reference to the committee was to the Ways and Means Committee, which met in special session on the plan last week, but did not act

"Inasmuch as (the plan) has been in committee for the past six months, members of this chapter are hopeful that a resolution covering them will be presented to the full Board of Supervisors on June 17," Mathews said in a letter to Russell W. Williams, chairman of the committee.

The plan backed by the chapter calls for one week vacation after six months of service, two after a year, three weeks after 10 years and a month after 20 years. Under the two areas of training.

long they have served.

The plan also calls for paid holidays and personal leaves, and compensatory time off for overtime

The chapter has asked the supervisors for three weeks vacation after five years and four weeks after 10 years, but committee members, who met in closed sessions, have not said whether any changes have been made in the plan which was submitted last November.

Offers Ed. Program

ALBANY, June 15-The New York State Department of Mental Hygiene, office of public relations, will participate in a graduate, education program in mental health communications leading to a master's degree in mental health public relations; Dr. Paul H. Koch, commissioner, has announced.

The program will be carried out under a three-year \$150,000 grant from the National Institute of Mental Health to the Syracuse University School of Journalism to establish fellowships for a year of university study and one year internship in a mental health agency. The degree will be granted upon successful completion of

Unit Prexy Persistence Pays; Holidays Granted

WATERTOWN, June 15-Civil Service Employees Assn. chapter president who persisted in the face of apparently insurmountable odds, has won her fight.

Mrs. Fannie W. Smith, president of Jefferson Chapter CSEA, started a campaign two months ago to win for city employees time off for two major holidays falling on Saturday-Memorial day and Independence day.

It was a frustrating drive and for a time it appeared she could not win. But the Watertown City Council has gone along with her requests and has voted unanimously to amend the municipal work rules.

The result: City workers were off Friday, May 29, and will observe the July 4 holiday July 3. In addition the rules amendment stipulates that in the future when major legal holidays fall on Saturday, the holiday for employees will be observed on Friday.

Quinn Gets New State Education Department Post

ALBANY, June 15-The proappointment Charles J. Quinn to the newly established position of assistant director for Federally aided programs, has been announced by the New York State Education Department.

School Lunch Program, National Defense Education Act-Title III. Surplus Property, Public Law 815 and 874 as well as for the fiscal supervision of vocational educaion, manpower development, raining, and welfare-education programs.

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Assn. Appeals To C.S. Regarding **Building Guards**

ALBANY, June 15 - The Civil Service Commission last week heard an appeal by the Civil Service Emplyees Assn. for the reallocation of building guards in the Division of Employment.

reamocation from grade 5 to grade State supervision of the National 8, was made at the hearing conducted by the Commission at the State Campus here.

> CSEA appealed to the Commisson after the reallocation bid was turned down by J. Earl Kelly, Director of the Division of Classification and Compensation.

In addition to Commissioners Mary Goode Krone and Alexander Falk, the department was represented by Garson Zausner, assistant administrative director, and Bertrand J. Galvin of the Division of Classification and Compensation.

Martin P. Catherwood, Industrial Commissioner of the Department of Labor and Harry Smith. vision of Employment, also ap- New York 7, N. Y.

Mantell Named President Of **Jewish Council**

Dr. Herman P. Mantell, assistant director of finance in New York City, has been installed as president of the Council of Jewish Organizations in Civil Service at a recent meeting of the council.

Civil court judge Louis I. Kaplan conducted the event, which also marked the first public display of the proposed Civic Center hosuing project, sponsored by the council. The project, a non-profit cooperative building, will house 620 families.

It is to be constructed adjacent to the new police headquarters on the Manhattan side of the Brooklyn Bridge.

Ithaca Revises Retirement Age Local Workers

ITHACA, June 15-The local mandatory retirement age of 70 was revised to 65 recently by a unanimous vote of the Common Council.

The new law, if fully approved would allow for the terms of employees now in the 65-to-70 year age bracket to be spaced throughout 1969, with employment of The appeal, which calls for a those 69 years of age to be terminated in 1965, 68 years of age in 1966, until 1969 would see the retirement of those 65 years old.

> A public hearing will be held, after which Mayor Johns of this city will act upon the measure.

peared at the hearing in support of the reallocation.

Present from CSEA were Milton Handel and Fred Cave of the Division of Employment Committee and Thomas Coyle, research analyst from the Headquarters staff.

Representing the building guards were: William Foy, Robert Jones and James Morrison, all of Queens.

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Civil Servant Rewarded For Child Work; Family Named "Jewish Family For 1964"

By ART YATES

There's a proud man in Brooklyn these days. He's broud of his security as a labor department official and Civil Service Employees Assn. member for 13 years. He's proud because his family is the recipient of the Jewish Family of the Year award, given by the Commission of Synagogue Relations of the Federation of Jewish Philanthropies of New York and the N.Y. Board of Rabbis.

His name: Louis J. Steinhaus. His job; senior factory inspector, New York State Department of Labor. His family: wife and three sons.

Commenting on the Steinhaus award, Rabbi Teplitz, head of jury that selected the Steinhaus family said:

"The Steinhauses exemplify the best traditions and spirit of Jewish parenthood. They have given outstanding volunteer service to the Jewish Child Care Assn. and have opened their own home to Jewish



WINNING FAMILY - Rabbi I. Teplitz, second from right, spiritual leader of Congregation Sons of Israel, Woodmere, Long Island, meets the Steinhaus family, selected as the "Jewish Family of the Year." Left to right, Zachary, Mr. and Mrs. Louis J. Steinhaus, Barry and Allan.

foster children. They certainly believe in helping," Steinhaus himself had this to say about children;

"When you see a child come into your home confused, frightened and unhappy, and then watch him develop into a cheerful, affectionate, able youngster, there is a deep satisfaction that money cannot buy."

Jewish foster children, whose own parents were unable to care for them, have found welcome and meaningful relationship with the Steinhaus family. There present foster son has been with them for seven years.

A constant and hard worker, Steinhaus speaks frequently at synagogues and community centers on the gratification of foster parenthood. Both husband and wife help raise funds for the religious education of young people in their congregation, and have served on the P.T.A. and child guidance groups of local junior high schools attended by their sons.

There is a proud man in Brooklyn, and he has

Can Do Better Job For The Rochester Workers, Says Feily

(Continued from Page 1) newspaper that Rochester City the Rochester Chapter. Manager Porter W. Homer had in-

bers are being solicited to join the Grossfield, delegate, CSEA.

Feily, who pointed out that CSEA, said:

A Better Job

"We feel we could do a better Job of representing city employees than has been demonstrated by our opposition. We feel we have done an outstanding job for our members in Monroe County. And we're sure we could do a better job for Rochester workers.

"It is well known that our constitution contains a no-strike pledge and that we abhor demonstrations and other ineffectual types of negotiating. We prefer to sit down and talk the problems out in a logical and responsible

Felly said the CSEA is proud of prohibition against transfer of Legislature mandating grievance procedures for all jurisdictions having more than 100 employees.

The Rochester AFL-CIO Counell last October branded the Democratic city administration "anti-labor" for adopting B grievance plan for employees considered "meaningless."

City administration Democrats recognize three organizations as bargaining agents for the resolution states. Also under been on the side of organized not be removed or otherwise sub-

CSEA's Rochester State Hospital Chapter, was installed as conpresident, succeeding George W. DeLong of Dansville. Melba R. Binn of Rochester moved up from second to first State employees through legislavice president.

Other conference officers installed by Feily were Pauline has successfully passed both Fitchpatrick of Newark, second Houses of the Legislature, only to vice president; Kenyon P. Ticen be vetoed by Governor Rockefeller. of Attica, third vice president; Ethel Colby of Henrieetta, corresponding secretary; Virginia Halbert of Perry, recording sec-Mt. Morris, treasurer.

Calvin Rosenbaum of Rochest- by Section 75.

er was installed as president of

Other Rochester Chapter ofterfered with the union's political ficers installed were Harold Franaffairs to the point where inde- wel, first vice president; Ezra pendent elections could not be Lempert, second ice president; Jo Anne Ahrens, secretary; Jeremy He also charged that his mem- Pingleton, treasurer, and Samuel

Mrs. Ruth Heacox, representing Niagara County, was re-installed "the great majority" of city em- chairman of the county workshop. ployees are represented by the Mrs. Alena Wagner, representing Chautauqua County, was installed vice chairman.

> The installation dinner and dance followed a day-long conference meeting, which included several speeches, a conference business meeting and a county workshop meeting.

> The conference, which had 30 chapters, added two new chapters Niagara and Monroe counties. The conference represents about 18,000 Civil Service employees. The State CSEA has 121,290 members.

EHPA Action

(Continued from Page 1)

a meeting late in April with representatives of the Authority, had requested that this protection be helped pass a bill in the State extended to employees not covered under Section 75.

Under the resolution passed by the Board, the five years' continuous service stipulation applies to employees with service with the State, Westchester County, or the Parkway Authority.

