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THE STATE EMPLOYEE

Official Publication of
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Vol. 16, Number 3

March-April

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This Month's Cover

BILLS — BILLS — BILLS!

When the 1947 Legislature adjourned on March 18, it left a monumental task for Governor Thomas E. Dewey to accomplish during the following days. The Legislature made a new record, with 5,313 individual bills introduced in both houses, and 1,026 of them passed as "thirty-day" bills. The Governor gave up his usual short vacation following the session in order to devote full time to consideration of the measures, with the assistance of his counsel, Charles D. Breitell.

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ALL SALARY GRADES SET BY NEW ENACTMENT

Budget Bill Assembly Introductory 1080, Print 2621, became Chapter of 360 of the Laws of 1947, by signature of Governor Dewey. (See Editorial page). So important is this measure to all State civil service employees that it is printed here in its entirety.—Ed.

AN ACT

To amend the civil service law, in relation to salary grades and salaries for positions in the competitive and non-competitive classes of the civil service of the state.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision one of section thirty-nine of the civil service law, such section having been added by chapter three hundred two of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

1. Generally. The salary standardization board shall be charged generally with the duty and shall have the power to allocate and reallocate all positions, other than temporary, part-time or seasonal positions, in the competitive and non-competitive classes of the classified civil service of the state of New York, except the civil divisions thereof, and except those positions, the salaries of which are otherwise fixed by statute to an appropriate [occupational service and] salary grade specified in section forty of this article. Such board, in its discretion, may make a like allocation of seasonal positions and positions designated as labor positions in the exempt class. Such board shall assemble and maintain data relating to salary levels, working conditions, labor turnover and other facts relating to salary scales in public and private employment.

The principle of fair and equal pay for similar work shall be followed in making the allocations and reallocations provided for in this section, and all positions having the same title as approved or assigned by the classification board shall be allocated to the same salary grade.

§ 2. Section forty of such law, as added by chapter three hundred two of the laws of nineteen hundred forty-five,

is hereby repealed, and such law is hereby amended by inserting therein in place of such section a new section, to be section forty, to read as follows:

§ 40. Salary grades; minimum and maximum salaries. 1. Allocations and re-allocations. (a) All positions allocated by the salary standardization board pursuant to section thirty-nine of this chapter, shall be allocated to an appropriate salary grade as herein set forth, provided, however, that positions which were allocated and January first, nineteen hundred forty-seven, to occupational services six, seven, eight-a, ten-b, ten-c, ten-e and eleven of section forty of the civil service law as in force and effect on such date shall not be re-allocated on or after April first, nineteen hundred forty-seven, to a salary grade which has a minimum salary lower than twenty-two hundred and eighty dollars per annum.

(b) All positions in a promotional series shall be allocated to successive salary grades, the salaries of which shall properly reflect the varying degrees of responsibilities, training and duties required to be performed. All positions in the competitive class in direct line of promotion, as determined by the commission, shall be allocated or re-allocated in the following manner:

(1) The minimum salary of the higher position shall be equal to or greater than the maximum salary of the next lower position with respect to all positions which on January first, nineteen hundred forty-seven, were allocated to a grade in which the minimum salary was equal to or greater than the maximum salary of the next lower position.

(2) In all other cases, the difference between the minimum salary of the higher position and the minimum salary of the next lower position shall be not less than the difference between such minimums on January first, nineteen hundred forty-seven.

(c) Notwithstanding the provisions of paragraph (b) of this subdivision, the salary standardization board, without changing the allocation of any other position in a promotional series, may:

(1) Allocate to an appropriate salary grade any position in the competitive class not heretofore allocated;

(2) Re-allocate any position in the competitive class to a higher salary grade;

(3) Re-allocate any position in the competitive class to a salary grade which is not lower than one grade below the salary grade to which such position is allocated as of April first, nineteen hundred forty-seven.

2. Salary grades, generally. Salary grades for positions in the competitive and non-competitive classes of the classified civil service of the state of New York. (See opposite page)

3. Salary grades, labor positions. Salary grades for positions designated as labor positions in the exempt class. (See opposite page)

4. Variable minimum salaries. Whenever the salary standardization board shall determine that it is impracticable to recruit for a position at its then minimum salary in one or more areas or locations, such board may, subject to the approval of the director of the budget, increase the minimum salary of the salary grade of such position with respect to which such determination shall have been made, by one or two increment steps, and such new minimum shall be in effect until such board shall restore the minimum salary to the minimum salary set forth in this section. When any such increase is made with respect to one or more areas or locations, all incumbents of such positions who are employed in any state department, state institution or other state agency, in the particular area or areas or location or locations affected, who are receiving less than such new minimum salary shall have their salaries brought up to such minimum. For the purpose of computing future increments such incumbents and new employees in such positions shall be credited with the number of years of service in such positions which corresponds with such rate of compensation. The incumbent of any such position, the minimum salary of which is fixed under the provisions of this subdivision who is transferred to a state department, state institution or other state agency in an area or location to which the same minimum does not apply at the time of transfer shall receive, upon such transfer, the salary he would have received had he been originally employed in such state department, state institution or other state agency to which he is transferred.

§ 3. Subdivision one of section forty-one of such law, as last amended

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First year	Second year	Third year	Fourth year	Fifth year	Sixth year
G 1	\$1,600	\$2,080	\$120	\$1,600	\$1,720	\$1,840	\$1,960	\$2,080	\$2,200
G 2	1,600	2,200	120	1,600	1,720	1,840	1,960	2,080	2,200
G 3	1,700	2,300	120	1,700	1,820	1,940	2,060	2,180	2,300
G 4	1,800	2,400	120	1,800	1,920	2,040	2,160	2,280	2,400
G 5	1,920	2,520	120	1,920	2,040	2,160	2,280	2,400	2,520
G 6	2,040	2,640	120	2,040	2,160	2,280	2,400	2,520	2,640
G 7	2,160	2,760	120	2,160	2,280	2,400	2,520	2,640	2,760
G 8	2,280	2,880	120	2,280	2,400	2,520	2,640	2,760	2,880
G 9	2,400	3,000	120	2,400	2,520	2,640	2,760	2,880	3,000
G 10	2,520	3,120	120	2,520	2,640	2,760	2,880	3,000	3,120
G 11	2,640	3,240	120	2,640	2,760	2,880	3,000	3,120	3,240
G 12	2,760	3,360	120	2,760	2,880	3,000	3,120	3,240	3,360
G 13	2,880	3,480	120	2,880	3,000	3,120	3,240	3,360	3,480
G 14	3,000	3,600	132	3,000	3,132	3,264	3,396	3,528	3,660
G 15	3,120	3,780	132	3,120	3,252	3,384	3,516	3,648	3,780
G 16	3,240	3,900	132	3,240	3,372	3,504	3,636	3,768	3,900
G 17	3,360	4,020	132	3,360	3,492	3,624	3,756	3,888	4,020
G 18	3,480	4,230	150	3,480	3,630	3,780	3,930	4,080	4,230
G 19	3,600	4,500	180	3,600	3,780	3,960	4,140	4,320	4,500
G 20	3,720	4,620	180	3,720	3,900	4,080	4,260	4,440	4,620
G 21	3,900	4,800	180	3,900	4,080	4,260	4,440	4,620	4,800
G 22	4,080	4,980	180	4,080	4,260	4,440	4,620	4,800	4,980
G 23	4,260	5,160	180	4,260	4,440	4,620	4,800	4,980	5,160
G 24	4,440	5,440	200	4,440	4,640	4,840	5,040	5,240	5,440
G 25	4,620	5,720	220	4,620	4,840	5,060	5,280	5,500	5,720
G 26	4,800	5,900	220	4,800	5,020	5,240	5,460	5,680	5,900
G 27	5,000	6,200	240	5,000	5,240	5,480	5,720	5,960	6,200
G 28	5,200	6,400	240	5,200	5,440	5,680	5,920	6,160	6,400
G 29	5,400	6,600	240	5,400	5,640	5,880	6,120	6,360	6,600
G 30	5,600	6,800	240	5,600	5,840	6,080	6,320	6,560	6,800
G 31	5,800	7,175	275	5,800	6,075	6,350	6,625	6,900	7,175
G 32	6,000	7,375	275	6,000	6,275	6,550	6,825	7,100	7,375
G 33	6,250	7,625	275	6,250	6,525	6,800	7,075	7,350	7,625
G 34	6,500	8,000	300	6,500	6,800	7,100	7,400	7,700	8,000
G 35	6,750	8,250	300	6,750	7,050	7,350	7,650	7,950	8,250
G 36	7,000	8,500	300	7,000	7,300	7,600	7,900	8,200	8,500
G 37	7,250	8,750	300	7,250	7,550	7,850	8,150	8,450	8,750
G 38	7,500	9,000	300	7,500	7,800	8,100	8,400	8,700	9,000
G 39	7,750	9,250	300	7,750	8,050	8,350	8,650	8,950	9,250
G 40	8,000	9,500	300	8,000	8,300	8,600	8,900	9,200	9,500
G 41	8,250	9,750	300	8,250	8,550	8,850	9,150	9,450	9,750
G 42	8,500	10,000	300	8,500	8,800	9,100	9,400	9,700	10,000
G 43	8,750	10,250	300	8,750	9,050	9,350	9,650	9,950	10,250
G 44	9,000	11,000	400	9,000	9,400	9,800	10,200	10,600	11,000
G 45	9,250	11,250	400	9,250	9,650	10,050	10,450	10,850	11,250
G 46	9,500	11,500	400	9,500	9,900	10,300	10,700	11,100	11,500
G 47	9,750	11,750	400	9,750	10,150	10,550	10,950	11,350	11,750
G 48	10,000	12,000	400	10,000	10,400	10,800	11,200	11,600	12,000
G 49	10,500	12,500	400	10,500	10,900	11,300	11,700	12,100	12,500
G 50	11,000+								

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation			
				First year	Second year	Third year	Fourth year
LG 1	\$1,500	\$1,800	\$100	\$1,500	\$1,600	\$1,700	\$1,800
LG 2	1,600	1,900	100	1,600	1,700	1,800	1,900
LG 3	1,700	2,000	100	1,700	1,800	1,900	2,000
LG 4	1,800	2,100	100	1,800	1,900	2,000	2,100
LG 5	1,900	2,200	100	1,900	2,000	2,100	2,200

by chapters three hundred two and four hundred thirteen of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

1. Rates of compensation. An employee holding a position [in one of the services or occupational groups] allocated to one of the salary grades included in section forty of this chapter shall receive the minimum salary of the salary grade to which his position

is allocated, plus the number of increments which corresponds with the number of his years of service in such position, unless his services during the year immediately preceding shall have been found to be inefficient and unsatisfactory under the rules established by the commission, which rules shall be posted or published and shall, so far as practicable, be uniform throughout the service. No employee shall receive an

increment which would result in his receiving an annual salary in excess of the maximum of the salary grade to which his position is allocated.

§ 4. Subdivision five of section forty-one of such law, as added by chapter four hundred thirteen of the laws of nineteen hundred forty-five, is hereby amended to read as follows:

5. Appointments, promotions, and transfers of employees occupying non-allocated positions. An employee who for a period of at least one year has been continuously occupying a position not allocated to one of the [services or occupational groups] salary grades described in section forty of this chapter and who is appointed, promoted, or transferred to a position allocated to one of the [services or occupational groups] salary grades in such section the minimum salary of which is equal to or lower than the rate of compensation then received by such employee, shall, upon such appointment, promotion, or transfer, be paid the same salary that he was receiving in his former position immediately prior to the date of such appointment, promotion, or transfer, not to exceed the maximum salary of his new position and, for the purpose of computing future increments, he shall be credited with the number of years of service in such new position which corresponds with such rate of compensation.

§ 5. Subdivisions six and seven of section forty-one of such law, as last amended by chapter two hundred thirty-eight of the laws of nineteen hundred forty-six, are hereby amended to read as follows:

6. Accrual of increments. Annual increments shall take effect on the first day of each fiscal year. [Employees] An employee appointed, promoted or reinstated prior to the first day of October in any fiscal year shall be eligible to receive an increment on the first day of the next succeeding fiscal year. [Employees] An employee appointed, promoted or reinstated on or after the first day of October in any fiscal year shall not be eligible to receive an increment until the first day of the second succeeding fiscal year, provided, however, that [employees] (a) an employee appointed or promoted pursuant to the provisions of subdivision two of this section on or after the first day of October in any fiscal year, who [have] has not received an increase in salary upon

such appointment or promotion, shall be eligible to receive an increment on the first day of the next succeeding fiscal year, (b) an employee appointed or promoted pursuant to the provisions of subdivision two of this section on or after the first day of October in any fiscal year, who has received an increase in salary upon such appointment or promotion which is not equivalent to the full increment payable in the position to which he is appointed or promoted, shall, on the first day of the next succeeding fiscal year, be eligible to receive the balance of such increment, and [further provided, that] (c) an employee appointed or promoted to a position in a higher salary grade on or after the first day of October in any fiscal year, who has received a partial increment upon such appointment or promotion, shall, on the first day of the next succeeding fiscal year, be eligible to receive the salary which he would have received in his former permanent position on such date, if such salary is higher than the salary of the position to which he was appointed or promoted.