Affected employees "will be notified in writing of the charges officials and shall have the option of aptake the position that because the pearing personally at the hearing and be represented by counsel," mployees, the administration has the resolution, an employee "shall jected to any disciplinary penalty William J. Rossiter of Roch- except for incompetency or misester, former president of the conduct shown after a hearing upon stated charges."

> The Employees Association has attempted for the past several years to secure guaranteed protection for all non-competitive tion. For the past two years, a CSEA measure accomplishing this By its action, The Parkway Au-

thority joins the State Department of Mental Hygiene and the Thruway Authority in granting, retary, and Thomas Pritchard of administratively, the protection privilege to employees not covered through Claude Allicks, room 294 at have the right to participate in

A Reminder

June 30 ls Insurance Deadline Day

ALBANY, June 15 - Robert Daily, chairman of the Special Insurance Committee of the Civil Service Employees Assn., reminds CSEA members that June 30 is the deadline for enrollees in the State Health Plan who are fifty years of age and older to take advantage of a special transfer option under the State plan.

He points out that members in this age group who wish to transshould do so before the June 30 deadline.

Earlier this year, at the request of CSEA, the State Civil Service Commission temporarily lifted a enrollees fifty years of age and over or reaching a date within five years of their retirement eligibility. The CSEA request was made following implementation of new rules late last year which, in effect, deny transfer option for enrollees in this age group.

In explaining the temporary rule change, Mary Goode Krone, president of the Civil Service Commission, said "enrollees who become eligible because of this change who wish to transfer must apply no later than June 30, 1964." She said the transfer will become effective six months after the date

Motor Vehicles Dept. Picnic Set For June

The Department of Motor Vehicles will hold its annual picnic on June 25 at Salisbury Park, Westbury, Long Island. Facilities will include golf, archery range, pool (for children), barbeque pits, and others. Chartered buses will leave from 80 Centre Street, New York City at 9 a.m. precisely.

Prices for children are \$.75, for adults \$2.00. They can be made the Department, CO 7-9800, ext. 447.

Southern Conf. Annual **Election Dance Is Set**

PEEKSKILL, June 15-The Southern Conference, Civil Service Employees Assn., will hold its annual election of officers and dinner-dance on June 27 here.

Joseph A. Caporale

Joseph A. Caporale, former building superintendent of the State Office Building at 80 Cenwho is also a State employee.

The meeting will take place at the State Armory, Washington Avenue at 2 p.m., the dinner at the Colonial Terrace, Oregon Road at 7 p.m.

Tickets, including gratuities, are \$3.50 per person. They may be tre St., NYC, died recently at his obtained through Rebella Eufemio, home. He was 61 years old. He chairman of the social committee is survived by his wife, Mabel, at Rockland State Hospital,

Association Objection Given On Promotion Rating Program

(Continued from Page 1) Feily said, "The Association takes

In its present state of development, there are no known limits be given this type of rating for promotion purposes."

promotion Concerning the rating program, Feily pointed out

-Under the general language provided, undue weight could be given to this phase of the Civil cuss the proposed changes. Service examining process.

-The Association takes strong exception to the proposal that would require employees to be rated just prior to taking the promotion examination.

-Even though it is intended to allow the individual agencies to use the Rating Program on a restrictive basis, subject to Civil Service Department approval, the inability to define the specific positions or groups would result in lack of uniformity of applica-

Feily also expressed the Association's views on two other modifications as proposed by the Depart-

1. A proposed system to determine eligibility for increments on promotion. He explained that the Association concurs with the need and desirability of performance rating for increment purposes, but stressed that the rules should state that employees not reported "unsatisfactory" are deemed to be 'satisfactory' and therefore elilible to receive an increment and promotion examinations.

2. Utilization of a Performance most strongly to that which calls Evaluation Program for internal fer from one coverage to another for a promotion rating program. managerial and staff improvement within an agency. Feily said strong exception to this proposal. the Association does not object to this proposal as long as the employee's fully informed of anyapas to how much weighting would praisal record made and has an opportunity to appeal.

Feily requested that the Association be allowed to review any further changes in the Department's proposals and asked for an opportunity to meet with the Civil Service Commission to dis-

CSEA's recommendations were the result of a lengthy study of the Department's proposals by the Association's Special Committee on Work Performance Ratings. Samuel Grossfield, Chairman, said his committee will continue to look into the problem of Work Performance Ratings.

Other members of the committee are: Anna Bessette, Harlem Valley State Hospital; Daniel Conway, Department of Agriculture and Markets, Albany; Mae DeSeve, Division of Veterans Affairs; Anthony Gambino, Rome State School Annex; Mary Mc-Namara, State Education Department, and Elmer VanWey, State Department of Public Works, Poughkeepsie.

Stein, Voss Named

ALBANY, June 15-Richard G. of New York City and Frederick H. Voss of Dobbs Ferry have been named members of the State Board of Examiners for Architects. They will succeed Frederick G. Frest Jr. and Harry E. Rodman on the board, beginning Aug. 1.

U.S. Service News Items

By ROSEMARIE VERRY

23 Chosen For Federal College Program

In an experimental program to attract outstanding college students to positions in the Federal service, 23 students in New York State and New Jersey colleges have been appointed for 1964-5. Dr. Martin B. Dworkis, chairman of the Board of Directors of the program has announced.

The program, financed by a Ford Foundation grant under the S.I. Power Squadron sponsorship of the College-Federal Agency Council, will enable exceptional students majoring in the social sciences to see the Fed- Squadron will present safety demeral service as a potential career. They will be encouraged to take Federal service entrance examinations but are not required to ac- the public exhibits in seamanship, cept positions if they pass and rules of boating, general safety are offered appointments.

Under the terms of the grant, each student will receive a stipend of \$400 for a full-time summer internship, or \$500 for ten weeks. In addition to work experience, students will meet Federal agency heads in Washington and observe the workings of the Federal government at central and headquarters establishments.

Teaches Sea Safety

Staten Island Power onstrations at the Great Kills Boat Yard and Marina on July 3 at 7 p.m. Members will conduct for precautions and proper use of

boating equipment. It will be an inexpensive lesson for children and adults alike in safety on the

Five Aides Cited

The Brooklyn Army Terminal, a major installation under the U.S. Army Terminal Command, Atlantic, recently cited five employes under the Incentive Awards program.

William T. Schmitt, Brooklyn and Paul O. Lamphier received, respectively, 40 - and 30 -year awards. Isidore Kaplan, Brooklyn, was given \$200, a Special Act Award, Salvatore Alaimo, Brooklyn, and Henry Valsera, Staten Island, both received \$50 as Suggestion Awards.

PHS Branch To Aid Mentally Retarded

The U.S. Public Health Service has established an exclusive branch to improve and extend health services to the mentally retarded. It is to be headed by Dr. Paul H. Pearson, a post-doctorate fellow in mental retardation.

This new branch of PHS will provide financial assistance to the states for planning comprehensive services for the mentally retarded; support applied research designed to innovate methods and techniques in the prevention, diagnosis and testing of retardation; and implement the communication of present knowledge in the field to its professional personnel and the general public.



TWICE CITED -William C. Moss, deputy staff judge advocate of the U.S. Army Terminal Command, Atlantic, received from Brig. Gen A. J. Montgomery, Commanding general of USATCA, his second merit award recently. Moss' second citation, for Meritorious Civilian Service, praised his "outstanding achievements in devising legal procedures in support of contract administration."

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The program includes coverage for total disability resulting from occupational and non-occupational accidental injuries, or sickness, plus other important benefits. Coverage is world-wide and the cost is low because of the large number of members (40,000) participating in this plan.

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SCHENECTADY

NEW YORK EAST NORTHPORT BUFFALO SYRACUSE

Eligibles On City Lists

Transit Ptimn. NYCTA | liam H. Vondohlen, Gary A. Per- tague, Donald E. Moore, Edward (Continued From Last Week)

676-700

Robert W. Washington, Robert E. Smith, Thomas L. Murray, Joseph Piazza, Robert P. Santapolo, Frederick Kraft, Edward J. Richards Jr., Alfred F. Kitz, Harold L. Robertson, Paul C. Matzer, Alfred Cuesta, Henry Thompson, Jr., Floyd Holloway, Anthony R. Matteo, William F. Fitzpatrick, Wallace A. White, Michael R. Edelman, Eugene A. Scherl, John Evers, Robert E. Wessolock, William J. Carroll, Ralph Mazzella, Ronald J. O'Donnell, James M. Boyle, John F. Rowe.

701 - 725

James G. Cook, Paul T. Polanish, James P. Kelly, John A. Coleman, Aaron Brown, Karl P. Smith, Anthony T. D'Angelo, Jerry B. Davis, Ronald Dillon, Ronald Beck, Henry G. Smith,

McQuestion, Hubert T. Daal, Abragan, Jon W. Hudson, Harold P. Gardner, John M. Sciara, John Andrades, Jr.

726-750

Joseph E. Hughes, Rock R. Har- Lamb. ey, Calvin L. Hill, Martin Schritzer, Frank E. Burrel, Kermit O. Thompson, James C. Speller, Fred- Winfried, Ernest W. Demers, erick Williams, Herbert J. Odom. Edmund P. Dettmann, John J. Stochr, John Hull, Lawrence E. R. Magette, John F. Fay, Jacob Sampson, Carl Schlereth, Schlereth, Lawrence Rosenberg, James A. Gallagher, Robert C. Truitt, William J. Swannick, Armand Cortes, Jr., Paul P. Calia, Robert E. Meissner.

Gerald Jagendorf, John J. Sayers, James P. Mavckenny,tao Smith, Anthony T. D'Angelo, J. Dworsak, Theodore W. Zim-Jerry B. Davis, Ronald Dillon, mer, Jf., Jerold G. Moltmann, Ronald Beck, Henry G. Smith, John F. Guglielmo, Edward W. Charles D. Miller, Thomas P. O'- Granger, John P. McAndrew, Connor, Frank J. Lombardi, Wil- Thomas Fasullo, Charles G. Mon-

rin, Carlos L. King, Herbert C. M. O'Neil, Robert M. Krywinski, John Gaffney, Willie M. Carter, ham J. Gatling, Edward J. Mor- Llyod Hayes, David J. Carvlin, Gerald C. Vohrer, John C. Michaelsen, Francis J. Parker, Patrick J. Kenny, James O'Flaherty Marshall N. Jones, Walter E.

776-800

Donald Caveness, Winifred G. Lawrence C. Diggs, Jesse Jennings, Kenneth W. Madison, Arthur Peterkin, Jr., Peter V. Tur-Lewis, Ronald Cavagnaro, Alton ner, John Mahones, Anthony J. Giola, Louis A. Maschi, Lnyward R. Winslow, John P. Hackett, Ronald J. Ellerbe, Clifton Bull, Gerard A. Debernardis, Irwin J. Quashie, Charles R. Hering, Richard Lorenzo, Lester erguson, Jr., ouis Teland, John P. Kelly, Gary L. Fikes.

George Lambadis, James E. Alston, Stephen R. Goren, Thomas Charles D. Miller, Thomas P. Sayers, James P. Mckenny, John J. Culliton, Peter S. Leipold, Edward Torres, Thomas A. Fleming Arthur A. Cross, Max Wahrman, Vernon H. Jefferson, Michael J. Morphis, Anthony Mas-

(Continued on Page 9)

Mayor's Service Medal Presented To Gallati And Dr. Kuo At City Hall

Mayor Robert F. Wagner last week presented The Mayor's Medal for Distinguished Service, the City's highest award to an employee, to a woman, senior public health physician with the Department of Health and to an assistant chief inspector of the Police Department.

Dr. Nicetas Kuo and Assistant Chief Inspector Robert R. J. Gallati were the recipients of the awards.

Dr. Kuo, of Great Neck, received her award for developing a comprehensive health and medical care program for the aged population, for pioneering mass programs for glaucoma detection and for initiating and directing the cooperative nutrition clinic.

Chief Gallati, Whitestone, received his award for his contribution toward improving the efficiency and quality of the Police Service. Among his contributions were the development of exceptionally effective training programs, including the graduate program and the introduction of valuable operational police programs resulting from his long range planning and research ef-

Chief Gallati recently received a leave of absence from the Police Department to accept the position of Director of the New York State Identification and Intelligence System. Gallati will direct the development and organization of a computer based crimi-(Continued on Page 7)

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- MAINTENANCE MAN Entrance Exam
- Class Meets Wed., June 17 at 5:30 or 7:30 P.M. REFRIGERATION OPERATOR LICENSE
- Class Meets Thurs., June 18 at 7 P.M.
 - STATIONARY ENGINEER LICENSE

Opening Class Wed., June 17 at 7 P.M.

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Civil Service



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TUESDAY, JUNE 16, 1964



'Greater Love ...

REATER love hath no man but to lay down his life for his friends."

These words were dramatically portrayed last week during three ceremonies in New York City. The Police, Fire and Sanitation departments honored their dead and the next of kin during the annual memorial services.

The widows of seven firefighters were presented with medals in the name of their late husbands, all of whom gave their lives while fighting fires in New York City.

Several of these widows had small children tugging their skirts. One even held her sleeping year-old boy over one shoulder while Mayor Wagner and Commissioner Thompson presented her with the medal—the medal which must serve to remind her and her children that her husband and their daddy was a brave man-brave enough to give his life that others might live.

The story was much the same during the Police and Sanitation ceremonies. The widows of three patrolmen and the mother of another were presented with the department Medal of Honor. The sanitation man's widow knows how her husband raced through a burning building alerting tenants to danger.

The public must realize that these twelve men were typical of the thousands of other civil service employees throughout the state. Every fireman, policeman, sanitation man knows that his job is dangerous. He knows that he could make more money in another job. He knows that he could work at a job which would allow him to be home each evening. He knows that in another job he could forget his work outside of the routine 9 to 5 work period. But would he take another job? Hardly.

It takes a special kind of person to be a civil service employee. He must be dedicated. He must love his fellow man for, in truth, their motto is: "We Serve".

A&M Scores A First

ISTORY was made last week when 13 state employees received citations from the United States Depjartment of Agriculture for "Superior Service."

This is the first time in the history of the USDA award that a State unit ever received the award.

The 13 honored employees worked in the Department of Agriculture and Markets when they earned the award.

The award was presented for action by the employees, assigned to the farm products promotion section, in averting a possible disaster in 1960 and 1961 in the Long Island duck industry. The 13 combined efforts to move millions of

pounds of ducklings to the consumer table. The USDA recognition of the employee's action should be noted by every taxpayer. As the State A&M Commissioner pointed out: "New York State is justly proud of these employees.

Pres. Arthur's Home Wanted As A Shrine

A petition to preserve the home of Chester A. Arthur in New York City as a national shrine has been filed by Felix J. Cuervo, president of the Native New Yorkers' Historical Association. The petition was filed with the office of the Secretary of the Interior, Stewart L. Udall. President Arthur, our 21st President, signed the U.S. Civil Service Act of 1883 which ended the Spoils System. Arthur succeeded James Garfield as President after Garfield was killed by an assassin's bullet.

"The assassination of Garfield, stirred the nation in 1881 to adopt civil service reform," Cuervo stated.

Welfare Patrolmen

Editor, The Leader:

It is understandable that the Mayor ordered all uniformed policemen to wear their uniforms to and from work. The sight of policeman in blue should help discourage the hoodlum element on trains and buses.

The Mayor and Police Commissioner might give some serious consideration to the usage of City Welfare Police wearing their uniforms to and from work, but of course, with a sidearm.

This would put an additional 70 men on public view. I understand the existing controversy of arming Welfare Patrolmen, but in this emergency, why not? The public can't be expected to maintain civilian patrols.

JOHN ROCCO Bronx, N.Y.

Retirement

Editor, The Leader:

. . Retirement incomes are steadily shrinking in actual purchasing power . . ."

I don't know how that simple statement hits you people, but I know it hits me hard, perhaps because I'm nearer retirement than most of you. To put it even more simply, we're not going to have as much money when we quit as we thought we would

Who made that statement, and what was he suggesting that we do about it? Arthur Levitt, State Comptroller, said it to the Suffolk CSEA on June 1st, but he meant it for all state employees. And he mentioned the "variable annuity" plan.

What means variable annuity? I don't know all about the various plans under study by Mr. Levitt and his office, but I know basically what the plan would mean to us all.

Simple, what we have now is that, by law, our contributions are invested in "safe" things, like mortgages and bonds. And one thing is true of the safe investment-its yield is low.

Should Contain Option

The variable annuity would, or should, contain an option that would mean that anyone who wants his contributions to earn more can say so-and his money, or some of it, would be put into common stocks and other things that earn more. Anybody who prefers safety can also say so, and his money is handled the way it is now.

For instance, last year we all got a short statement of progress made in the retirement plan. It said that "special interest" was now 3.8%. Savings banks, as we all know, are paying 4% or slightly better. Both operations are committed to the safe investment. Yet many good mutual funds are earning 10% and better; their investments are not "safe", in theory, but in actual fact (and I speak form personal knowledge) they are as safe as the American economy in which they are largely invested.

But nobody is urging us to put our contributions into mutual funds. What the variable annuity would do would just be similar. Reliable investment counsel would be hired, which would hope we all, or a majority of us,

Your Public Relations IO

By LEO J. MARGOLIN



Mr. Margolin is Head of the Division of Business Administration and Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Relations in New York University's Graduate School of Public Administration.

P.R. Lessons At The Fair

THERE ARE MANY public relations lessons to be learned at the New York World's Fair for everyone in government. But the most significant lesson is this: the best public relations can be built with a little imagination, a bit of ingenuity, and a solid dash of flexibility.

ONE OF THE MOST frequent criticisms we hear about government is that civil servants are "stick-in-the-muds"strictly in accordance with "the book," never an original thought.

THERE IS SOME validity to this criticism. That's why we hope that everyone in government will get to the Fair to see how the ordinary can be made extraordinary, and the pedestrian elevated to the ingenious.