7. Service credit for temporary employment. An employee who has been continuously employed under temporary appointment pursuant to rule eight-a or rule eight-c or subdivision twelve of rule eight of the rules for the classified civil service of the state in a position [in one of the services or occupational groups] allocated to one of the salary grades included in section forty of this chapter shall, upon appointment on a permanent basis to the same or similar position or to a position in the same [occupational service and] salary grade, be paid the salary which he would have received in his temporary employment on the date of such permanent appointment, and, for the purpose of computing future increments, he shall be credited with the number of years of service in such position which corresponds with such rate of compensation. An employee appointed on a permanent basis pursuant to the provisions of this subdivision on or after the first day of October in any fiscal year, who has had more than six months continuous service in his temporary and permanent positions in the fiscal year, shall be eligible to receive an increment on the first day of the next succeeding fiscal year.

§ 6. Conversion of salaries to new salary schedule. 1. In order to convert salaries to the salary grades included in section forty of the civil service law, as added by this act, every position which is allocated prior to April first, nineteen hundred forty-seven, to an

occupational service and grade in section forty of the civil service law, as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act is hereby allocated, effective April first, nineteen hundred forty-seven, to the new salary grades in section forty of the civil service law, as added by this act, as follows:

Allocation Prior to April 1, 1947		Allocation on April 1, 1947	
Service	Grade	Salary Grade	
1	2aa	G- 1	
1	2b	G- 2	
1	3a	G- 4	
1	3b	G- 6	
1	3c	G- 8	
2	1b	G- 2	
2	1c	G- 3	
2	2a	G- 4	
2	2aa	G- 6	
2	2b	G- 7	
2	2c	G- 8	
2	3	G-10	
3	1b	G- 2	
3	2	G- 6	
3	3	G-10	
4	1b	G- 2	
4	1c	G- 4	
4	2	G- 5	
4	2a	G- 7	
4	2b	G- 8	
4	2c	G- 9	
4	3	G-11	
4	3a	G-12	
5	1a	G- 2	
5	1b	G- 5	
5	2a	G- 8	
5	2b	G-11	
5	3a	G-14	
6	1	G- 4	
6	2	G- 8	
6	3	G-12	
6	4	G-18	
7	1	G- 8	
7	2	G-14	
7	2a	G-17	
7	3	G-20	
7	3a	G-23	
1	4	G- 9	
1	5	G-13	
1	6	G-16	
1	7	G-21	
2	3a	G-12	
2	4	G-14	
2	4a	G-17	
2	5	G-19	
2	6	G-25	
2	7	G-31	
3	4	G-15	
3	5	G-20	
3	6	G-25	
4	3b	G-14	
4	4	G-16	
4	5	G-20	
4	5a	G-23	
4	6	G-26	
4	6a	G-29	
4	7	G-33	
4	8	G-40	
5	3b	G-17	
5	4	G-20	
5	5	G-22	
5	6	G-25	
5	7	G-32	
6	5	G-22	
6	6	G-27	

Allocation Prior to April 1, 1947		Allocation on April 1, 1947	
Service	Grade	Salary Grade	
6	7	G-34	
6	8	G-42	
7	5a	G-33	
7	5b	G-37	
7	6	G-39	
7	6a	G-40	
7	6b	G-42	
7	4	G-25	
7	4a	G-28	
7	4b	G-30	
7	5	G-32	
8-a	1	G- 8	
8-a	2	G-14	
8-a	3	G-21	
8-a	4	G-26	
8-b	1	G- 6	
8-b	2	G-11	
8-b	3	G-16	
8-b	4	G-20	
8c-8d	1a	G- 2	
8c-8d	1b	G- 5	
8c-8d	2a	G- 8	
8c-8d	2b	G-12	
9-a	1a	G- 5	
9-a	1b	G- 7	
9-a	1c	G- 8	
9-a	2	G-11	
9-a	3	G-15	
9-b	1b	G- 2	
9-b	2a	G- 5	
9-b	2b	G- 8	
9-b	3a	G-11	
9-b	3b	G-14	
10-a	1	G-20	
10-a	2	G-27	
10-a	3a	G-34	
10-b	1	G- 8	
10-b	2	G-14	
10-b	3	G-20	
10-b	4	G-25	
10-c	1a	G- 8	
10-c	1b	G-11	
10-c	2	G-14	
10-c	2a	G-17	
10-c	2b	G-18	
10-c	3	G-20	
10-c	3a	G-21	
10-d	1	G-17	
10-d	2	G-21	
10-d	3	G-25	
10-e	1	G- 5	
10-e	2	G-11	
10-e	3	G-17	
10-e	4	G-22	
11	1	G-10	
11	2	G-15	
11	3	G-20	
11	3a	G-22	
11	4	G-25	
11	4a	G-28	
12	a	G- 3	
12	b	G- 6	
12	c	G- 8	
12	1	G-10	
12	2	G-15	
7	6c	G-44	
7	7	G-46	
7	7a	G-48	
7	8	G-50	
8-a	5	G-32	
8-a	6	G-39	
8-a	7	G-46	
8-a	8	G-50	
8-b	5	G-25	
8-b	6	G-32	
8-b	7	G-39	
8c-8d	3	G-17	
8c-8d	4	G-22	
8c-8d	5	G-27	

8c-8d	6	G-33
9-a	4	G-19
9-a	5	G-23
9-a	6	G-26
9-a	7	G-33
9-b	3c	G-17
9-b	4	G-19
9-b	5	G-24
9-b	6	G-28
9-b	7	G-34
10-a	3b	G-41
10-a	4	G-48
10-b	5	G-31
10-b	6	G-37
10-b	7	G-44
10-c	4	G-25
10-c	4a	G-28
10-c	5	G-31
10-c	5a	G-34
10-c	6	G-37
10-c	7	G-44
10-d	4	G-30
10-d	5	G-35
10-d	6	G-42
10-e	5	G-28
10-e	6	G-34
10-e	7	G-42
11	5	G-32
11	5a	G-35
11	6	G-39
11	7	G-46
11	8	G-50
12	3	G-19
12	4	G-22
12	5	G-25
12	6	G-28
12	7	G-36

2. The provisions of this subdivision shall apply to state employees whose salaries on March thirty-first, nineteen hundred forty-seven, were at the first, second, third, fourth, fifth or sixth year rate of compensation of a salary grade in section forty of the civil service law which provided a minimum and maximum salary and five annual increments on that date including employees in positions which were allocated to occupational service one, salary grade two aa, on that date. Commencing April first, nineteen hundred forty-seven, every such employee whose position is allocated to a salary grade in section forty of the civil service law as added by this act shall receive the rate of compensation in such salary grade as corresponds with the number of years of service on which his salary was based on March thirty-first, nineteen hundred forty-seven, and in addition thereto, the annual increment or part thereof, if any, to which he is entitled pursuant to the provisions of the civil service law.

3. The provisions of this subdivision shall apply to state employees whose positions were allocated on March thirty-first, nineteen hundred forty-seven, to a salary grade in section forty of the civil service law which provided a minimum and maximum salary on such date and whose base salary was not identical with the rate of compensation for the first, second, third,

fourth, fifth or sixth year of service as set forth in the occupational services and grades in such section on such date. Commencing on April first, nineteen hundred forty-seven, every such employee shall receive an annual salary which shall be the total of (a) the base salary of the employee on March thirty-first, nineteen hundred forty-seven; (b) the emergency compensation computed on the basis of the base salary of the employee on March thirty-first, nineteen hundred forty-seven, in accordance with the rates provided in section one of chapter two hundred twenty-two of the laws of nineteen hundred forty-six; (c) the amount of the adjustment resulting from the conversion of salaries to the salary grades in section forty of the civil service law as added by this act, which is equal to such adjustment for the rate of compensation specified in section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, which rate of compensation is next lower than the base salary of such employee on such date; and (d) the annual increment or part thereof, if any, to which he is entitled pursuant to the provisions of the civil service law. Wherever used in this subdivision "base salary" shall mean an annual salary, excluding the emergency compensation provided for by chapter two hundred twenty-two of the laws of nineteen hundred forty-six, additional compensation for hazardous and arduous work and overtime compensation. The salary standardization board shall furnish to the comptroller, the civil service commission and each appointing officer in a state department, institution or other state agency a schedule which shall show the adjustment resulting from the conversion of salaries to the salary grades in section forty of the civil service law, as added by this act, for each salary level specified for each grade in the occupational services set forth in section forty of the civil service law on March thirty-first, nineteen hundred forty-seven. Notwithstanding the foregoing provisions of this subdivision, (1) the emergency compensation as computed hereunder shall not increase the annual salary of an employee on April first, nineteen hundred forty-seven, to an annual salary in excess of the maximum salary of the salary grade to which his position is allocated by this act, and (2) an employee whose annual salary on March thirty-first, nineteen hundred forty-seven, including emergency compensation as computed on such date was in excess of the maximum salary of the

salary grade to which his position is allocated by this act shall commence on April first, nineteen hundred forty-seven, continue to receive such annual salary.

4. The provisions of this subdivision shall apply to state employees whose salaries on March thirty-first, nineteen hundred forty-seven, were allocated to occupational service one in section forty of the civil service law on that date except employees whose positions were, on that date, allocated to salary grade two aa and salary grade seven in such occupational service. Every such employee whose position on March thirty-first, nineteen hundred forty-seven, was allocated to a salary grade in occupational service one of section forty of the civil service law on such date and whose salary on such date was at the first, second, third, fourth or fifth year rate of compensation of the salary grade to which his position was allocated shall receive, commencing on April first, nineteen hundred forty-seven, the annual salary which corresponds with the next higher rate of compensation of the salary grade to which his position is allocated in section forty of the civil service law as added by this act, and in addition thereto, the annual increment or part thereof, if any, to which he is entitled pursuant to the provisions of the civil service law. Any such employee whose salary on March thirty-first, nineteen hundred forty-seven, was between two rates of compensation as set forth in section forty of the civil service law on such date shall receive an annual salary commencing on April first, nineteen hundred forty-seven, computed in the manner provided in subdivision three of this section.

5. The provisions of this subdivision shall apply to state employees whose positions were allocated on March thirty-first, nineteen hundred forty-seven, to a salary grade in section forty of the civil service law for which no maximum salary or annual increments were provided. Commencing on April first, nineteen hundred forty-seven, each such employee whose annual salary on March thirty-first, nineteen hundred forty-seven, was at the minimum salary for such salary grade shall receive an annual salary which corresponds with the minimum salary of the salary grade in section forty of the civil service law, as added by this act, to which his position is allocated by this section, except, however, that such employees whose positions were allocated on March thirty-first,

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ANNUAL DINNER PROVES UNQUALIFIED SUCCESS

AMONG THOSE PRESENT

The 28th Annual Dinner, Entertainment and Dance of The Civil Service Employees Association, held at Albany in the Crystal Room of the DeWitt Clinton Hotel, on the evening of February 27, surpassed all previous affairs. On the dais were: Governor Thomas E. Dewey, Lieutenant Governor Joe R. Hanley and Mrs. Hanley, Comptroller Frank C. Moore, President Pro Tempore Benjamin F. Feinberg of the Senate, Majority Leader Lee B. Mailler of the Assembly, President J. Edward Conway of the Civil Service Commission, Chairman Mary Goode Krone of the State Personnel Council, Hon. Samuel Ordway, Jr., former member of the U. S. Civil Service Commission and of the New York City Civil Service Commission; Dr. Frank L. Tolman, President of the Association; Jesse B. McFarland and John F. Powers, Vice-Presidents of the Association; Clifford C. Shoro, former President of the Association; Miss Janet Macfarlane, Chairman of the Social Committee and Secretary of the Association; and William F. McDonough, Toastmaster. Many members of the Legislature and heads of Departments occupied tables, including Assemblymen Leo Lawrence, Wilson Van Duser and George Foy; Paul Lockwood, Secretary to the Governor; the Governor's Counsel, Charles D. Breitel; John E. Burton, Director of the Budget; Martin P. Catherwood, Commissioner of Commerce; Alger B. Chapman, President of the Tax Commission; John A. Lyons, Commissioner of Correction; Dr. Edward S. Godfrey, Commissioner of Health; John A. Gaffney, Superintendent, Division of State Police; Miss Louise C. Gerry, State Civil Service Commissioner; A. J. Goodrich and Edwin B. Kenngott, Deputy Comptrollers; Harold Keller, Deputy Commissioner of Commerce, and many other officials.

FIRST CASH MERIT AWARD PRESENTED

At the annual dinner Clifford C. Shoro, former President and Chairman of the New York State Employees' Merit Award Board, presented a check for \$50.00 and a Certificate of Merit to Morris Jacobs, clerk in the New York office of the State Insurance Fund. This was the first award to be granted in recognition of an employee's suggestion for the improvement of some detail of State service, under the Board's new program.