HERE ARE SOME of the items at the World's Fair which should be your inspiration to take that very short step from a rut onto a soaring magic carpet:

- · General Electric-"Medallion City" where you visit with the Mayor, who shows you what electricity has done for his city's transportation, sanitation, lighting, commerce, and city planning. We were intrigued with the high-speed rapid transit systems, two-way radio communication, air pollution control, automated traffic control through closed circuit TV, and how street lighting can promote safety and suppress crime. Also visit "Steinmetz High School" to see the latest in audio-tape teaching, television classes, and the use of electronics in teaching.
- · General Motors-The Metro Mobility exhibit is often overshadowed-and overlooked-for the big show, the Futurama. For those in government the Metro Mobility items are "musts." Take a look at the automatic system, which accomodates automobiles on individual pallets. The system can deliver one car every 14 seconds. City planners and traffic engineers look closely!
- Johnson's Wax—For public relations with top effectiveness by indirection, this exhibit and a superb movie, "To Be Alive!" are classics. In 171/2 minutes of sheer cinema delight, the camera explores the world of people. New York City is speeded up to rocket momentum, African teen-agers flirt in a canoe, and young Italians attend a wedding feast. Not a word about wax, but you must think that if Johnson's Wax is as good as the film, then it must be the best.
- · Pepsi Cola-Walt Disney is genious at its tops in "It's a Small World," for children from 3 to 83. Proceeds from the nominal admission charge go to UNICEF. For government people, this waterborne trip is a sparkling example of what a professional can do to dramatize an idea-any idea, including good government.
- · RCA-Take your sunglasses off for this display of a color television studio in action. The day we were there the Bronx Zoo was putting on its regular closed circuit broadeast, featuring two young lady zoologists who would give a good account of themselves in any beauty contest.
- New York State—Our previously published judgement of New York's exhibit was overwhelmingly confirmed when "Time" magazine gave the Empire State's presentation a two-Unisphere rating, the only one so honored among the State pavilions. You'll swell with pride on this one. And while you're there pause to express yourself at the State Legislature section on "There Ought To Be A Law." This is becoming one of the most popular features of this exhibit.
- · City of New York-This is the biggest dime's worth at the Fair. See every building in New York City-about 800,000 off them-unfold on the biggest 3-D map of the greatest city in the world.

We'll explore more of the Fair for you in later columns. If you get there before we do, drop us a line.

stocks and such. The result might | plan. I say a majority, because not be equal to mutual fund earnings, but could not fail to be better than we are doing now.

I think it's important that we all know what this is about. I the melon? put our money into blue chip can agree on a variable annuity

the law will have to be changed.

And it boils down to this: What do you want when you retire-peanuts, or a nice slice of

> -FELLOW EMPLOYEE Nassau Chapter

> > COLUMN TOWN I ST IN COST TOTAL

Leader Sends Representatives

Professionals To Lead House Organ Seminar For Personnel Dept.

Two members of the Civil Service Leader staff will be among the participants in the Institute for House Organ Editors today, the New York City Department of Personnel has announced,

N. H. Mager, Leader business manager will take part in the panel discussion; "What Makes A Story Worthwhile" during the morning session at the New York School of Printing. Mager has been associated with The Leader since the paper was founded 25 years ago, and is the author of several books,

Joe Deasy, Jr., city editor of The Leader for the past four years will lead a discussion during the afternoon session on "Following a story from the start to the printed product." Deasy also served as instructor at the annual lectures in journalism for high school students sponsored by the Catholic Institute of The Press.

Sharing the morning session with Mager will be Frank Crane, director of operations in the office of the City Administrator and Bernard Bob, editor of the Port Authority Diary.

Three afternoon workshop sessions will run concurrently. The session on photography in house organs will be led by Sol Teichberg of the New York Times. Roger Dudley of Gestetner Duplicating Machine Corporation will on duplicating machines while Deasy will lead the group discussion in a general outline of house organs including news content photography and layout.

The program which will be held at the New York School of Printing at 426 West 50 Street will also include several workshops and a tour of the printing facilities of the school.

discuss the use of attractive layout

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POURHKEEPSIE. June 15-, against a measure of the Dutchess | ployees by three percent.

Gallati Rewarded

(Continued from Page 5)

selected from among a large num-

ber of nominees nominated by

agency heads, professional socie-

ties and civic and labor organiza-

The nominations were screened

by the Selection Committee ap-

pointed by the Mayor, Dr. Luther

Gulick is Chairman of the Com-

mittee composed of Robert W

Dowling, Bernard F. Gimbel,

Lang, Chairman of the City Civil

tions

The Division of Training of the Deputy Mayor Edward F. Cavan-

New York City Department of agh, Jr., and Dr. Theodore H.

Supervisor Horace Kulp, a Re- County Board of Supervisors publican from the Town of Clin- which increases take home pay ton, recently cast a lone vote of all county officials and em-

Feldman Renamed

ALBANY, June 15- Alax S. Feldman of Syracuse has been nal identification and intelligence reappointed to the Board of Visisystem for the State of New York. tors for the State School for the Dr. Kuo and Gallati were Deaf.

The pay increase will become effective in the payroll tomorrow. It reduced the employees' share in state retirement system contributions. The vote was 28

Mr. Kulp said he opposed the measure "because I don't think the state should be dictating terms of how we shall pay our county employees."

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Personnel has made all arrange-

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Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Berough 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 bereby cited

ter of the goods, chattels and credits of said deceased:
You and each of you are bereby 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 14th day of July 1964, at ten o'clock in the furneone 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 indicially settled.

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

WITNESS HON, JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 19th day of May, in the year of our Lord one thousand nine hundred and sixty-four.

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

Pass your "Leader" copy on to a non-member.

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trorille, Samuel C. Jannazzo, Al- nan, George C. Freeman, Robert fonzie Cleveland, Jr., Eugene V. P. Pitzgerald, Austin R. Martin, Devito, William Petrino, Jr. Pres- Jr., Anthony J. Lubrano, Donald ton A. Goodwin, Joseph E. Dam- E. West, James F. Symborski, bra, Arnold W. Morman, Oswald Harold L. Jackman, Peter F. A. Linzey, James J. Healy, Greg- Hooney, John S. Piontek, Robert ory J. Healy, Richard J. Alleyne, G. Milite, Richard T. McCormick, George A. Vole, James F. Doyle, James Moultrie, William Eschen-Richard D. Levy.

826-850

John J. Clinton, Charles J. Folk Joseph D. Best, John G. Mc-Carthy, Frank J. Darconte, Kenneth Bynoe, Bruce McNeil, Larry W. Robinson, Richard J. Owens, Richard L. Ochs, Gerard H. Zeiger, John A Lichota, Julio Gomez, Jr., Willy Melling, Meadow F. O'-Neal, Jr., Christian Switzer, Eugene A. D'Angelo, Cyril J. O'Berle, Moses P. Wheeler, Arthur A. Brown, Joseph M. Gerasi, Enrico A. D'Angelo, Alvin L. Ford, Henry P. Samet.

851-875

Dominic L. Tobacco, John Deamara, Milton Langhorne, Richard J Siegrist, Edward J. Stanek, Aaron Cannon, Jr., John Moore, Ernest V. Sacarello. H. Torbert, Martin P. Ryan, Michael C. Tramontana, Owen F. Warcmolak, Neil Donnelly, Jr. Charles W. Gibson, John J. Spallin, Ronald S. Puma, Lawrence P. Edward T. Dunn, Jr., Frank A. liam F. Lang.

876-900

Kenneth George W. Banks, Joseph B. Reek,

bacher Dennis J. Kenny, Leo Lewis, Robert E. Senger, Anthony J. Stefanowitz, Edward S. Ireland, Howard L. Gregory, Robert J. Mulleady.

Alfred Wider, Jr., Arthur E. Robinson, James H. Mortimer, John R. Kriete, Kenneth Clark, Leon A. Crews, Jr. Charles T Donohue John R. Krystof, Michael A. Spadafora, Stephen Blair, Gibb W. Dow, Anthony Delgado, Randolph F. Bernier, James J. Walsh, James Dixon, Jr., Milton T. Jones, James N. Aldsworth, Henry I. Reiter, Daniel V. Mcentee, Donald W. Dessau, Leslie W. Brrent, George L. Williams, Edwin R. Cannon, Kenneth B.

926 - 950

James W. Blackwell, Robert T. Egan, Donald E Olson, Joseph J. Spencer, Frank E. Corrente, Jerome Rogg, George Merlo, Rus-William Bailey, John Marmo, sell, C. Michael, Paul Jones, Victor J. Damico, Rudolph Jones, Arthur Challenor, Camilo Rosario, Shin, Robert Katz, John Portacio, David S. Powell, James E. Mc-Donald, Charles A. Whatley, Ker-Fischetti Robert D. Simmons, Wil- shaw C. McClane, David Scroggins, Ernest W. Bedford, Jr., Edward C. McAvoy, Joseph F. Leo-R. Lamontagne, nard, Edward W. Cherry, Thomas (Continued on Page 10)





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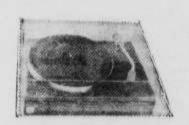
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LEGAL NOTICE

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Avenue, New York, N.Y., Send GREET-ING:

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 oredits 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 30th day of June, 1864, at 10 o'clock is 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 TESTMONY WHEREOF, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed.

of said County of New York to be hersunto affixed.
WITNESS, HONORABLE, JOSEPH A.
COX, a Surrorgate of our said County, of New York, the 5th day of May, in the year of our Lord one thousand nine hundred and sixty-four.

Philip A. Donahue,
(Seal)

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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, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, having his office at Hall of Records, Room 309, Borough o

of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surregate's Court of New York County, held at the Hall of Records, in the County of New York, on the 7th day of July 1964, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the sum of \$359, should not be expended for the erection of a monument on decedent's grave and for religious decedent's grave and for religious

services.
IN TESTIMONY WHEREOF, We have

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

WITNESS, HONORABLE JOSEPH A. OOK, a Surrogate of our said County, at the County of New York, the 12th day of May, in the year of our Lord one thousand nine hundred and skty-four, Philip A. Donahue, (Seal) Clerk of the Surrogate's Court.

Farms & Acreages

Delware County

CAMP SITES — Timbered rolling hills, stream rights, near road, 5 acres, \$1,400 Terms.

180 ACRES — 6 rm modernized home, new 2 car garage, Pond, Good road, \$14,250.

Sheridan-Dailey, Agts, Andes, N.Y.

Farms & Acreages

Greene County

20 UNIT Cabin Cet. Restaurant, Dwelling.

5 acres on well traveled biway.—Make

offer.
ELF Service Grocery & Meats. Long
Et. Price includes Real Estate, Stock
& Fixtures. \$31,500, John Mauri Realty,
390 Main St., Catskill, NY, 518-9433037 or 518 OR 8-3315.

Farms & Acreages

Greene County

NICELY BUILT Drm. 3 story bome, fireplace, 3 bungalows, garage, liveable
barn, 7 acres, landscaping, Good roads.

-Must go. \$20.750. MOUNTAIN RETREAT in Rustle Brown. leated, wood panel wallis, stone fire-place, modern furnishings, Also 3 rm urnished cottage, attached garage, 3 nountain brooks, 1 acre, \$23,750, Printed listings Printed listings. V. SHERIDAN, 301 Main, Castkill, N.Y.

Houses - Ulster County

SHAWANGUNK DRIVE: Private in wooded area 1 - 2 - 3 bedrm homes. 56,500 and up. Box 101, Kerbonkson, N.Y.

Farms & Country Homes, Orange County

SUMMER special, 4 rms, 2 bedrms, beach & dock privileges, Lot 100x96, \$4900. Needs repairs, THE PHILLIPS AGENCY Greenwood Lake 3, NY 914-GR 7-2412

Houses - Ulster County

SHAWANGUNK DRIVE, Ulster Co.: Sectuded homes in wooded area; adults only, \$8,590 & up. Box 101, Kerhonk-son, N.Y.

Jones Estate

1,000 acres near Pawling, New York, has been acquired by Samuel Klar, a Westchester developer.

The site will be used for the construction of homes in the \$8500 to \$12,500 bracket, plus the cost of the plot.

The 15-room lakeside mansion of Richard Jones is currently being used as the administration

Celebrates 25 Years

SYRACUSE, June 15-Irene E. McCarthy, district supervising nurse with the Department of Health, celebrated her 25th year of service at a luncheon in her honor here recently. Miss Mc-Carthy was presented with a 25year certificate and service pin by Dr. William G. Hafner, district health officer, commorating the

Farms & Country Homes

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R. Krongel, Bar, Jeffersonville, N.Y.

Farms & Acreage, N.Y. State

Development

office of the developer and sales agents. When the developmnt is completed, the mansion will be offered to the property owners as a community beach club.

Cooperation in the financing of construction on the property is the Empire State Savings Bank of White Plains with 80 percent mortgages up to 30 years at 5% percent interest.

Wexner Is Chairman Of UJA Campaign

Philip F. Wexner, chairman of the unemployment insurance appeal board, New York State Department of Labor is this year's chairman of the United Jewish Appeal fund raising campaign. Co-chairmen for the campaign are Josephine Cohn, principal account clerk, Harry Himber, senior unemployment insurance manager and Irving Siegel, associate tax collector

"Last year the staff of the division of Employment contributed \$6193.15 and indications are that contributions this year will greatly exceed those received in any prior year," Wexner stated.

NEW FROM SUNBEAM



Now it's fun to brush your teeth! This new Sunbeam cordless hygienic brush does a better cleaning job than any handbrushing. Rapid, up and down strokes dislodge even very tiny food particles, leave teeth and gums refreshingly clean. Kids love it!

- e Safe, cordiess, rechargeable
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- Exclusive sealed brush holder stays clean and dry
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Housing \$5.750+

Open competitive examinations for housing assistant with the New York City Housing Authority will be held Sept. 26. The position pays from \$5,750 to \$7,190 per year. Applications may be filed through June 23.

Candidates for the job must have a baccalaureate degree from an accredited institution of learning; or a high school diploma with four years of full-time experience in housing or real estate management; or satisfactory equivalents.

Details and application forms may be obtained from the Dept. of Personnel, 49 Thomas Street, New York City.

Named Surrogate

ALBANY, June 15-Governor Rockefeller has announced the appointment of Orrin G. Judd, of Brooklyn, as Surrogate of Kings County, Judd will fill the vacancy created by the death of former Surrogate Maximilian Moss, and will serve under the appointment until December 31,1964.

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For Saving Long Island Duck Industry

Assistants; 13 State A&M Workers Rewarded By U.S. Dept. of Agriculture

ALBANY, June 15 - Thirteen State employees made history here recently when the United States Department of Agriculture cited them for outstanding service to agriculture. It is reported to be the first unit award ever made by the USDA to any State

All 13 were employees of Agriculture and Markets when they earned the award. One has since award transferred from A and M to Conservation.

Promotion Section, the 13 received the Superior Service award for saving the Long Island duck industry from near disaster and in 1960 and 1961 helping build it up to a prosperous farm business.

Byron G. Allen, assistant to the U.S. Secretary of Agriculture, presented the plaque representing the unit award. George H. Goldsborough, Director of the Matching Funds Program USDA, presented each of the 13 with a certificate signed by Secretary Orville Free-

The ceremony took place in Chancellors Hall with State Agriculture Commissioner Don J. Wickham presiding.

"I bring you the personal congratulations of Secretary Freeman," Allen said, "and tell you that you were chosen for this award from the many nominations among the hundreds and even thousands of units throughout the United States."

Commissioner Wickham said he was proud that the New York State Department of Agriculture and Markets not only was honored but was the first state unit ever

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to receive the Superior Service commended the award winners.

George W. Lamb, general manager of the Long Island Duck Constituting the Farm Products Growers Cooperative, Inc., deof pounds of ducklings to the consumer table.

Civil Service Employees Assn., Wermuth.

They were: Spencer G. Duncan, division director; John L. Matheson, section director: Gino F. Amorelli, Burton C. Buell; Wiley scribed how the marketing pro- A. Dobbs; Leslie W. Driggs; gram was set up to move millions Charles A. Freer; Irwin H. King; Joseph J. Maslyn: Franklin M. Proseus; Norman R. Schneider; Joseph F. Feily, president of the Charles M. Thrall; and Ernest L.

cated at 4041 North Ocean Boule-

vard. The Regent is convenient to

Bargain Vacations In

Florida Offered By Retired Fire Chief

'The man with the Florida tan" will soon be a fitting description of many of New York City's firefighters! This prediction stems from an exceptional offer of minimum-cost family vacations in Florida that is being made by Harold J. Burke. well-remembered former Chief of Department. Chief Burke has arranged for family groups of 4 or 5, or even more, to occupy connectrooms, including full kitchen facilities, at The Regent, a modern deluxe resort motel on the ocean front at Fort Lauderale, Fla., for only \$25 per week per person! The rooms are all air-conditioned and comfortably furnished, and each has a private bath. The rates will remain in effect until Nov. 15 when they will revert to the usual \$25-\$35 a day per person! Chief Burke retired after some

30 years of active duty in every rank of the Department, including service during World War II when he was head of fire damage control as a Captain in the U.S. Navy. Since leaving the Department, he has devoted himself to various business enterprises and is presently active in the ownership and management of The Regent. This charming resort is comprised of a 3-story elevator structure set in spacious lawns overlooking the ocean. Its many attractions include an outdoor swimming pool, putting greens, shuffleboard courts and luxuriously equipped sundecks. Lo-

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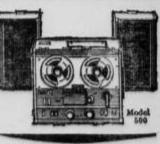
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many fine golf courses with low her greens fees as well as to the shops, theatres and churches of Fort Lauderdale, Chief Burke will likewise wel-come inquiries from police officers, teachers and other civil service employees and extend the same low-rate privileges to them. With present day turnpikes and through highways, Fort Lauderdale is only on night on the road from metropolitan New York.