Mr. Jacobs proposed that the telephone number of the insured employer be shown on certain workmen's compensation claim forms. Although a simple suggestion, it will, if adopted, save hundreds of man hours of work eliminating approximately 40,000 references per year to telephone directories in the various offices of the Insurance Fund. In addition to increasing efficiency, it is estimated that as the suggestion

is adapted to other forms in use in this and other State agencies, the annual saving to the taxpayer will run into thousands of dollars.

The Employees' Suggestion Plan produced such excellent results for the War and Navy Departments during World War II that many governmental agencies have adopted the idea. Such plans have saved millions of dollars in industrial and business concerns throughout the United States.

At the present time, the Merit Award Board has nearly 200 suggestions awaiting consideration. Additional ones are being received daily. It is estimated that if only a small percentage of these employees' proposals are found practicable, the savings to the State may very well exceed a hundred thousand dollars annually and possibly much more.

REMARKS OF DR. TOLMAN

It is my very pleasant duty and privilege to make a few introductory remarks to the feast of eloquence and erudition which starts as soon as I finish.

The Association appreciates the honor of having as its guests so many distinguished public servants, legislators and administrators, known to all of you.

We crowd into this dining room every year as many of our members as the limited room permits. We could fill a room ten or twenty times as large and still not accommodate all who wish to be here. We have not as yet adopted repeat performances or radio broadcasting for we like informality and intimacy to rule the occasion. We shall, however, soon be obliged to do something to keep up with the growth of the Association.

We have here tonight a few of our newest class of members—local civil service employees. We have for them a special welcome and we pledge them full rights and privileges in this great family of civil service employee servants of the people of the State.

It is the function of the President to say a word about the Association. The paramount aim of the Association is the best possible administration of the Civil Service Law. We want the best possible Civil Service Law and we want the fairest, the most impartial and the most efficient administration of Civil Service possible under the Law. We want it for the welfare of all the people of the State as well as for the public employees.

Public service is a public trust. We in the Association, desire above all else to be worthy of the esteem and confidence of the people of the State for the job we do.

This annual dinner is arranged by the Social Committee of the Association. We wish you to give all credit to them for whatever you find palatable in the evening program.

To our boss, Governor Dewey, we say a special word of welcome. We listen gladly to every word he speaks. We serve under his leadership, and we are as concerned as he is that that leadership be above reproach and beyond criticism. We want him to speak frankly as he always does, and intimately as to his great family of State employees.

NEW YORK LAGS IN PERSONNEL MANAGEMENT

Excerpts from address by Hon. Samuel H. Ordway, Jr., former member U. S. Civil Service Commission and New York City Civil Service Commission.

Public employment, as you well know, has its rewards and its discouragements. Public employment in the State of New York differs from public employment elsewhere by virtue of the fact that the State Government is organized better than it is in most other jurisdictions, better financed and better defined. There is here a structure, a method and an intention which should make possible a most favorable environment for effective personnel administration. Here there is written into the Constitution the requirement that employment and promotion shall be and continue to be based on merit and fitness, and the Courts, with all of their occasional confusion over facts and issues, have steadfastly supported the constitutional principle.

Recruitment and examination for the State Service suffers from antiquated concepts of protection and rigidity of procedure required by a law enacted long before the day when personnel practice became recognized as a tool of management. The State still offers to prospective employees, particularly in its higher brackets under the merit system, at best a "blind date" for the future. Prospective applicants do not know when they may be offered appointments, on precisely what sort of work they may be employed, or under whose direction they will work. The best equipped potential applicants under such a system will still prefer to seek more definite private job openings. This condition is not irremediable either, and the time will come, before too long, when both the law and its administration will make possible far more attractive conditions of recruitment than ever before.

But these things are not the essence of good personnel relations.

Salary opportunities and recruitment through the years have not been a crippling element, although they have been a source of annoyance to employees and Department Heads alike.

The real reason why personnel administration in the State of New York is so full of discouragements is because there has not been and still is not any well organized, planned, coordinated and staffed program of personnel management once the employees are on the job.

Some persons conceive that once an eligible is certified by the Civil Service Commission as qualified for appointment it means that he needs no further training and no further assistance to do a great job. This assumes that he is not only technically qualified to perform certain duties but that he is qualified to fit into an organization which he knows little about, get on well with fellow-workers and supervisors whose duties and responsibilities he does not know, and it also assumes that the supervisors all the way up and down the line are qualified for supervisory work. Yet we know in practice that the best technician with adequate seniority is likely to be promoted to a supervisory vacancy with the result that a good technician is taken from technical duties and given supervisory duties for which he may not be qualified at all.

This is not a recommendation that a lot of additional training courses be instituted, or that the Civil Service Commission be given additional power, responsibility or staff to dictate training programs which management should have. It is a statement that training is a function of management; it is a recognition of the fact that some kind of training actually goes on all of the time at all levels; it is a plea that this fact be recognized by management and that training be made by management a planned working tool for the advancement of personnel relations.

Most of the matters affecting the working conditions, efficiency, utilization and welfare of employees are

matters that cannot well be dictated or directed from a central personnel office. They are matters of orientation, understanding, assistance, guidance and clear direction, which are the responsibility of management itself and of the employees themselves. No one wants management to become paternalistic, but everyone wants management to accept and acknowledge responsibility for the conduct of informed and enlightened personnel relations.

This means that each Department must have a competent Personnel Management Division or Staff of its own, and it must have policies and practices coordinated in fundamental terms through a Statewide Council of Personnel Administration. I should personally like to see employee representation on that Council.

The important point is that internal policies and practices should be consciously initiated, evolve and be defined for each individual Department and Office, in Albany and the field, through conferences with employee representatives. These policies and practices must be known to all, and be uniformly understood by employees and supervisors alike. For example, it is more important that practical grievance procedures exist, be well known and followed in every department than that they be uniform at first. They will become uniform quickly enough if a proper Council of Personnel Administration is functioning properly.

And so it is with all of the other subject matter practices of training, counselling, hours, interpretation of leave regulations and retirement. I repeat the important thing is that policy be known and understood by all concerned with it. And there will never be such understanding and intelligent application of the things which are most essential to employee happiness and efficiency until the responsibilities of management for Personnel Administration are far better defined than they have been, and the limitations of responsibility of the Civil Service Commission are better defined than they have been. To implement these definitions, competent personnel technicians, not part-time assistants, are required in all of the

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CAST AND BOOK OF

"THE AYES-MEN COMETH"

OR

"KEEP YOUR EYE ON THE BALL"

(A stirring drama in song and story)

Produced and directed by
JOSEPH J. HORAN, Commerce

LYRICS by PAUL D. McCANN, Correction; LOUISA RYAN, Commerce; ROBERT J. SHILLINGLAW, Public Works; WILLIAM K. WILSON, Education.

STORY by MR. HORAN

Stage Manager
LOUISA RYAN

Accompanist
FRANCES COHEN, Health

☆

CAST

GOVERNOR DEWEY.....	Kenneth E. Sullivan, State
LT. GOV. HANLEY.....	William M. O'Reilly, Legislature
COMPTROLLER MOORE.....	William K. Wilson, Education
COMMISSIONER CONWAY.....	Roger H. Stonehouse, Education
OSWALD HECK.....	W. Joseph LaFleur, Public Works
CHEERLEADER.....	Marilyn Brown, Taxation & Finance
PAUL LOCKWOOD.....	Joseph F. Feily, Taxation & Finance
PERSONNEL TECHNICIAN.....	Marilyn Brown
SCHOOL TEACHER.....	Rosemary Murphy, Mental Hygiene
CAPTAIN GAFFNEY.....	Frank McCullough, Taxation & Finance
GIRL TROOPER.....	Miriam T. Taaffe, Audit & Control
DR. BIGELOW.....	Gerald J. Ryan, Taxation & Finance
EARL KELLY.....	Miles Heberer, Commerce
JOHN BURTON.....	Robert J. Shillinglaw, Public Works
RADIO ANNOUNCER.....	Paul D. McCann, Correction
CIVIL SERVICE GIRL.....	Constance Joy Ladu, Public Works

THE ASSOCIATION TEAM:

Marilyn Brown, Taxation & Finance	Constance Joy Ladu, Public Works
Kaye Feeley, Correction	Beverly Eaton, Public Works
Mary Cain, Health	Lois Whinnery, Public Works
Rosemary Murphy, Mental Hygiene	Miriam T. Taaffe, Audit & Control
Barbara J. Dow, Labor	Cecelia Vartigan, Education
	Virginia Zinninger, Education

Presented at the 28th Annual Dinner, February 27

"THE AYES-MEN COMETH"

Opening Chorus. On stage are: Hanley, Moore, Conway, Heck. All are dressed in "Dewey Team" baseball suits.

Tune: "Anvil Chorus"

Chorus
We are the Dewey Team, a clever bunch of players—
We know the public mind, we really are soothsayers—
We can pile up a score.
Men of distinction,
Men of distinction,
Now who could ask for more?

Verse
I'm Hanley, the veteran who knows all the angles,
an old-fashioned silver-tongued orator;
I'm Moore, the Comptroller who holds the mazuma
that's needed to pay off the Dewey score.

All
All the innings are our winnings,
Rah, Rah, Rah, Rah!



Chorus

We are the Dewey team, the greatest in the nation,
Those who oppose us find a trying situation;
We can pile up a score,
A cheer for Dewey,
A cheer for Dewey,
Hurrah, hurrah, Governor!

Verse

I'm Conway, the guy who recruits all the workers
who give to the team its efficiency;
I'm Heck who can wreck the attack of opponents,
I carry a whole lot of weight you see.

All

All the innings are our winnings,
Rah, Rah, Rah, Rah!

Chorus

We are Dewey team, we always aim for victory,
We play the game with just a little bit of trickery.
We can pile up a score,
A cheer for Dewey,
A cheer for Dewey,
Hurrah, hurrah, Governor!

(Repeat last chorus)

After opening chorus:

Heck: Gosh I wonder what the Boss has in mind, calling us out for spring training in February this year. Last year we didn't start work until after the first of April. What's up Joe Hanley?

Hanley: Well, Ozzie Heck, I'll tell you—the boss says we need practice. We finished strong last fall alright, but we had a few bad moments during September, eh Frank Moore?

Moore: That's right, Joe. The Buffalo team looked

mighty tough for a while. But that's all over now and we can settle down for another four-year rest.

Hanley: Don't be too sure, Frank. You know the Boss always wants to keep the team in shape. He don't want you developing a charley horse at the last minute. Ain't I right, Judge Conway?

Conway: You said it Joe. Moore is getting too heavy to play on this team—he better watch himself.

Moore: Listen here, Conway—don't talk that way about me. If I catch you folding your check again like I did last week, I'll knock you off the payroll for good.

Heck: Hey take it easy you guys. Remember the old team spirit. Let's give 'em the old cheer. OK cheer-leaders let's go.

Enter girl cheerleader. All go into a huddle and cheer:

Rooty—toot, rooty too!
We're the boys that get the loot!
Senate and Assembly, Audit and Control,
We give the taxpayers an awful roll.
Siss boom bah, siss boom bah!
Dewey, Dewey, Rah—Rah—Rah!



Enter Lockwood (carrying 3 or 4 bats and balls).

Lockwood: Attention team, here comes the Captain.

Team stands at attention with hats over heart. Enter Dewey.

Dewey sings.

Tune: "I'm a Yankee Doodle Dandy"
I'm a Yankee Doodle Dandy,
I'm the leader of the State,
I'm the Captain of the greatest team
In all the whole forty-eight;
If we practice hard and long, boys,
Every-thing will soon be great;
And if we play the game this year,
the way we did last fall,
Well then watch us in 1948.

Dewey: Well you boys certainly seem in good voice to-night. I hope that you haven't been gargling too much with McCaffrey's tonsil oil. Remember, no breaking training.

Moore: Oh, no Chief—not at all. We're just getting ready for the annual dinner of the Civil Service Asso-

ciation and we figure that we've got to make more noise than the State employees—that's all.

Dewey: Oh, yes—it seems to me that I did get a letter from Doc Tolman.

Conway: What again—I hope you didn't sign anything that he sent you, Governor—that is not before you let me see it.

Dewey: Why, of course, not Judge—you know I always let you in on anything that I get from Doc Tolman—well-er—most of the time I do anyway.

Conway: Thanks Governor—you know I do try to keep up with what's going on—but things get so confusing—first we're going to give State employees a raise—then we aren't—then we're going to raise their base pay—gosh most of the time I don't know where we're at.

Heck: You're generally away out in right field, Judge—we all know that.

Conway: (Looking straight at audience—declaims) As long as I am a part of this great Dewey Team—that's all I ask.

The rest applaud.

Heck: What does this guy Tolman do for a living, anyway?

Dewey: You mean you never heard of Tolman? Well I'll tell you.