Examiners Named

ALBANY, June 15 - Ronald Allwork of New York City and Frederick S. Webster of Camillus have been reappointed to threeyear terms on the State Board of Examiners of Architects.





SUPERSCOPE.

MARK ELECTRONICS

1171 Flatbush Ave. Brooklyn, N. Y. BU 7-8922

Employees Of 3 Nassau Towns Get 5% Pay Hike

(Continued from Page 1) total an estimated \$200,000 an- \$110,000. nually for 1,600 workers. Oyster | Irving Flaumenbaum, president | for an additional two percent raise

Hempstead workers will divide three towns for the raises, but

Bay's 700 employees will share an of the Nassau Chapter, Civil Servestimated \$150,000 while North ice Employees Assn., praised the

added, "his organization will press

Salary Grade Plan Effective July 1, 1964

REM OLO	GAADE L*	HINIHUM	MAXIMUM	MAXIMUM PLUS LONGEVITY 3780 3600	15T YEAR	2ND YEAR	SRD YEAR	4TH YEAR	STH YEAR	OTH YEAR	VELATH VELATH	11TH YEAR 3780 3600
NEW	1	3775	2828	\$573 4760	3276 3120	105- 3381	142- 3523	194- 3717	252- 3969 3780	252- 4221 4020	2221 4020	252- 4473 4260
NEW		3278	2273	2683	3272	105- 3533	147- 3686 3510	210- 3896 3710	262- 4158 3950	263- 4471 4210	2521	262- 4683 4460
NEW OLD	٠	3053	4420	4904 4610	3623 3450	115- 3738 3560	158- 3896 3710	220- 4116 3920	263- 4379	262- 4641 4420	4641 4420	263- 4904 4670
NEW	•	3801	4841 4610	5103 4860	3801 3620	116- 3917	166- 4085 3890	231- 4316	262- 4578 4360	263- 4841 4610	4891 4610	262- 5103 4860
MEN		3974	\$072 \$830	\$355 \$100	3774	126- 4100 3405	174- 4274 4070	231- 4505	283- 4788 4560	284- 5072 4830	2072 2072	283- 5355 5100
NEW	1	\$179 3980	5334 5080	5639 5370	3373	126- \$305 \$100	179- 4484	241- 4725	105- 5010 4790	304- 5334 5060	5334 5050	305- 5639 5370
NEW		2193	5607 5340	5922 5640	\$100 4100	136- 4536 4320	189- 4725	252- 4977	315- 5297 5040	315- 5607 5340	5697 5340	315- 5922 5640
NEW OLD	•	2620	3200	6206 5910	4670 4400	147- 4767	200- 4967	262- 5229 4910	326~ 5555 5290	325- 5880 5600	5880 5600	326- 6206 5910
NEW	to	4851	6195 5900	6552 6230	4951 4620	158- 5009	210- 5219	283- 5502 5240	347- 5859 5570	345- 6195	6195 5900	347- 6542 6230
MEN	11	2123	6521 6210	6500	2123	168- 5371 5020	221- 5692 5230	294- 5786 5510	367- 6153 5860	168- 6531	6521	367- 6888 6560
NEW OLD	12	\$253	\$856 \$520	7215 6890	5355 5100	179- 5534 5270	231- 5765 5470	304+ 6069 5780	307- 6458 6150	368- 6846 6520	6520	389- 7235 6890
NEW OLD	13	5407	7177 6830	7581 7220	5607 5350	189- 5796 5520	242- 6038 5750	315- 6353 6050	409- 6762 6440	410- 7172	7172	409- 7581 7220
NEW OLD	14	6933 5650	7644	8096 7710	5933 5650	210- 6143 5850	262- 6405 6100	336- 6741 6470	452- 7193 6850	451- 7644 7280	7055	452- 8094 7710
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NE V	19	7508 7150	9587 9130	10143	7598	262- 7770 7400	315- 4085 7700	369- 8474 8070	556- 9030 8600	557- 9587 9130	9587 9130	556-10143 9660
NE	20	7217	10059	10126	7917 7540	273- 9190 7800	326- 8516 8110	409~ 8925 8500	567- 9492 9040	567-10059 9580	10059	567-10626 10120
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ME	27	18946	12565	15268	12728	420-12747	452-13199	550-13755 13100	735-14490 13800	735-15225	12325	735-15960
ME	28	13125	16158	16885	13135	441-13566	473-15938	577-15616 13920	756-15218	756-16128	18128	756-16884 16080
ME	29	13223	17931	17808 16960	13223	462-14385	494-14879	590-12776	777-16255	111-17031	12239	777-17808 16960
- 85	30	12723			12763							

. FOUR -4- ANNUAL INCREMENTS OF \$105, WITH FURTHER INCREMENTS AT DISCRETION OF COUNTY, NOT TO EXCEED MAXIMUM OF \$3780.

"PREPARED BY THEODORE BEDELL. COUNTY COMPTROLLER.



PINNED - William Downey, director of the cottage program at New Hampton State Training School presents a service award and five-year pin to Ada Doty, treasurer of the New Hampton chapter. Civil Service Employees Assn. prior to the chapter's recent annual dinner. Looking on

are, left to right; William Wyman, chapter dele gate; Downey; Harold Davitt, five-year pin winner; Mrs. Doty; Charles Clark and Rodney Whitby, pin winners and Issy Tessier, chapter president. Some 100 persons attended the annual dinner at the Club 211 in Middletown.

State Elig	ible Lists
CORRECTION OFFICER (MALE)	131 Breen, B., Dunnemora880
(Open Competitive) IAST A 1 Sweeney, A., Platisburgh 970 2 Mender, R., Lindenbursh 960 3 Lovelt, M. Odessa 950 4 Carier, H. Dannemora 950 5 Gieffnides J. Januara 910 6 Winne R. 930 7 Woodard JElmara 930 8 Christopher, R. Bronx 930 9 Allier, F. Elmara 950 10 Sullivan, J. Dannemora 950 11 Hitchen, M. S. Giens, F1 950 12 O'Counor, R. Cadeville 950	131 Breen, R., Dannemora 830 132 Cowan, J., Aubura 880 132 Leburge, L. 880 134 Bailey, R., Hudson Fal 880 135 Marzynski, R., N Tonawana 880 136 Mari, G., Walker Vly 880 137 Hartway, L. 880 138 Curlis, D. Fort Edward 889 139 Quian, R., Buffalo 880 140 Reimichl, D. Buffalo 880 141 Jordan, C., Platisburg 880 142 Coronn, P., Platisburg 880 143 Nortan, P. Bafavia 880 144 Porter, C. Napanoch 880 145 Bojake, G. Binghamba 870 146 Shatinek J., Platisburg 870 147 Wesche E. eBacon 870 148 Roberts, J., Granville 870 150 Biek, H. Catskill 870 151 Lockwood F. Newburgh 870 152 Landry, M. Platisburg 870 153 Danaber, J. Elmira 870 154 Davia E. Brooftlya 870 155 Danaber, J. Elmira 870 156 Scott, E. Athens 870
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99 Stododard, W. Granville 900 100 Waxon, L. ablen 920 101 Josefan, R. Wingitale 900 102 Chitlenden, R. Buffala 940 103 Hassan, G. Athura 850 104 Webb, J. Corfu 890 105 Talbot, J. Aubura 890 105 Talbot, J. Aubura 890	60: narsa. S. Auburn 830 60: Rarchewica. O. Sobenectady 830 96:1 Hartman B. Woodbourne 830 26:5 Carlew. Stuari. Smith Basin 830 26:6 Carlew. Stuari. Smith Basin 839 26:7 Kirk. W. Walden 830 26:8 Whalen. J. Bataavia 820 26:B Drauer E. Buffalp 820 27:0 Gray. O. Kerhonkson 829
108 Betterton W Walden 896 108 Collins F Middle Gro 896 110 Tedford, 8 Saranas 806 111 Long C. 890 12 Abearn J. Elmira 890 113 Keom F Etlenville 896 114 May D Oncoula 890 115 Bayes F 890	277 Baker R. 870 273 Lebeum, R. Glens Faall 820 274 Baskins K. Elmira 820 275 alkins K. Elmira 820 276 Teitwantt R. Plattsburg 820 277 Peters R. Elmira 820 278 Calvin, R. Weedsport 826 279 Wolfley, D. Alexander 826 280 Haultin, R. Elmira 826 281 Aldrich, W. Comstock 820 282 Levereox, G. Tonswanda 829 283 Jones, J. Granville 820 284 Zegzert, K. Binghamilon 820
117 Smith, R. atheronbur 820 118 Hurley, T. Brifalo 890 119 Shadrolt, R. Attica 880 120 Walher, J. Ossining 880 121 Kelly, W. Corning 880 122 Weils, G. Monticello 880 123 Peters, B. 880 124 Motz, J. Attica 880 125 Randesbush, R. Plattsburg 880 126 Leddick, C. Whitehalt 880 127 Hador, R. Catskiit 880 128 Lavelle, L. Etmica 880 129 Oleary, D. Hudson Fal 886 130 Renkas, S. Brookira 880	285 Butter, K. Elmira 820 286 Carter, A. Morrisonville 829 287 Kvines, J. Granville 820 288 Perkins, B. 820 289 Leader, T. Anburn 810 290 Fos-bak, R. Auburn 810 291 Hall, S. Skansaatele 810 292 Kulfaza S. Uica 810 293 Hadden, B., L. I City 810 294 Rumsey, L. Plattsburg 810 295 Laviene, T. Dannemora 816
130 Renkas, S. Brookisu \$50	(Continued on Page 16)

CSEA Wants Clear Picture Of Hotel Room Situation In New York City

ALBANY, June 15-The problem of hotel accomodations in New York City during the period of the World's Fair continues to be of increasing concern to the Civil Service Employees Association on behalf of its members who travel on State business.