Song for Dewey—"How Doc Tolman Rose to Fame."

Tune: "Did you ever hear the story of how Ireland got its name" Did you ever hear the story of the Civil Service crew—

They're the greatest bunch of pirates since the days of Dan McGrew, Why when John DeGraff starts writing laws or letters to the Chief, He uses words and phrases that are way beyond belief;

Sure, Joe Lochner is the boy who makes that life insurance pay,

Bill McDonough is the guy who comes to take your dues away,

But the chap who really runs the show

And gives the crew its fame,

Is the man up on that platform, and Doc Tolman is his name.

Moore: Yeah, I thought we got rid of Doc Tolman when he retired. By the way—he certainly gave us plenty of trouble when he retired—he came up to the retirement office with Charlie Dubuar, Chairman of the Pension Committee, and the two of them had the place in an uproar—claimed they knew more about the retirement system than we did.

Dewey: Well that wouldn't be so hard.

Moore: Aw Chief, take it easy. You know that retirement system is simple. That's a subject close to my heart. Why I've been working for four years just to humanize that system.

Hanley: You mean confuse it.

Moore: Shut up, Hanley. You'll be wanting to retire one of these days. I want you to know that I have thousands of satisfied customers.

Conway: Yeah, but they're all dead.

Heck: Well let's get back to that Tolman letter.

Dewey: Here it is. It simply says that he'd like to play ball with us.

Conway: I wonder if he means play ball **with** us or **against** us.

Dewey: The integrity of the Dewey team must never be

questioned. We don't play ball **with** anybody. Naturally it must be a challenge.

Moore: Aw, nuts—he probably wants John DeGraff as the umpire.

Dewey: If he springs that—I'll ring in the whole Court of Appeals.

Conway: Brother, you'll need the whole Court of Appeals—when DeGraff cuts loose—I understand he's a mean man with an outcurve.

Hanley: I don't mind John DeGraff—I can hit anything he can toss—I hope they don't use Larry Hollister. That guy can outtalk Lippy Durocher.

Dewey: Well do you gentlemen think we should accept this challenge?

Moore: Sure, Chief. We haven't had a challenge since last summer when that boy from Buffalo—let me see what was his name—Snead or Reed or some such name, challenged us and look what we did to his outfit!

Hanley: Sure Governor—let's take them on. I was in this game when Ty Cobb was a waterboy—I know all the angles.

Moore: Gosh, chief—I want to get in some more practice. Then maybe I can be captain of this team—if you get into the international circuit.

Heck: Hey that's my line! Don't forget I'm buckin' for captain too.

Dewey: Well wait a minute—I don't know whether or not we've got enough players.

Lockwood: Why you got 19 cabinet members Governor.

Dewey: Yeah, but a lot of them are rookies. I'd hate to have some of them bunk up against a smart operator like Bill McDonough.

Heck: Yeah and most of them don't know how to play ball.

Dewey: You can say that again—why take Milo Maltbie for instance—

Moore: You take him. I wouldn't touch him with a writ of certiorari.

Lockwood: Yeah, but they say Maltbie eats little State employees for breakfast—he'd be a good triple threat man.

Dewey: Listen, John Burton is the only triple threat man I've got on my team.

Conway: We are kind of short of promising material—especially if it's a very long game.

Dewey: Well that's really your department Judge. Why is it that you don't make better progress with recruiting high-caliber people for the state?

Conway: Well I can't keep all the details at my fingertips, Governor, but I have one of my Senior Personnel Technicians outside, and I am sure she can give us the information.

(Conway motions for girl to enter, who does specialty number, "A Good Man Is Hard to Find.")

Dewey: Of course I could use the Salary Standardization Board—but Happy Chandler would probably rule them off my team—I can't make up my mind whether



they ought to be on my team or give them up to the Civil Service Association.

Lockwood: Well Bill McDonough says they're no use to the State Employees—so maybe we could use them.

Dewey: No I think it would be better if we just let Dr. Bigelow and his crowd sit on the sidelines. Maybe we could give them the peanut concession for the game.

Hanley: Good idea, Governor—the peanut concession. They figure State Employees ought to work for peanuts anyway.

Dewey: Now Joe, that's not charitable. Why the Salary Standardization Board has done a marvelous job. They surveyed every sweatshop in the South in making their comparisons of the salaries paid State Employees and found that we were topping them all!

Conway: I still think we ought to use that report of the Salary Standardization Board. That would take the fight out of any team.

Dewey: No judge, I won't stoop to any underhand tactics. I'm sure we can beat them without going that low.

Heck: Say Governor, we better get everything set for the big game—how about the police protection?

Dewey: Oh yes, that reminds me—say Paul—tell Gaffney to come in here.

Lockwood: (Exits) OK Chief.

Dewey: (Ad lib for a few seconds).

Lockwood: (Returns) He says that he'll be right in—as soon as he pays his PBA dues.

Dewey: That guy gets tangled up with more outfits. Oh, there you are Gaffney.

Gaffney: Hiya Governor—what's cookin'?

Dewey: Never mind what's cookin'. Why aren't you in uniform.

Gaffney: Which uniform do you mean Chief? You know I always like to work in plain clothes.

Dewey: Gosh I can never get away from ambitious cops. Now team I want to get things organized. You can't win the old ball game unless you've got a good strong organization.

Hanley: (Aside to audience) Gee he's getting to sound like a politician for a change.

Dewey: Quiet, Joe. We had a good year last season but if we want to play in the World Series in 1948, we want to make sure that we don't repeat any of the errors we made last time.

Moore: What do you mean Chief?

Dewey: Well take Conway there. He's supposed to be one of our heaviest sluggers. But he sure struck out when he published those attendance rules last fall.

Gaffney: You're certainly right Governor. Why I had 13 women working in headquarters and I used to have one of them keep track of the amount of vacation and sick leave the other 12 had accumulated. Now since Conway rules came out I need the whole 12 just to keep track of the other one's time. How in hell you can give an employee one and one-third days vacation a month without putting a Certified Public Accountant on the attendance books is more than I . . .

Conway: Now wait a minute, Gaffney. If that PBA gets much tougher with you, you won't have to worry about anybody's vacation but your own. I understand that you're getting some new Trooper recruits in today, to take the place of some of the boys that left you.

Gaffney: That's right Judge. Only this time I'm playing safe. These recruits are all girls.

Dewey: Girls!—did you say girls, Gaffney? What good would a girl be in a stolen car or a . . . (becomes flustered) . . . oh yes, I see what you mean. Well tell them to come in and we'll look them over . . . er-er—I mean we'll check their qualifications . . . I suppose they have some good points . . .

Heck: Take it easy Governor, you're getting involved.

Dewey: Er—ahem-ahem—yes Ozzie, you're right. Well now Gaffney suppose you have the new candidates come in and we'll examine them—I mean we'll give them the once over—oh nuts—get the gal in here.

Gaffney blows police whistle.

Enter girl.

The entire team gives the wolf whistle.

Dewey: Boys, please, what would the Personnel Council say if they ever got word of this?

Conway: Boy, I've never been arrested in my life, but I sure could go for a little petty larceny with this . . .

Dewey: Now cut that out, Conway—that's a fine way for the head of the Civil Service Commission to talk.

Young lady what is your name?

Girl: Susie Smith—say you're cute.

Hanley: Watch yourself Governor, don't get caught in a squeeze play.

Dewey: What makes you think you would make a good State Trooper?

Girl: Why Governor, I always get my man.

Dewey: Yes—I can understand that. But do you know anything about handling traffic problems?

Heck: Governor if she wears an outfit like that you can be sure that the traffic would always stop.

Dewey: Well—have you ever had any experience on handling serious accidents or casualties? You know we are putting great stress on our safety campaign.

Girl: Oh, Governor—have I ever handled accidents? Let me give you a rough idea.

Girl sings: "Don't Go in the Lion's Cage Tonight Mother Dear."

After song pick up dialogue.

Dewey: Well—I'm willing to give her a whirl—I mean I'll go for her if—what I mean is I have no objection to women on the State Police.

Girl: Oh thank you Governor—now I know that Jane Todd was right—never was there such opportunities for women as there are today.

Gaffney: Gee, Governor—I'm glad you like my idea. This will certainly pep up the State Police.

Dewey: I hope that girl troopers won't be too distracting at the big game. You know—I ah—I er—don't like the crowd to miss any of my grandstand—er-er my more brilliant plays.

Gaffney: Don't worry Governor—these girl troopers can double as cheerleaders whenever you come to bat. (Gaffney and girl exit).

Dewey: Well, now that we've got that settled—we'll have to start spring training pretty quick.

Hanley: Yeah, we ought to go south—boy I've been wanting to get there for years—this is my big chance. Let's go to Georgia—that's where all the big league teams train.

Moore: Nuts—we can't go to Georgia—they've got three governors down there now. Besides those wool hat Democrats down there might do a job on us.

Dewey: No, I've got a better idea. We'll stay right here and practice in this climate. Isn't our Department of

Commerce always saying that New York is the State that has everything.

Lockwood: Oh hell—that's another one of Catherwood's foul balls. I notice, Chief, that when you go on a vacation you always get out of the State.

Dewey: That's enough, Paul! You know if we really intend to win this game—we've got to change the lineup. I've got to strengthen the team and get some new blood into the organization.

Conway: Gee, Governor, don't break up a winning combination when you've got one.

Dewey: Don't worry Judge—I'll keep you on my team. Now you fellows just run along to the shower room—I'll send for you when I need you.

(Team exits singing, "We Are the Team.")

All

Tunc: "I Want a Girl, Just Like the Girl"

We are the team, Tom Dewey's Team,
The greatest in the land;
We are the team, and we're on the beam,
The folks all think we're grand;
When the Senate and Assembly roar,
We just chuckle on the second floor;
We are the team, Tom Dewey's Team,
The great-est in the land.

Dewey: That's what we need, some skull practice. I'll get Dr. Bigelow of the Salary Board—he'll be able to straighten out some of the high priced players that are always holding out for big dough and then Earl Kelly of the Classification setup—he ought to be able to shift this lineup around and then of course I'll bring in the old coach—John Burton. Hey Lockwood.

Lockwood: (Dashing in) Yes sir, yes sir.

Dewey: Send in the brain trust.

Lockwood: Okay Chief—Alright you guys, you can come in now.

(Enter Bigelow, Kelly and Burton.)

Bigelow: Hiya Governor, what's new?

Dewey: Don't give me that routine Bigelow—you guys always know what's new ahead of me. What's the matter Burton, you look kinda tired?

Burton: Listen Governor, that budget you saddled me with was bad enough but when you added Doc's report here on top of it—why I'm just about ready to quit.

Kelly: Well, you can't blame my classification board for that. We're in there pitching all the time. It's Bigelow's crowd here that always gets things fouled up.

Bigelow: I know. But we could work a lot faster if John Burton, here, weren't so busy all the time with other matters.

(Song cue: "Doin' What Comes Natcherly," Bigelow and Kelly.)

We're the boys who mess things up, and
We've got facts to prove it.
We keep busy as can be
TRIMMIN' YOU FI-NAN-CIALLY!

If you want a better job, we're
Just the boys to fix it.
It's like learnin' A B C
TRIMMIN' YOU FI-NAN-CIALLY!

" " "
We're always glad to have you come
around, and
Bellyache awhile on your salary.
But before you come, you might as
well know,
We'll prove you're talkin' through
your Mallory.
YOU CAN'T WIN FI-NAN-CIALLY!
We made a recent survey
And gave it to the Chief;
It proved you'd get more wampum
If you all went on relief.
So if you all want a raise, and
Though you may deserve it;
We'll just go our merry way
TRIMMIN' YOU FI-NAN-CIALLY!
" " "

Dewey: Is that right John? Are you holding up the works around here? What's the matter, haven't you got enough money?

Burton: Why Governor, you know that we're almost broke. Haven't I told you

Song cue. (Burton sings "I've Got Six Pence.")

Dewey: Well what I really called you fellows in for is to give me a little advice on how I can improve my team for the big game with the Civil Service Association team.

Bigelow: You mean you want to change the lineup?

Dewey: That's right Doc. Got any ideas?

Bigelow: Well you certainly could use a better infield. Now here's the pitch—I think you ought to take Conway out of shortstop and shift him to second base. That's the keystone position, remember. And speaking of shifts—who'd be a better man for second base than the Judge. I've never seen a man play both sides better than he can.

Dewey: H'mm sounds logical . . . What about you Earl—any suggestions?

Kelly: Well Governor I've really got a terrific idea. Now you take this fellow Mulvey—of course he's only played in the minor leagues but he's really a powerhouse—put him in at shortstop—why nothing can get past him. With Conway at second base and Mulvey at shortstop you'd have an airtight infield.

Dewey: Say that's really terrific. I'm awfully glad you guys dropped in—now I know that we'll really swamp all the opposition.

(At this point the stage blacks out.)