This became evident last week when CSEA repeated a request made in April to Comptroller Arthur Levitt, which was subsequently turned down. The Association asked Levitt to:

-Obtain from hotels the number of rooms they have available for state employees at the State approved rate and,

-Provide space on the travel voucher to record the full amount of the hotel charge.

Tight Situation

CSEA President Joseph F. Peily told Levitt, "It seems generally known and accepted that the hotel situation in New York durbe tight . . . with fewer state rate rooms available during this per-

Feily said, it is "highly probable" that there will be a small number of rooms and the instances of employees having to the employee does not put the pay higher prices during the Fair additional payment on the ex-

New from

will be greater. He said "We want; pense voucher and thus the state to protect our members from hav- does not know how often this ing to pay their own money to travel on State business. Thus, we think it is important to know how many rooms are available."

CSEA is also asking the state to provide space on its voucher to indicate the full amount paid by employees for accomodations even though they are reimbursed for a lesser amount, whether the employee pays cash or uses a State provided lodging request.

Faces Added Expenses

Feily explained that when a room at state rates is not availing the World's Fair is going to able, the employee faces additional expenses in going to another hotel to seek a room at the state rate, and many times signs up for a more expensive room and pays the difference out of his own pocket. Under existing rules,

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STEREO, FM AUTOMATIC, FM STEREO, FM MONO, AUX-

TAPE.) • CONTROLS for the FISHER 800-C: Speaker Se-

lector (SPEAKER 1, SPEAKER 2, SPEAKER 1+2, EAR-

PHONES), Bass, Treble, Balance, High Filter, Low Filter,

AM Bandwidth, (SHARP, BROAD), Tape Monitor, Loud-

ness Contour, Tuning, Selector (TAPE HEAD, PHONO

MONO, PHONO STEREO, FM AUTOMATIC, FM STEREO

FILTER, FM MONO, AM, AUX-TAPE PLAY), Volume and

Selector (TAPE HEAD, PHONO MONO

occurs.

Feily claims if space were provided for the listing of additional cost, it would assist the state in knowing how much additional for rooms is being paid, and it would Smith, Augustus C. Gagliano, Rushelp the employee establish a record for income tax purposes.

In turning down CSEA's initial recommendations, Levitt said that, "Our experience to date indicates that complaints have been relatively few in number and that these have generally occurred because of lack of timely reservations." He said "Until there is evidence that there is an insufficient number of rooms available at the \$8.00 rate, I feel that further correspondence with the hotels is unnecessary."

Concerning the voucher request, Levitt said, "our most effective means of assuring reimbursement to the traveler for reasonable travel expense are letters setting forth the specific problems en-

City Eligibles

(Continued from Page 10) jamin L. Bartlett, John J. Giangrasso, James Warren, Joseph J. Barry, Joffre L. Green, Solomon S. Talvy, Michael G. Corvinelli.

1076-1100

Frank Devito, Joseph G. Lamoureux, Peter R. Thorade, William A. Grimes, Remus Walker, Morton G. Shanerman, Melin J. Cartwright, Philip H. Green, Elmer E. Welker, Joseph Daley, Robert L. Spain, Nestor R. Melendez, John M. Hughes, Vincent Conti, Jr., Robert J. Gilligan, Carmine F. Greco, Barry M. Blumberg, Bruce Asher, Andrew J. Terio, Andrew J. Jenkins, James P. Dean, Edward R. Rocchio, Dominick Esposito, Arnold J. Palumbo, Hector Maldonado.

1101-1125

Moses Davis, James F. Fenton, Gene T. Lambert, Liddon R. Griffith, John J. Wilson, Donald R. Watts, Lawrence A. Vaccarino, Albert E. Moore, Raymond J. Blaquiere, Eduardo Martinez, Ronald E. Tukes, William T. Clark, Edward P. Shalvey, Clarence W. Makwell, Edward C. Grabowski, Richard J. Armstrong, Paul J. Digiacomo, Edward J. Sweeney, Kenneth T. Marinak, Thomas J. Cunningham, Robert A. Howell, Alfred Colbert, James P. Daly, Gerald O. Gittens, Jr., Dominick R. Maddalena.

1126-1140 John Regan, Hosea K. Johnson,

School Secretary Exams

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COACHING COURSE Session 1
at ACADEMY HALL, 853 BWAY,
N.Y., Reem 16F, 16th FI, (14 St.)
Wed. Sept. 2, 6:30-9:30 P.M.
YMCA, 55 HANSON PLACE Bklyn, N.Y., Room 731, 7th Fl. Sat., 9:30-1 P.M., Sept. 5 Preparation for Written, Steno & Type, Interview

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FA 7-4439 or GE 1-7738 after 4 p.m. Instructor School Records & Accounts at Brooklyn College 1950-Jan. 31, 1964 (EXCELLENT RESULTS PREVIOUS EXAMS) WRITE or CALL about 3 month homestudy Plan for June, July & August

James A. Clapp, Ralph C. White, George C. Holmgren, Peter M Nugent, Jesse C. Harris, John E. Manning, Earl A. Greaves, Wallace A. DeLoatch, John J. Dalton, Michael A. Lanning, George Mcinnes, Gerald V. Boyle, Thomas J. Srsich.

1141-1170

Nick D. Koutsakos, Stephen J. Brew, Frank Torre, Eddie D. Mozie, Jr., Herman Bartley, Jr. William D. Holliday Jr., William Caldwell Woodrow Wilson, Benito S. DiMuro, Basil J. Puccio. Edward C. Plantz, Mark Kovner, Pedro L. Romero, Curtis T. Harding, Jr., Nicola Harvey, Carlo sell R. Vansplinter, Robert W Harris, Robert S. Johnson, William Monteforte, Eric A. Rierasoto.

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CSEA COUNSEL REPORT - 1964

(Continued from Page 1) own bills had been approved.

THE PURPOSE of this report taking. is to outline in some detail those bills which are now law, as well as those which, for one reason or another, failed,

Salary Bill

FROM THE POINT of view of public employees, the most important event during the 1964 session was that there was developed early in the session a program calling for salary increases ranging from 3% to 8%, effective October 1, 1964, and the formulation of a bill by which the State would assume the cost of an additional three percentage points (beyond the present five-percentage points program) which the employees contribute toward retirement. We can now see that had this Employees Ass'n, failed to Initiate its negotiations with the administration at an early stage in the year or falled to endorse and commit itself to this measure when the program was first announced by the Governor on December 23, 1963, a program costing 43 million dollars when fully implemented, would never become the subject of this report.

ON JANUARY 22, 1964, Governor Rockefeller in his Annual Budget Message to the Legislature wrote:

"State government has about 117,000 full-time employees including the staff of the State University who number about 13,000 and the staff of our State hospitals, schools and correctional institutions who number more than 50,000. In order to attract and retain persons who are best able to perform these services, the State must pay salaries which are on a level comparable to those of other large governmental and private employers.

"The latest studies by the State Department of Civil Service indicate that State salaries continue to lag behind those of comparable positions in private industry and some governmental units, with the largest gap for middle and upper management and professional positions.

"For this reason, I am recommending a two part program to make State salaries more competitive with those in private industry: (1) assumption by the State of an additional three percentage points that its employees contribute toward retirement, effective April 1, 1964, thereby increasing takehome pay about four percent; and (2) a sliding scale salary ad-Justment, effective October 1. 1964, ranging from three percent to eight percent. The combination of these two proposals will provide most State employees with increases in their take-home pay of seven to eleven percent. This Budget contains \$13 million dollars to finance the cost of these proposals in 1964-65."

THIS VICTORY for the Association, and, indeed the Governor who initiated it, is particularly significant because the basic strategy embarked upon by the Association was governed by the belief that the session would not be, as predicted, routine or noncontroversial and that there were present in this particular legislative session many pressures against any salary increases for public employees by other strong groups who sought these same monies. School ald, per capita aid,

[equilization, school teachers and house and not the other; some of special aid to them-all of these the others were not reported in groups and many more saw the either house because other meas- \$13 million reposing in the Gov- debted to the sponsors of the salures substantially identical to our ernor's Budget alocated for salary ary measure, Senator Barrett and increases as theirs merely for the

> THE HOLDING ON to these monies throughout the session, and the commitment of the Association membership and leadership to the program, represented the Association coming of age in political maturity and illustrated its ability to obtain effective grass roots support in the legislature. There were, during the session. three separate assaults upon the salary proposal by various groups. The salary bill, after weathering all of these storms, finally passed without amendment of any kind on the 23rd day of April, 1964, becoming Chapter 829 of the Laws of 1964. The bill, which amends Section 130 of the Civil Service Law, increases the rates of compensation of the salary grades prescribed for persons holding positions allocated to such grades under the State Classification and Compensation Plan by an average of four percent.

SIMILARLY, the rates of compensation for professional and non-professional personnel in the State University and contract colleges are also increased, as well as an upward adjustment of salaries for state officers and employees in the Executive and Judictary Departments as well as agencies not coevred in salary grades. These measures all provide that the increases shall be payable from the beginning of the payroll period the first day of which is nearest October 1, 1964.

AT THE TIME OF the signing of this measure. President Feily wrote to the Governor as follows:

"There were times during the 1964 legislative session when we had serious reservations as to whether we would ever be afforded the opportunity of writing to you as Governor urging the signing of your proposed salary increase.

"We now are deeply gratified to have the opportunity not only to commend the Governor, the Budget Director and all others concerned for the sponsorship of the measure, but most importantly, for the leadership you gave to this measure during its perilous journey through the legislature.

"In the last four years, exclusive of this measure, the civil service employees of this state have had three raises sponsored by you. Some have been graded, some of them have been flat percentages, but they have all been raises and they have all been needed.

This salary increase, combined with the State taking over three additional percentage points, will provide an increase in salary of from seven percent to eleven percent for almost all state employees. It will provide an important opportunity for political subdivisions to provide a similar benefit on a permissive basis.

"We believe that this salary bill, accompanied by the retirement legislation, is a most dramatic and vivid demonstration of your commitment, as Governor, to the cause of maintaining and, indeed, raising the standards of the civil service of this State. As It has kept your word to the employees of this State."

WE ARE PARTICULARLY in-Assemblyman Huntington for all of their efforts on behalf of these measures. In addition, as Association Counsel. I must extend my congratulations to Solomon Bendet, chairman of the Salary Committee, and Grace Nulty, chairman of the Legislative Committee, both of whom so materially contributed to our success.

Three Percentage Points Program THE SALARY PROGRAM is in reality divided into two parts: a) increases in basic salary ranging from three percent to eight percent, depending upon the grade, effective October 1, 1964; and b) the assumption of three additional percentage points of member's total contribution to the Retirement System. The two taken together result in a seven to 11 percent net pay increase in take-home pay for almost all State employees.

THE RETIREMENT program in essence transforms the previous "five" percentage points program into a new "eight" percentage points program. Any employee who was contributing less than three percent of his gross annual salary toward his retirement will have the difference added to further improve his retirement benefits. his "differential" will be credited to the so-called "reserve-for-takehome-pay" account.

AN EMPLOYEE who in July 1, 1964 was contributing exactly three percent of his gross salary toward retirement, will under this new program be an non-contributory member of the system, wthout diminution of retirement benefits.

EMPLOYEES WHO wish to continue their contributions to the Retirement System will be permitted to do so. The manner and extent of this option is however under discussion with the Comptroller and Attorney General,

ON APRIL 15, 1964, President Feily wrote to the State Comptroller of the Retirement System, Hon. Arthur Levitt the following:

"It was the position of the Association that it was the clear intention of the legislature to provide an opportunity to all members of the system to contribute either the five percentage points, eight percentage points or three percentage points. Is is the position of the Comptroller that the law permitted | only contribution of eight percentage points.

"In the Department of Mental Hygiene, an employee who has previously elected to contribute the five percentage points toward the improvement of his retirement allowance, under your ruling, now automatically will have deductions of eight than receiving any beneft in it is available. his take-home pay on April 15. 1964, will actually receive the same exact pay. I am sure this shock to employees who find themselves in this group.

"In addition, there are those, who in anticipation of the program, elected to contribute the five percent several month ago and now find that the five percent has been transformed to an eight percent under your ruling, for a period of a year."

IN ANSWER TO this letter, we received a copy of a letter written to the Attorney General from the State Comptroller which stated as

"We requested your opinion as to the effect of Chapter 186 of the laws of 1964, an act in relation to increasing pensionsproviding . for - increased take-home-pay, on the waiver provisions found in Section 21 of the Retirement and Social Security Law. As you know, the 1964 Legislation increased the reduction in the contribution of any member to whom the act applies from five percent of his compensation to eight percent of his compensation, for the 1964-65 fiscal year.

"Under an Administrative Order issued by this Department April 1, 1964 we determined, in effect, that a waiver may be at only the following rates for the new fiscal year; eight percent of the member's compensation, in the case of state employees and other employees whose employers have elected the eight percent plan; in other cases, five percent of the member's compensation, where employers have elected to continue the five percent plan. This determination has been challenged by the Civil Service Employees Association by letter dated April 15, 1964, a copy of which is attached.

"After receipt of the letter, we re-examined our position but our conclusion remains the same. We therefore ask that you give us your formal opinion on the issues raised."

THE ISSUE OF the extent or the manner of continued contributions of the members under Chapter 186 of the Laws of 1964 must necessarily be resolved by percentage points of his own the Attorney General, which demonies deducted. As a practical cission shall, of course, be imresult, such an employee, rather parted to our members as soon as

OF NO LITTLE significance is the fact that the three additional percentage points program (a will come as a considerable natural extension of the five percentage program) places almost all members of the Retirement System on a non-contributory

> CHAPTER 185 of the Laws of 1964 extends to April 1, 1965 the provision of the five percentage points program. Chapter 186 of the Laws of 1964 provides for a reduction by an additional three percent of compensation of the retirement contributions of state employees who are members of the State Employees' Retirement System, the State Teachers' Retirement System of the State Hospital Retirement System. This bill was a budget bill.

Eligibles

	(Continued from Page 14)
296	Manor. Armand
21147	Mandolin J., Buffalo810
298	Sweeney, T., Pounghkeepsie 819
2200	Hynes, J., Coxsacki
DOM	Hinzmann, G., Naponoch 810
301	Edwards E. Syracuse 810
Sag	Edwards, E., Syracuse810 Affinito, E., Whitehaall810
393	Wood L 810
1104	Wood, L., Salanae
1105	Smith, R., Culting
208	White, S
307	White, S., Ryan, T., Auburn
308	Harlinger H Barrala 600
309	Patterson, D. Beacon 800
2110	Ellwood, R., Filimore 800
311	Butchens, W., Livrouston Son
312	Patterson D. Buncon 800 Eliwood R. Fillmore 800 Rutchens W. Livingston 800 Fotl. L. Plattsborg 800
3113	
314	Maulchear, E. Peru 800
315	Vaugha, E. Waterford 800
2116	Maulthay, E. Peru 800 Vaughu, E. Waterford 800 Andrews, R. Poughterists 800 McInerney, T. Kesseville 800 Deaton, E. Bunffalo 800
317	McInerney, T. Kerarvilla 800
2118	Denton E. Bunffalo 800
2119	Pinchney, G., Auburn 800 Wood, C., Auburn 800 Ziobra, J., Lackawannaa 886
320	Wood, C. Airburn 800
321	Ziobro, J., Lackawannaa 800
322	Snyder, C., Liberty
223	Carroll, W., Elmira800
324	Ward, C., Deer Park800
3375	Garrant, R., Plattsburg800 Hardin, M., Brooklyn800
326	Hardin, M., Brooklyn 800
327	Smith, J., Beading Ct 800
228	Glammichele, A., Elmira796
329	McKinnie, R., Brookiya796
230	Olbeich, C., Penn
3333	Salmeri, V., Newburgh790
332	Luchaunce, M., Platriburg 790
333	Daly, G., Elmira796
334	Ellis, M., Campbell
335	Becker, D., Johnsonbur 790
	Sfusici, R., Elmora
aa7	Sfuski, R., Elmira
338	Douglas, N., FPO NYC
9300	(Continued Next Week)
	(Communed treat freek)

SUMMER JOB OPPORTUNITIES

Summer Jobs for Westchester County youth were discussed by teachers from schools in the City of White Plains during a recent Business-Education Day program held at the County Office Building. Clockwise, left to right, are: Mrs. Miriam Lang, teacher at White Plains Senior High School; Mrs. Eleanor Mills, school nurse teacher at St. John's been from the beginning of School; Miss Margaret Manning of Hartsdale, a your administration, you have teacher at Rochambeau School; Miss Delia Ann

Grossi of Eastchester, teacher at Battle Hill School; Dr. Sal J. Prezioso, Executive Officer to County Executive Edwin G. Michaelian; Patrick Haughey of Yonkers, teacher at Battle Hill School; and Miss Betty M. Bendell, teacher at Ridgeway School. In addition to learning about operation of various County departments of government, the six visiting teachers discussed openings which arise from time to time in various offices suitable for employment of high school graduates.

CONTRACTOR STANDARDS OF PAGE 17