Small spotlight focuses on radio announcer at microphone. Piano plays in background "Take Me Out to the Ball Game." Record on sound system gives sound effects of ball game.

Announcer: Well folks here we are at the big ball game—it's the battle of the century between the Dewey Team and the Civil Service Association Team. Both teams have been playing hard all afternoon and so far there has been no score. Neither side will give an inch. It looked in the early innings as if the Dewey team would swamp this bunch of amateurs who have challenged them but under the superb pitching of Doc Tolman, veteran twirler who came out of the retire-



ment to pitch today's game, the Association team has held the much touted Dewey aggregation. It looked as though the Civil Service team might score on its demands for portal-to-portal pay but after getting three men on base Joe Lochner struck out. Oh wait a minute folks—it looks as though the game is being called on account of darkness. Yes that's right folks, the game is called on account of darkness—but wait a minute—wait a minute—here's a special announcement. It has been decided to settle the game in song. Yes that's right folks, both teams are coming into the locker room and are going to continue the contest in song. Oh this is terrific—both teams are warming up for the songfest.

Boys go through audience shouting: Get your scorecards folks—get your scorecards. You can't tell a player from a politician without a scorecard.

At this point lights go up and the Dewey Team walks back on the stage. They are followed by girls of the Association Team.

Dewey: Well boys we're really up against some tough opposition. Let's get in there and pitch with our first vocal number.

Dewey Team sings "Wiffen Poof Song"—Civil Service Team sings the Baa's where indicated in chorus.

To the dear old farm at Pawling,
To the place where Dewey dwells,
To the good old Second Floor we love so well,
Sing the Dewey team assembled,
With its baseball bats on high,
And the magic of our teamwork casts a spell—
Yes the magic of our teamwork,
With the boss we think so swell,
He's the man who'll make the grade in '48.
We will triumph for our Dewey—
On that you can depend—
And we'll beat the Civil Service in the end.

Chorus

We're the great Dewey team
That will win today

Civil Service

BAA! BAA! BAA!
We're the greatest of all—
So the experts say

Civil Service

BAA! BAA! BAA!
Salaries, bonuses we give to you—
Everything else that you think is due—
You vote for us and we'll vote for you.

Civil Service

BAA! BAA! BAA!

After "Wiffen Poof Song" first girl steps forward and says:

Girl: So you think that's a pretty good number, eh? Well wait till you get the pitch on this. We're going to tell you how the Salary Standardization Board operates. Listen:

Tune: "I've Been Workin' on the Railroad," harmonized
We've been workin' on the ree-
port
All the livelong day;
We've been workin' on the ree-
port,
Just to take the dough away.
Can't you hear our axes grinding,
Chopping every job?
Can't you see the money going
With the employees we raise hob?
We chop it down right here,
We chop it down right there,
We chop it down a little everywhere.
And then what do we see?
Don't you agree with me?
State workers have less money than anybody.
Somebody's in the woodpile with Bigelow—
There's a stranger muscled into this game;

Somebody's in the woodpile with Newton—
And Burton is his name.
Fe-fi fiddly eye O.

Bigelow: Oh that was a foul. I claim I ought to get a base on balls for that last number. Gosh this team is getting too rough for me. I can't stand playing rough like this.

Girls: Oh Doctor Bigelow that's not true. You know we really all love you.

They sing "Swing Low, Sweet Chariot."

Bigelow, Doc Bigelow, comin' for to raise all my hopes!

I looked into the future and what did I see,
Comin' for to raise all my hopes?
A series of raises all set for me,
Comin' for to raise all my hopes!

Bigelow, Doc Bigelow, comin' for to raise all my hopes!

It's sometimes yes, and sometimes no,
Comin' for to raise all my hopes;
But he's the one to whom we all go,
Comin' for to raise all my hopes.

Bigelow, Doc Bigelow, comin' for to raise all my hopes!

Bigelow: (Turning to Dewey Hey, Chief, this outfit is really knocking us all over the lot. You said they'd never get to first base and look at the way they're roughing me up. Get in there and pitch, will you Governor?)

Dewey: Gosh, Doc, I was depending heavily upon you and you're no use to me at all. Boy have I got troubles!

Dewey sings: "I've Got Troubles." Tune: "I've Got Six Pence."

At the end of the song, Burton motions to Dewey to come over for a "pitcher-catcher" conference. Burton should hold his catching mitt around the microphone and the following conversation should be conducted in whispers into the mike.

First Girl: Gosh, I always wondered what the catcher says to the pitcher when they hold one of these conferences.

Burton: Gosh, Chief, did you notice the short-stop on their team? Pretty cute isn't she?

Dewey: Never mind that John, keep your eye on the ball. Maybe we can work out a deal with this team. Let's appeal to their better nature.

Burton: Okay Chief, let's ask them for another year.

Tune: "Give Me Five Minutes More"

Give us just one more year,
Only just one more year—
And we'll work, yes we'll work for the State.

Dewey Team:
Give us just one more year
To spread joy and good cheer—
And we'll hope for a big '48.

Dewey:
Maybe they'll accept me then despite all my faults.

Girl:
Only if you learn to play the Missouri Waltz!

Dewey Team:
Give us just one more year
Only just one more year—
And we'll work, yes we'll work for the State.

Girl's Team:
We'll give you one more year
To spread joy and good cheer,
And we'll hope that you'll start with a raise,
If we get higher pay,
You'll be king for a day,
And we'll sing, yes we'll all sing your praise.

Dewey:
Maybe I could win next year if I run again—

Girl:
Only if you let Doc Tolman run your campaign.

(Continued on page 88)

OVERTIME RULES SET

John E. Burton, Director of the Budget, has promulgated the accompanying rules governing the payment of overtime pay provided by Chapter 270 of the Laws of 1947.

These rules are reproduced for the information of Association members. They will receive careful study by Association officials.

The following rules governing the payment of overtime compensation effective April 1, 1947 are hereby promulgated pursuant to the provisions of Chapter 270 of the Laws of 1947.

Requests for approval of payment of overtime compensation shall not be made where compensating time off can be granted within the time specified by the rules promulgated by the Civil Service Commission.

I. Prior approval required.—No officer or employee shall be compensated for work in excess of 40 hours per week without prior approval thereof by the Director of the Budget. In emergencies, where such prior approval cannot be given, request for approval of overtime compensation must be submitted within five working days after the commencement of such overtime employment.

II. Request for approval of overtime compensation.—Requests for approval of overtime compensation shall be made in writing to the Director of the Budget by the head of a department or other State agency.

1. In positions where it is required that 44 or 48 hours of work be regularly performed per week, prior approval shall be secured for such work week, and thereafter, employees in such positions shall receive overtime compensation for the four or eight hours of work in excess of 40 hours per week without further authorization.

2. In all other positions, and for hours of work in excess of the 44 or 48 hours per week referred to in paragraph 1 above, specific approval for such overtime work shall be secured before overtime compensation can be paid. All such re-

quests shall furnish the following information:

- a. The titles of the positions for which payment of overtime compensation is requested and the number of hours of overtime per week requested for each title.
 - b. The number of vacant positions with the same titles as those for which payment of overtime compensation is requested, excluding positions filled on a temporary basis.
 - c. The reasons why the overtime is required and the period to be covered.
 - d. The reason time off, equal to the overtime requested, cannot be allowed.
3. Except in emergencies, request for approval for overtime compensation shall be submitted to the Director of the Budget not less than five working days prior to the date such overtime is to start.

III. Compensation for overtime.—Payment for overtime shall be at the hourly rate of compensation otherwise payable to an employee, except that when such employee shall work overtime in a position which has a title different from the title of his regular position, the hourly rate shall not exceed the maximum for the position in which he shall work overtime.

The hourly rate of compensation shall be determined by dividing the annual rate of compensation by 2,000.

The hourly rate of compensation for per diem employees shall be determined by dividing the per diem rate by eight.

Extra compensation authorized for hazardous and arduous work shall be included in the compensation otherwise payable, when overtime is worked in locations where such additional compensation is authorized.

IV. Determination of hours worked.—Payment for overtime shall be restricted to actual hours worked in excess of a total of 40 hours per week.

Total hours worked shall exclude all absences from duty and time allowed for meals.

For purposes of computing total hours worked in a week, time during which an employee is excused from work because of holidays, sick leave, vacation or compensating time off, shall be considered as time worked by the employee.

The smallest unit of time to be credited as overtime for compensation shall be one hour per day.

V. Time of payment for overtime.—1. Employees who regularly work 44 or 48 hours per week shall, as soon as practicable, receive approved overtime compensation in their regular salary payments for the four or eight hours. Until payments can be made semi-monthly they shall be made monthly.

2. Employees regularly employed for 44 or 48 hours per week shall be paid approved overtime compensation in excess of 44 or 48 hours per week monthly.

3. All other approved overtime compensation shall be paid quarterly.

VI. Positions to which overtime allowance does not apply.—In requesting and issuing certificates for approval for overtime the following positions or type of positions shall be excluded from allowances for overtime compensation:

1. The head of every department, institution or other State agency and the head and members of boards and commissions.

2. All deputies and equivalent positions, and supervisory personnel in administrative positions.

3. All positions for which adequate time records are not maintained.

4. All positions wherein the nature of the work and responsibilities make it impracticable to establish a maximum number of working hours per week including employees engaged in field work.

5. All part-time employees.

VII. Certificates of approval for overtime.—The Director of the Budget shall file certificates of approval for overtime with the Department of Audit and Control, the Department of Civil Service, the Senate Finance Committee and the Assembly Ways and Means Committee.

More Specialized Training Needed In State Service

By Warren W. Coxe, Ph.D.

This article is from address delivered at meeting of The American Society for Public Administration, Albany Chapter. Dr. Coxe is Director of Educational Research, State Education Department.—Ed.

About a year ago an interdepartmental committee on training made a study of the need of in-service training in our state governments and made recommendations to the Governor for the organization of an agency to have charge of the training. This committee assumed that there were three groups of personnel to be considered: the professional group which would include administrative personnel, the non-professional group, and officials in local units of government. We are concerned mainly with the first group and while the topic refers only to administrative personnel, it may be assumed to include also professional personnel.

While the topic is limited to in-service training, pre-entry training will be included because this phase of training has taken on, in the last ten years, very great importance, particularly as related to the professional and administrative personnel.

This interdepartmental committee made a survey of the need of such training in New York State through a questionnaire sent to all of the nineteen major departments of the State. An analysis of the replies to these questionnaires led to the following conclusions:

"1. The need for pre-entry (limited to those fields in which there is no adequate source of supply) as well as in-service training, both within the State service and in local government units, has long been felt and is continuously growing.

"2. Over a period of time a number of efforts have been made by various agencies and financed in a number of ways, to meet the most urgent needs.

"3. Coordination, integration, standardization, and recognition have been limited or completely absent in the various programs.

It will be well to separate the pre-entry training from the in-service training and discuss each separately. In a number of fields where there is a demand for employment in the state service, there is either a total lack of facilities for training such personnel in any educational institution or else the training facilities are inadequate. One example is that of the psychologists. Another is public health physicians. There are other examples to be found in nursing, in some of the positions in the Department of Taxation and finance, the Department of Correction and in the Department of Social Welfare. An examination would probably reveal a similar situation in other departments. The purpose, then, of the pre-entry training is a sort of apprenticeship or internship training.

The purpose of the in-service training differs in some essential respects from the pre-entry training. It would have two purposes. One would be to up-grade quality of service rendered to the state. The second would be to assist the individual employee to qualify for more responsible positions. It is assumed that all of those taking in-service training would be in the permanent employ of the state. Some of the principles mentioned for pre-entry training would apply here. While in the past there has been little effort made to select candidates, it is not beyond reason to expect some selection for in-service training. There should obviously be supervision of the training. There must be opportunities to qualify for advanced positions. Provision should be made so that the individual can take in-service training without undue hardship.

Heretofore in-service training has been carried on with a certain degree of hit-and-miss planning. The interdepartmental committee believed it was desirable that some agency be responsible for a continual

survey of the needs of in-service training. This same agency should be responsible for evaluating the courses offered and the staff offering the courses. It might also be responsible for giving consideration to the conditions under which the teaching took place. The committee was quite insistent that established educational agencies be used as far as possible to provide this training. It thought it possible that some kind of training might not be obtainable from any educational agency. In such cases it was believed that this central authority should have the power to employ teachers and organize classes. Finally, it was believed that this central agency should have the power to issue credentials for work done.

There are a great many questions which will be raised in regard to parts of this program. A few can be anticipated. One which inevitably comes up is that of the recognition which should be given to pre-entry training or in-service training in the civil service examination. One proposal is that this training would help in two ways: first, to help the candidate qualify for the examination, and second, that the training offered would be of such character as to help him obtain a high mark in the examination. There is no thought that such training would take the place of the usual civil service procedure in qualifying candidates for state positions. One advantage of having an established educational agency give the courses is that academic credit could thereby be obtained for such work and, in case the employee wished, could be counted toward a degree. A question has been raised as to whether taking such courses would bring any financial reward. The general thought is that they would not except as they would help the candidate gain promotion.

The interdepartmental committee made specific recommendations for the organization of a division to take charge of this training as well

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Rules For Compensation Plan

Civil employees of many local units of government throughout the State do not enjoy the benefit of any established compensation plan. Assuming that many employees of counties, cities, towns, villages and special districts are interested, the Association asked the Municipal Service Division of the State Department of Civil Service whether local units of government ever inquired for standard recommendations with respect to compensation rules. Through the courtesy of that division the following standard recommendations relative to compensation, which are usually supplied by the Division upon requests by units of government, are printed herein. This information is furnished as food for thought for employees who do not have the advantages of being covered by definite rules and regulations relative to salaries, and for public officials who have it in their power to grant reasonable guarantees to their civil employees.

This Association, which has been outstandingly successful in establishing a classification-compensation plan in State Service, as well as definite rules and regulations covering sick leaves, vacations and other matters, is presently drafting model classification-compensation plans and attendance rules which may serve as a guide to local employee groups interested in improving their employment conditions. When these model plans are completed they will be printed in a future issue of this publication.

RULES FOR ADMINISTRATION OF THE COMPENSATION PLAN

1. Provisions Governing Installation of the Compensation Plan

An employee receiving less than the minimum rate for the class to which his position is allocated shall be raised to the minimum rate for the class as soon as practicable. The salary of an employee falling within the range for the class to which his position is allocated shall remain unchanged. An employee receiving more than the maximum rate for his class shall continue at that rate during period of incumbency (except in event of general service-wide reduction and except in the case of a provisional or temporary appointee) but

shall not be entitled to a salary increase.

2. New Appointees

A new employee appointed to a position in a class shall be paid the minimum rate of pay for the class.

3. Promotions

When an employee is promoted to a position in a higher class his salary shall be increased to the minimum rate for the higher class. If an employee is promoted to a position in a higher grade, the minimum salary of which is equal to or lower than the rate of compensation then received by such employee, he shall upon such promotion be paid the salary which corresponds to the next higher step within the salary range to which he has been promoted.

4. Transfers

There shall be no immediate change in the salary rate of an employee who is transferred unless his salary is below the approved minimum of the new position. If an employee is transferred to a position in a class having a higher salary than the class from which he was transferred, such change shall be deemed a promotion and the provisions governing promotions shall apply. If an employee is transferred to a position in a class the salary range of which has a maximum that is lower than the minimum of the class from which the employee was transferred, such change shall be deemed a demotion and the provisions governing demotions shall apply.

5. Demotions

When an employee is demoted to a lower class position, he shall be paid at the rate which is within the approved range for the lower class position. The rate of pay shall be set by the legislative body.

6. Reallocations Downward

When an employee's position is reallocated or reclassified to a lower class position the employee shall be permitted to continue at his present rate of pay during period of incumbency (except in event of general service-wide reductions), but shall not be entitled to a salary increase.

7. Reinstated Employees

A reinstated employee shall be paid at a salary rate within the approved salary range for the position in which he is reinstated, to be fixed

by the Board of Supervisors on recommendation of the department head.

8. Part-time Employment

All rates prescribed in the scales of pay are the standard rates of pay authorized for full-time employment. When employment is on a part-time basis, only the proportionate part of the rate for the time actually employed shall be paid, to be determined by the board of Supervisors and expressed as a percentage of salary and increment contained in the compensation schedule, unless the salary in question is stated as a flat salary.

9. Overtime

When a monthly rate of pay has been established for any class of position no additional compensation shall be paid for overtime, except that in cases of extra-ordinary emergency a department head, subject to the approval of the legislative body, may authorize compensation for overtime work at such rates of pay as may be deemed advisable under the circumstances. A record of overtime authorized by department heads shall be kept and reported to the civil service commission at the time of submission of payrolls.

10. Administrative Salary Adjustment

The salary of each employee shall be reviewed annually by his department head and the civil service commission for the purpose of determining which employees shall be recommended for salary increases or decreases within the range for the class to which their positions have been allocated. All of the personal records, tardiness, and length of service shall be considered in making recommendations to the legislative body or other budgetary authority with major emphasis placed on the evaluation of service rendered. Employees appointed, promoted, or reinstated at least six months prior to the beginning of the fiscal year shall be eligible for the annual increment. No employee shall be entitled to more than one step increase each fiscal year.

11. Allowances

The rates of pay prescribed shall be deemed to include pay in every form, such as full or part maintenance, etc., which is to be deducted from money salary payable.

Legislative Action

The 1947 Legislature adjourned sine die March 18.

More than 5300 bills were introduced in both houses. Since nearly all measures were introduced in both houses, the actual number of new or changed provisions of law sought was around 2600. Of the total number of bills introduced, about 40% were approved.

As this is being written the Governor has acted upon about 200 and about 1000 are before him for decision.

A complete review of legislation will be compiled by our Counsel when the Governor has completed action on the bills before him.

For the present, an analysis of the annual and supplemental budgets relating to salaries show that the Supplemental Budget Bill contains an appropriation of \$30,000,000.00. It is estimated that \$8,000,000.00 of the appropriations for personnel in the regular budget bill will be unused because of vacancies, replacement at minimum salaries of severed employees, etc. These total appropriations of \$38,000,000.00 will be available to:

- (1) Incorporate the War Emergency Compensation of 14% to 30% in the basic pay of any employee covered under Section 40 of the Civil Service Law;
- (2) Pay for overtime, estimated at \$11,000,000.00.
- (3) Pay the \$2,500,000.00 in salary adjustments involved in the conversion of Feld-Hamilton salaries into the single salary schedule;
- (4) Cover an estimated \$3,000,000.00 for reallocation of titles to higher salary grades by the Salary Standardization Board, the increased salaries to be effective as of April 1st, 1947.
- (5) Continue War Emergency Compensation for employees not covered by Section 40 of the Civil Service Law;
- (6) Pay increased salaries of State Department Heads and high State officials.

This is approximately a 16½ million dollar increase over similar appropriations last year. It includes no general salary increase.

And now, as to legislative measures of great interest to State workers which have been enacted into law by signature of the Governor as we go to press. These include:

New Salary Schedules

Assembly Intro. 1080, Print 2621, a Budget Bill, was approved by Governor Dewey on March 26 and became Chapter 360 of the Laws of 1947. This bill converted the Feld-Hamilton salary scales into a single salary schedule and INCORPORATED WAR EMERGENCY COMPENSATION IN BASE PAY. As a result of conferences with the Governor, Budget and Salary Board the Association secured in this law several important salary safeguards for employees. The entire text of this law, which shows salaries in effect as of April 1 is printed elsewhere in this issue.

Overtime Pay

The OVERTIME PAY BILL WAS SIGNED and became Chapter 270 of the Laws of 1947. It is expected

that Rules and Regulations relative to the application of the overtime pay will be issued by the Budget Director any day now. As soon as issued, they will be reproduced and distributed to all Association Chapters and representatives. The administration pledged the overtime pay in October, 1946, as a result of negotiations with the Association. The overtime bill that was signed contained several amendments providing for inclusion of overtime pay for retirement purposes, clarifying the rate of pay, and defining the powers of the Budget Director, secured as a result of Association negotiations.

Unemployment Insurance

Assemblyman Barrett's Bill establishing Unemployment Insurance for State workers was approved on April 1, and became Chapter 507. This reform has been urged by the ASSOCIATION over the period of the last four years and the Association is happy to announce the approval of the Legislature and the Governor of this fair measure.

Increment Credit for Temporary and Provisional Service

Assemblyman Lupton's Bill, Assembly Intro. 2243 was approved and became Chapter 494. This bill provides that temporary or provisional appointees who have received appointment since April 1, 1946, or are appointed permanently before April 1, 1948, shall be credited with temporary or provisional service in computing salary increments due such employees.

Merit Board Award Extended

Senator Halpern's Bill extending the Merit Award Board to April 1, 1948, was approved on March 26 and became Chapter 405 of the Laws of 1947.

Reinstatement After Resignation

Senator Manning's Bill was signed and is now Chapter 291. This law provides that employees who resigned during or within six months prior to military service in World War II may, in discretion of appointing officer, be reinstated to former position and receive increment credit for military service providing reinstatement is made within one year after resignation or six months after effective date of act, excluding from such periods the time he was in military service.

GOVERNOR DEWEY SIGNING BILL
EXTENDING MERIT AWARD BOARD





The Letter Box



New York, N. Y.
January 5, 1947.

Dear Doctor Tolman:

Our Chapter would like you to know that we intend to make every effort to secure at least 99% membership in the Association here.

At every opportunity we have been explaining the merits obtained by being a member of an outstanding organization, in addition we have outlined a plan of social contacts, where we believe they will get together and do things under proper leadership and have an understanding of each other's problems.

In the coming month of February, we are planning an entertainment and dance; the employees will supply the entertainment. This is in line with our get-together program.

Our Legislative Committee is wide awake also and during this year we intend to do our best in the employees' interests.

We organized a Welfare Fund which sends little remembrances to those who become ill, or have other misfortunes to themselves or their loved ones. The Fund is entirely free from the regular Chapter monies and is supported by the social events planned.

It is my honest belief that if we show people we are out to give a little in return for some cooperation, then by golly they will appreciate it.

Well, it's been nice sending this letter and letting you know how we feel, and I'm sure the rest of the Chapters all over the State feel the same way. So, Good Luck and A Happy New Year to you and the Association.

Sincerely yours,

(Signed) JOHN WALLACE, President,
Manhattan State Hospital Chapter.

In response to the Association's efforts to further the proposition to abolish federal income tax on pensions, President Tolman received this letter:

Washington, D. C.
February 7, 1947.

Dear Mr. Tolman:

Chairman Knutson has asked me to write and thank you for your letter of recent date.

You will be interested to know that the subject of pensions and annuity taxation is now receiving careful study by our technical advisors and in due time it is expected they will make a report to the Committee with certain recommendations for amending existing laws in this respect.

Thanking you for your interest, I am

Yours very truly,

(Signed) JAMES A. TAWNEY,
Clerk,

Committee on Ways and Means,
House of Representatives.

"THE AYES-MEN COMETH"

(Continued from page 83)

All: Give us one more year,
Only just one more year—
And we'll work, yes we'll work for the State.

Dewey calls Burton back for another pitcher-catcher conference whispering into the microphone.

Dewey: John, I think we are making some real progress.
Now I always said that you were the personality boy on this team. You go in and pitch the next inning.

Burton: Okay, Chief, anything you say.

Burton and First Girl sing duet. Song: "Sympathy"

Burton: Look's like this game could end without score—

Girl: Um-hm, Um-hm!

Burton: Seems there's no need to play any more—

Girl: Um-hm, Um-hm!
You thought to beat us would be a cinch,
Now you've found out we don't budge an inch.

Burton: Why not compromise?

Girl: Compromise?

Burton: Yes, compromise—

Girl: We want more dough-re-mi.

Burton: That I can see, It's quite clear to me.

Girl: If you want us
Singing your praise—Give us a raise.

Burton: I'd like to—

Both: That's the way we can work a compromise,

Girl: When we came over to play tonight,

Burton: Uh huh! Uh huh!

Girl: We never thought we'd have such a fight,

Burton: Uh huh! Uh huh! We've payed together for years, you see,
And we've got teamwork—that you'll agree.

Girl: Why not compromise?

Burton: Compromise?

Girl: Yes, compromise.

Burton: Sometimes dreams do come true—

Girl: Sometimes they do.
And then skies are blue—

Burton: We want you to—Give us a chance—Give us a chance.

Girl: We'll do that—

Both: Maybe we can work out a compromise.

At end of the duet entire cast sings finale number.

Tune: "Song of the Vagabonds"

Chorus

We all are working for New York State,
The State that's best of the 48.
(That's best of the 48)
From top to bottom we're one great team,
As public servants we're on the beam.
(As servants we're on the beam.)
We must keep old New York's banners shining bright—
We must keep her torch alight.
All in Civil Service—Join in this great purpose—
Work to keep New York State great!
Added glory bring—the State with everything—
As we keep New York State great!
For our State, our loyalty we'll show—
Onward Civil Service banners go.
We are all one-minded—let's all stick behind it—
And keep old New York State great!

What's Doing in the Departments



"Oldtimers" Fete Marcy Hospital Co-Workers

A group of 125 "old timers" of Marcy State Hospital attended a party January 16 in honor of Kenneth Hawken who transferred to Utica State Hospital February 1.

Mr. Hawken, Assistant Supervisor of "G" Building at Marcy State Hospital, was also President of the Marcy State Hospital Chapter of the Civil Service Employees Association and Treasurer of the Marcy State Hospital Recreation Club since its inception. He became Manager of the Hospital Exchange Store at Utica State Hospital.

Mrs. Dora Jones, Supervisor of "G"

Building, represented the gathering in the presentation of a wristwatch to the guest of honor. The employees attending the party had worked with Mr. Hawken during the 17 years of his service to Marcy State Hospital. The party was on Mr. Hawken's birthday, and by coincident it was also the birthday of Mrs. Jones and Stanley Phillips, launderer at the hospital, who also attended.

Arrangements for the party were made by Joe Mezza, Athletic Manager at the hospital.

Later, in the Assembly Hall at Marcy State Hospital, the local Chapter and the Marcy Recreation Club gave Mr. Hawken a farewell party attended by all employees of the institution.



CELEBRATING BIRTHDAYS



MR. HAWKEN SPEAKS

(Photos by Methe-Enos)

Throughout the State Service, civil service employees contributed generously to the "Fight Infantile Paralysis" Fund. Below, Dr. W. C. Groom, Assistant Director of Hudson River State Hospital, Poughkeepsie, presents Mrs. Conger, Local Chairman of the Campaign, with \$379.00 contributed by the workers at the Hospital.

Officers of the Harlem Valley State Hospital Bowling League, which has enjoyed a successful season. Left to right are Robert Campbell, League Vice-President; John Rice, League President; Dr. A. M. Stanley, Senior Director; Lawrence Rourke, Community Store Manager; Gilbert Beck, Secretary and Treasurer, and Samuel Cohen, Senior Business Officer.

In addition to the regular league schedule, special match games for both men's and women's teams are bowled with Wassaic State School, Hudson River State Hospital, Creedmoor State Hospital, Central Islip State Hospital, Middletown State Hospital and Rockland State Hospital.



What's Doing in the Association



BARGE CANAL CHAPTER MEETS AND ELECTS

The Barge Canal Chapter of the Civil Service Employees Association, Inc., held its annual meeting in Albany on January 20.

Delegates attending were: Champlain Unit, R. C. Bailey and Charles Dyer; Eastern Unit, Wm. Waterman and Clyde Pizer; East Central Unit, R. H. Peters and M. B. Atkinson; Central Unit, Daniel J. Donovan and Arthur Fischette; West Central Unit, L. W. Barlow, Sr., and A. E. Grove; Western Unit, George Eddy and Otho Burkhart.

The following officers were elected for the ensuing year: President, Clyde Pizer; Vice-President, George Eddy; Secretary-Treasurer, Otho Burkhart.

John T. DeGraff, Counsel of the Association, and William F. McDonough, Executive Representative, met with the delegates of the Chapter to discuss employee problems and the legislative program of the Association to improve employee working conditions. Mr. Lindsey of the State Department of Public Works also attended.



Mr. Lindsey and Mr. McDonough were guests at a luncheon meeting of the group.

The Chapter went on record with a complete endorsement of the legislative program of the Association and placed emphasis on the need for an increase in emergency pay to meet the increase in cost of

living which has occurred during the past year.

The Constitution of the Chapter was amended to conform with the amendments to the State Association Constitution which have been adopted during the past few months.

1947 Oneonta Chapter Officers

Standing: President, (l.), Charles Morehouse, Homer Folks Hospital; Vice-President, Dr. Joseph Repa, Homer Folks Hospital. Seated: Secretary, (l.), Betty Jane Moore, State Employment Service; Treasurer, Irene McCarthy, State Health Department.



Napanoch Membership Committee

Front Row, (l. to r.), Robert Michel, Angelo Syracuse, Howard Gemmel. Rear Row, (l. to r.), William Paterno, James Marrow, Harold Butler. Members of committee not present in picture, Patrick McNamara and Vrooman Krom.



WESTERN CONFERENCE MEETING JAN. 25



(L. to r.), Dr. Louis C. Kress, Director, Roswell Park Memorial Institute, Buffalo; Robert R. Hopkins, Chairman, Western Conference; Louise C. Gerry, State Civil Service Commissioner; Frank H. Densler, State Civil Service Commission, Rules and Regulations Consultant; Dr. A. A. Thibaudeau, Gratiwick Chapter (Past Pres.), Chairman of Conference Committee.

(L. to r.), Dr. Erwin H. Mudge, Director, Gowanda State Hospital; Arthur J. Gifford, Executive Com. Member for Dept. of Mental Hygiene; Dr. Christopher Fletcher, Director, Buffalo State Hospital; Commissioner Frederick MacCurdy, Dept. of Mental Hygiene; Frank J. Walters, Pres., Mental Hygiene Employees' Association (Middletown State Hospital).

Gowanda Chapter Celebrates at Annual Dinner

At the Speakers' Table at the Second Annual Dinner of Gowanda State Hospital Chapter, January 14



Frederick J. Milliman
Chapter President

Dr. E. H. Mudge
Acting Director
Gowanda State
Hospital

Robert R. Hopkins
Chairman Western
Conference

Wm. F. McDonough
Assn. Executive
Representative

Jas. T. Waters
Pres. Buffalo
Chapter

Priscilla Harvey
Secretary

Mrs. Meyer

Herbert L. M
Newly Elect
Chapter Treas

TAX CHAPTER ENJOYS PARTY AND SHOW

Ever since Thursday evening, January 30, one of the most frequently discussed matters around the State Office Building in Albany has been the Tax Department Chapter Party which was held at the Knights of Columbus Hall, Albany, on that date. It was the Chapter's first social affair and was very successful.

The party was attended by more than 500 Association members in the Tax Chapter. The evening's fare included dancing, entertainment and refreshments, and the program was colorful and lively.

The chairman of the committee on arrangements for the party was headed by Gerald Ryan, who also acted as Master of Ceremonies. Frank McCullough of the Income Tax Bureau directed the entertainment show.



At the Party, (l. to r.): Seated: Phil McMahon, Local Assessments; Irene McMahon, Mary Bary, Corporation Tax; Jane Connors, Corporation Tax, and Agnes Doyle, Executive Division. Standing: Charlotte Ringler, Local Assessments; William Gibhart, Edward Kerwin, Corporation Tax, and Dorothy Blaby and E. K. Kenneston, Corporation Tax.

Entertainment Cast (l. to r.): Mae Reilly, Mary Masterson, Annette O'Neil, Bert Rosenberg, Marilyn Brown, Bob Roach, Mary Bernard, Nancy Roach and Jerry Ryan.



LOTS OF ACTIVITIES IN THE CHAPTERS

CHARTER FOR GEORGE T. GILLERAN MEMORIAL, PUBLIC WORKS CHAPTER

Left to right, Dr. Tolman, George Milhaus, Vice-Pres.; Ivan Speed, Treas.; Joseph O'Hare, Pres.; Edward Ramer, Dept. Executive Com. Rep.; Charles Hall, Sec'y.



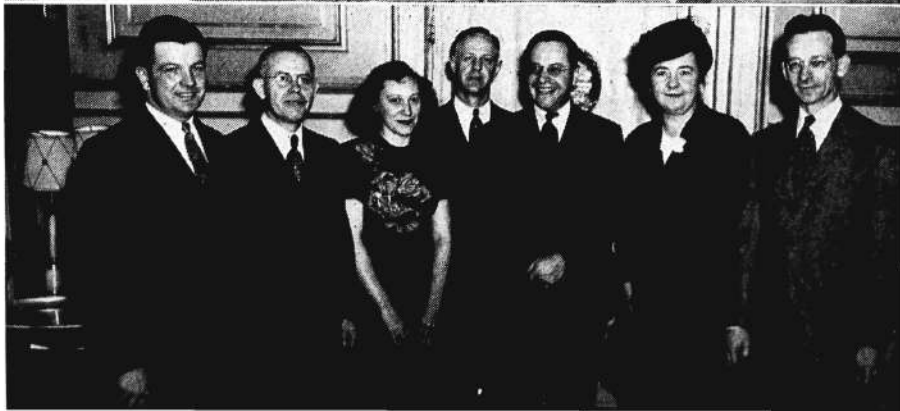
BROOKLYN STATE HOSPITAL CHAPTER MET ON FEB. 14

Shown on the speakers' platform: Left to right: William F. McDonough, Executive Representative of the Association, Albany, who addressed the meeting; William Farrell, popular President of the local Chapter; Katherine Sullivan, Katherine I. Collins, Lida MacDonal, active Chapter workers, and John L. Murphy, President of the Creedmoor Chapter, a guest.



GENEVA CHAPTER EXECUTIVE COUNCIL

Roy Bergstrasser, Frank Kokoski, Jeanne Smith, Robert Larsen, Alvin Hofer, Mildred Wharton, Karl Breitfeld.



"JERK" CASHES HIS NEW CHECK

From
Village Views
Edited and Published by
Letchworth Village Chapter

When I finally managed to squeeze myself through the crowd on the Bank sidewalk sure enough it was "Jerk" Magurk. He was out cold as a step-mother's heart, but still hanging on tightly to his State Check. The cop said he had had a fainting spell inside the Bank . . . and did I know who he was.

I told him about "Jerk" . . . a new man at the Village, and that I'd see him back to his Home O. K. I was curious to know what had happened, in the crowd I'd heard that he'd been clipped with a Taxi . . . and that seemed probable; there was a Taxi standing there at the Bank entrance.

On the way back to the Village,

Jerk wasn't in a mood for talking . . . I could hear him mutter "Bates" . . . "check" . . . "not my fault" . . . finally I got to thinking that it would maybe be a good idea to have Doc Malacki have a gander at this bird and check possible concussion. When I started to head the car for the Hospital "Jerk" nearly blew his top . . . Boy! did he rave!

It seems that "Jerk" like all of us had received a kindly notice from a Mr. Bates adjuring him not to treat his check carelessly . . . to get it back to Albany just as virgin pure as he possibly could, and being of the most obedient type "Jerk" had planned carefully to cooperate 100 per cent with Mr. Bates and his Staff.

A shoe box to carry it in from the Paymaster's table to a point where one of the fleetest of Cody's Taxis

was to pick him up and away like a flash for the Peoples Bank and cash it before it had even a teeny finger print on it.

Everything went according to schedule . . . "Jerk" got out at the Bank . . . paused to detach the stub, stuffed the stub in his pants pocket, signed the check carefully . . . picked it up daintily and replaced it in the box.

In the line before the Cashier's window "Jerk" had time to dream a little, he could see the joy on the face of Mr. Bates when he first beheld the spotless check signed "Jerk Magurk" . . . might even get a Merit Award medal for it . . . then it was his turn . . . and no soap . . . no wonder "Jerk" fainted . . . he had signed the stub and stuffed the check into his pants pocket.

SPECIALIZED TRAINING

(Continued from page 85)

as the other types of training which were mentioned earlier. Provision has now been made for its organization in the Civil Service Department. Two recommendations may be of interest here. One is the recommendation that an advisory committee be formed, to be made up of representatives of each state department and of the employees. The function would be to advise the director of the division in regard to general policies affecting training in the state service. Another is that a number of committees, be organized each representing a professional or administrative field. Each committee would be made up of representatives of those departments in which there is a demand for a particular type of training and also, wherever possible, of representatives from the field at large, these latter representatives to be non-state employees. These committees would have the responsibility of establishing standards and assist in coordinating the various programs. As an example, we might think of the field of psychology. A committee representing this field would be made up of representatives of those departments employing

psychologists and, in addition, psychologists outside of the state service.

The advisory council and the specialized committees should be able to bring about a degree of coordination which is not found today. They should also help the state to establish uniform policies for this level of training. Otherwise, each department would set up its own policy with some resulting confusion. In some departments standards might be low; in some they might be high. Sometimes there is exploitation of the employee; at other times the state may be exploited to the extent to which it spends its money unwisely.

We do not have objective evidence of the need for pre-entry and in-service training but general opinion is that there is an increasing amount of specialized training needed in the state service. Many of these kinds of specializations are not offered in our universities and the only way we are going to arrive at efficient state service is for the state to initiate its own training program. In order to be successful it is necessary, as can easily be implied from what has been said, that there be close working arrangements with educational agencies which will offer appropri-

ate courses and give proper credentials for work done.

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Medical-Surgical Coverage For Capital District Members

Members of The Civil Service Employees Association in the Capital District will soon be able to secure group medical and surgical service as a result of arrangements now being completed. This medical-surgical coverage is available to employees who are or become enrolled in the Blue Cross Hospital Plan through the Associated Hospitals Service of the Capital District. On May 18, 1947, the Association will form a new group of its members in the Capital District to enter the group hospitalization plan, and will accept applications for the medical and surgical coverage from members who have the blue cross hospitalization coverage or who apply for same.

The new medical-surgical plan, known as the Northeastern New York Medical Service, Inc., is sponsored by the Medical Societies of the following counties: Albany, Clinton, Essex, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington. As this Service is offered in conjunction with Blue Cross, The Associated Hospitals Service of the Capital District has been designated to handle all administrative details.

Complete medical and surgical care in the hospital is provided Individual Subscribers with incomes up to \$2,000; Husband and Wife contract subscribers with annual earnings up to \$2,500; and Family Contract Subscribers with annual incomes up to \$3,500. The service will not be limited to persons in these income groups, but subscribers with incomes in excess of these amounts may be charged by the physician, with the difference, if any, between his fee and the amount specified in the fee schedule. Copies of the fee schedule and lists of participating physicians are available for inspection at the offices of the Associated Hospitals Service, 112 State Street, Albany, and The Civil Service Employees Association, Room 156, State Capitol, Albany.

Premium Rates Are as Follows:

	Semi-Annual	Annual
Individual	\$ 6.00	\$12.00
Husband and wife (Without maternity care)	10.50	21.00
Husband and Wife (With maternity care)	13.50	27.00
Husband and Wife (With		

maternity care) and all unmarried children under 18 years of age 13.50 27.00

Literature explaining the new medical-surgical plan, and application cards, may be obtained from Association Headquarters. Completed application cards, with semi-annual or annual fee, attached may be sent to these Headquarters. ONLY MEMBERS WHO ARE OR BECOME CONTRACT HOLDERS IN THE BLUE CROSS HOSPITALIZATION PLAN MAY APPLY FOR THE MEDICAL-SURGICAL COVERAGE. Applications, with fees, must be received on or before May 18, otherwise another opportunity to secure this coverage won't be given until November 18.

A group of Association members to enter the blue cross hospitalization plan will also be formed on May 18.

Veterans' School Forms Chapter

Employees of the State Veterans Vocation School in Troy, at a meeting March 18 voted to organize a Chapter in the Civil Service Employees Association. The temporary officers selected at the meeting to act until permanent officers of the Chapter are elected were: Temporary Chairman, Joseph Granata; Acting Secretary, Robert Sutherland.

A special committee to draft suitable Constitution and By-laws for the proposed Chapter was selected. This committee is composed of Joseph Milano, Robert Symmers, Wilbur Hopkins, Robert Sutherland and Joseph Granata. Another meeting of the employees is scheduled in the near future to approve the Constitution so that it may be forwarded to the Association's Board of Directors for action. The first election of permanent officers of the Chapter will be held April 29.

Carlisle Writes of Insurance

By Charles A. Carlisle, Jr.

Association members have collected over one and one-half million dollars in the past ten years under the group plan of accident and sickness insurance. This valuable contribution to employee welfare was well appreciated by unfortunate members disabled either by accident or sickness.

If you are insured under the accident and sickness plan, and become disabled, you should make sure that you notify promptly the nearest branch office of the insurance company. The addresses of the Commercial Casualty Insurance Company throughout New York State are:

New York City — 59 John Street
Buffalo — 603 White Building
Syracuse — 1206 Chimes Building
Rochester — 1024 Lincoln-Alliance Building
Albany — 75 State Street

Please remember these pointers when you become disabled due to accident or sickness:

1. Report your claim at once. Give your full correct name and present address. Mail this notice, in letter or postcard form, to the nearest office listed above, or to TerBush & Powell, 423 State Street, Schenectady 5, New York.
2. When the claim office sends you a blank to be completed, have it completed at once and return it promptly and check with your physician to assure that he or she also furnishes the information relative to your claim requested by the insurance company.
3. See your physician once every seven days during your period or disability unless you are given permission to the contrary by the insurance company.
4. At any time you want further facts or are dissatisfied with the adjustment of your claim, write me personally and give me the facts; just address C. A. Carlisle, Jr., 423 State Street, Schenectady. The matter will be given my personal attention.

Moore Announces Expense Increase

To enable state employees to meet increased hotel costs while traveling on state business, Comptroller Frank C. Moore has announced increase of the maximum per diem allowances of \$8 in larger cities and \$7 elsewhere to cover meals and lodging to \$9. He also announced that "reasonable charges" for meals and sleeping accommodations, formerly included in the daily allowance, will be allowed while travelling to a given destination.

Comptroller Moore's order amends a section of the Department's Rules and Regulations promulgated by the Comptroller to govern accounts, payable from state funds. Where the amounts were formerly \$8 and \$7, the new section now states: "A maximum of \$9 per day will be allowed for meals and lodging, of which not more than \$4 will be allowed for meals".

A survey made by the Comptroller disclosed that hotel room costs have risen over last year making the old allowances inadequate.

Formerly no additional charges were allowed for meals in transit since the per diem rate took effect immediately upon the employee's departure. Under the amendment "reasonable charges will be allowed for meals and sleeping accommodations enroute" and the per diem will not go into effect until the first subsistence expense is incurred after arrival at destination.

Chapters Elect New Officers

The first officers of the new Southwestern Chapter of the Association were elected at a meeting of the Chapter held at Red House late in January. They are:

President—Noel F. McDonald, Red House.

Vice-President—Earl Holdridge, Little Valley.

Secretary—Miss Mary C. McGuire, Salamanca.

Treasurer—Arthur J. Roscoe, Red House.

The following officers of the State Training School Chapter of the As-

sociation were elected at a meeting of the chapter in January:

President—Mrs. Laura Schutt
Vice-President—LaFayette Simmons

Secretary—John Deyo

Treasurer—Mrs. Edith Podd

Chapter Formed In Parole Div.

At a meeting of employees of the Albany District and Central Office of the State Division of Parole March 24, it was unanimously decided to organize a local Chapter.

Clarence Packman was selected to act as Temporary Chairman until a Chapter could be formally organized, and Eileen Nolan was elected to serve as Recording Secretary.

A resolution was adopted to elect a committee consisting of five members to draft a suitable constitution and by-laws for the proposed chapter, as follows: Mrs. Thomas Corrigan, Vivian Weissblum, Harry Dupree, Harry Haines and Joseph Skelly. The following Nominating Committee was selected: Vincent Kelly, Sylvester Monahan, William Madigan, Lillian Meyers and Robert Liscom.

IMPORTANT NOTICE

This will be the last issue of THE STATE EMPLOYEE magazine which will be sent to members who have not paid 1947 membership dues. Join with the more than 32,500 State employees who have already paid 1947 dues in their effort to secure additional improvements in State employment conditions.

If you have the Group Life Insurance, or accident and sickness insurance, pay your 1947 dues promptly, as no doubt you wish to retain the splendid broad protection accorded by the low-cost insurance which has been arranged through use of the group purchasing power of the Association's large membership. Paid-up membership must be maintained by policyholders. Do not overlook or neglect your 1947 dues and cause stoppage of premium deductions from your salary and cancellation of your insurance.

Pay Your 1947 Membership Dues Today!

PERSONNEL MANAGEMENT

(Continued from page 73)

Departments, and they in turn will require informed, top-side support of departmental executives and, most important of all, of the Chief Executive himself.

In this matter of personnel management, the State of New York is still behind other progressive jurisdictions. Your Personnel Council has not yet developed the broad, evolutionary program for which such a Council is designed. I do not know all of the reasons for this. It may be that its members do not have the time to give, or the technical understanding or the backing they need to make public employment in the State as remunerative in satisfaction and service as it should and will be in the future.

I submit that what is needed today, more even than reorganization of the Commission itself, more pressing than modernization of the law and rules, is a survey of what the Departments are doing or omitting to do to make the most of the talents, skills, and good will of the employees they now have. And this kind of survey is one in which the employees themselves should necessarily participate.

Personnel relations is a two-way communion. It imports not only a community of mind and spirit through which management can make the conditions of employment better for the employees, but it becomes as well a covenant of endeavor through which employees can make conditions better for public management. Only with such communion can there evolve an unstinted and unselfish regard for the public which in government both management and labor serve.

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SALARY GRADES

(Continued from page 71)

nineteen hundred forty-seven, to salary grade seven of occupational service one in section forty of the civil service law shall receive, commencing on April first, nineteen hundred forty-seven, the annual salary which corresponds with the rate of compensation for the second year of salary grade G-twenty-one in subdivision two of section forty of the civil service law as added by this act, and in addition, thereto, in the case of any employee who is entitled on April first, nineteen hundred forty-seven, to an annual increment or part thereof pursuant to the provisions of the civil service law, the annual increment of the salary grade to which his position is allocated or that part of such increment to which he is entitled. The annual salary commencing April first, nineteen hundred forty-seven, of any employee whose salary on March thirty-first, nineteen hundred forty-seven, was in excess of the minimum salary of the salary grade to which his position was allocated on that date shall receive, commencing on April first, nineteen hundred forty-seven, an annual salary computed in the manner provided in subdivision three of this section.

6. The provisions of this subdivi-

sion shall apply to state employees whose positions were allocated on March thirty-first, nineteen hundred forty-seven, to a salary grade in occupational service ten-a of section forty of the civil service law and whose per diem salary was not identical with the specified per diem rate of compensation for the first, second, third, fourth, fifth or sixth year as set forth in the grades for such service on such date. Commencing on April first, nineteen hun-

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dred forty-seven, each such employee shall receive an annual salary, computed to the nearest dollar, which shall be the total of (a) the product of the base per diem salary of the employee on March thirty-first, nineteen hundred forty-seven, multiplied by three hundred two; (b) the emergency compensation computed in accordance with the provisions of chapter two hundred twenty-two of the laws of nineteen hundred forty-six on the basis of the product of the base per diem salary of the employee on March thirty-first, nineteen hundred forty-seven, multiplied by three hundred two; (c) the adjustment resulting from the conversion of salaries to the salary grades in section forty of the civil service law as added by this act, which is equal to such adjustment for the per diem rate of compensation specified in section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, which per diem rate of compensation is next lower than the base salary of such employee on such date; and (d) the annual increment or part thereof, if any, to which

he is entitled pursuant to the provisions of the civil service law.

7. Notwithstanding any other provisions of this act, the annual salary on April first, nineteen hundred forty-seven, of any employee whose position is allocated to one of the salary grades in section forty of the civil service law, as added by this act, shall not be less on such date than it would have been (1) had section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act, continued in force and effect, and (2) had the additional emergency compensation provided for by chapter two hundred twenty-two of the laws of nineteen hundred forty-six with respect to services rendered during the fiscal year ending March thirty-first, nineteen hundred forty-seven, been continued in force and effect with respect to services rendered thereafter computed at the rates prescribed by such chapter upon the compensation which would have been payable pursuant to section forty of the civil service law as in force and effect on March thirty-first, nineteen hundred forty-seven, immediately prior to its repeal by this act had such section as then existing continued in force and effect.

8. Any reallocations made by the salary standardization board on and after April first, nineteen hundred forty-seven, and prior to October first, nineteen hundred forty-seven, and approved by the director of the budget,

shall become effective as of April first, nineteen hundred forty-seven, if such board shall certify to the director of the budget that such reallocations were made as a consequence of the salary survey made by such board in nineteen hundred forty-six provided, however, that no such retroactive reallocation shall operate to reduce the annual salary of any employee for the fiscal year commencing on April first, nineteen hundred forty-seven, below the salary to which he would otherwise be entitled under the provisions of subdivisions one, two, three, four and five of this section and for purposes of computing future increments he shall be credited with the years of service which corresponds with such salary.

9. No employee shall receive an increment or conversion adjustment on April first, nineteen hundred forty-seven, under the provisions of this section which would result in his receiving an annual salary commencing on such date in excess of the maximum salary of the salary grade in section forty of the civil service law to which his position is allocated on such date pursuant to this act and for the purposes of computing future increments, employees whose salaries on April first, nineteen hundred forty-seven, are fixed by this section shall be credited with the years of service corresponding to such salary.

§ 7. This act shall take effect April first, nineteen hundred forty-seven.

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SECURE AN APPLICATION FOR THE GROUP LIFE INSURANCE TODAY from your Local Association Chapter or from Association Headquarters, Room 156, State Capitol, Albany, N. Y. FILL IT OUT AND RETURN IT PROMPTLY.

PICTURE QUIZ:

Which of these five people gives the right reason for buying U.S. Bonds?

(ANSWER BELOW)



1. Easy to save! "I'm putting money into U. S. Bonds because it's the *easiest way* for me to save. Under the Payroll Savings Plan, I put aside a regular amount each week for Bonds. So far, I've saved \$500 without missing the money!"

2. Good investment! "Getting back every \$3 I invest—the way I've done it over ten years' time with U. S. Bonds is my idea of a *good investment*. Now it's safe and sound, and it's backed by Uncle Sam's Bonds, I say."

3. Plans for the future! "Ten years from now, the money I'll get from my U.S. Bonds will help to send my kids to college, or buy our family a new home. I think that buying U. S. Bonds is the wisest thing a family man can do."



4. Fights inflation! "I want America to stay economically sound. That's why I'm putting all our extra dollars into U. S. Bonds. It's like buying a share in our country's future prosperity!"

5. Rainy day! "Maybe a rainy day's coming for me. Maybe it isn't. But I am taking no chances. That's why I'm buying all the U. S. Bonds I can through my Payroll Savings Plan."

THE ANSWER

Every one of these people gives the "right" reason—because there's more than one right reason for buying U. S. Bonds.

Whichever way you buy them—through Payroll Savings, or your local bank or post office—U.S. Bonds are the best investment you can make!

Save the easy way..buy your bonds through payroll savings

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