

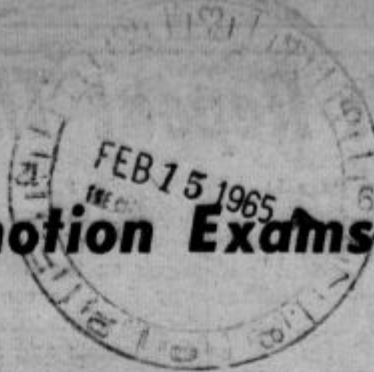
Civil Service LEADER

America's Largest Weekly for Public Employees

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ALBANY, N.Y.
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RICH ASS. T. CIVIL SERVA
THOMAS M. COYLE RESEA

Promotion Exams



See Page 16



DONATION — Arthur Kasson, Jr., president of Onondaga chapter, Civil Service Employees Assn., watches as Sister Englebarta, superintendent of the Syracuse House of Providence, shows two children the \$100 check presented to children's home by the chapter. Onondaga chapter donates annually to a local charitable organization selected by the Chapter's board of directors. (Organizations receiving donation change each year.)

CSEA Wins Reclassification For D of E Building Guards

ALBANY, Feb. 8—A reclassification appeal filed through the Civil Service Employees Assn. on behalf of building guards in the Division of Employment has been approved by the State Division of Classification and Compensation.

It is considered a first-step victory by the Employees Association for the building guards employed by the D of E in the New York City area. The action calls for a reclassification from grade 5 building guard to grade 7 security officer.

The original appeal, asking for a reclassification from grade 5 to grade 8, was filed in July of 1964. A hearing was conducted by the Division of Classification and Compensation in New York in November of last year. At the hearing, three appellants—William N. Foy, James Morrison and Robert Jones—all employed by the D of E in the New York area, presented their case.

Spelled It Out

In addition, the employees' stand was spelled out verbally and in writing by Milt Handel a member of CSEA's D of E Committee. Others appearing at the hearing in support of the reallocation included Commissioner Harry Parker Quinn of the Department of Labor and Tom Coyle, research analyst for CSEA.

In seeking the reclassifications,

CSEA claims that the duties of these men should be equaled with those of policemen and cannot be compared to the building guard as described by the Department of Civil Service in their specifications.

The reallocation request is now subject to approval by the Division of the Budget.

Status of Power Plant Series Appeal Discussed

ALBANY, Feb. 8—Discussions were held at the Civil Service Employees Assn. headquarters last week to consider the status of the reallocation appeal for the upgrading of positions in the Power Plant Series in State Service.

The CSEA appeal was transmitted to the Division of Classification and Compensation through the Department of Mental Hygiene in August of 1964. It was initiated by three employees representing the Power Plant Series: Edward McWilliams, Central Is-

New Entrance Exam Due

Reclassification Framework For Mental Hygiene Aides Outlined By Administration

ALBANY, Feb. 8—The State Division of the Budget, the Division of Classification and Compensation, and the Department of Mental Hygiene have worked out the framework within which the upgrading program for attendants within institutions in the Department of Mental Hygiene will be implemented. The Leader learned last week.

The upgrading of positions of attendant, staff attendant, practical nurse, staff nurse and head nurse, and the establishment of supervisory ward attendant positions for evening and night shifts is a victory for the Civil Service Employees Assn., which had filed salary appeals for these employees and had urged the supervisory ward jobs for evening and night shifts.

Under the plan, Budget will approve reallocation of all attendants, now in grade 5, to grade 6, as recommended by the Division of Classification and Compensation. Classification and Compensation will revise the present duty statement for attendant so that it describes the duties of a ward service attendant, with particular emphasis on patient relationship. All future appointments will be at the minimum of grade 6.

New Qualifications

The Civil Service Department will revise the entrance examination for attendants. Following the examination, successful candidates will be required to engage in a training program of classroom instruction of 150 or more hours.

The probationary period for attendant will be six months and successful completion of it will be based, partly, on the results of an examination based on the training program.

Present positions classified as attendant but actually performing other duties, such as cleaners, dining room attendants, and others, will be identified by the Department of Mental Hygiene. Existing vacant positions will be reclassified to a title which re-

flects the appropriate duties not directly involved in the care of patients. Future vacancies also will be reclassified in a similar manner.

A new supervisory position will be approved for the evening and night shifts for ward service where none exist. Staff attendant will be upgraded from grade 7 to 8.

The result of the program will have employees with the possible title of psychiatric attendant being assigned only to ward service.

Choice Offered

It is also understood that employees now holding the attendant title, but not actually performing the duties of a ward attendant, as in the proposed revised duty statement, will be given the choice of:

1. Agreeing to a transfer, when needed, to ward service, or
2. Retaining present non-ward duties but returning to a lower grade.

(Continued on Page 16)

CSEA Proposals

Tenure, Pay Schedules In Nassau Non-Teaching Unit Program For 1965

(From Leader Correspondent)

BALDWIN, Feb. 8—The non-teaching unit of the Nassau chapter, Civil Service Employees Assn., has prepared its 1965-66 program.

The program was discussed at a recent meeting between Edward Perrott, chairman of the non-teaching section, and the unit chairman from 23 school districts in Nassau County. Perrott indicated that the non-teaching section hopes to hold a luncheon meeting in the near future with the superintendents of schools in Nassau County to explain the ways in which his group is attempting to improve working conditions in the schools.

Seven Major Items

The section's program includes these items:

- The abolition of residence rules regarding the hiring of school district employees.
- The abolition of the title of "cleaner" and use of the title "custodian."
- The establishment of a four-year list in all civil service tests.
- Tenure for all non-competitive employees with five years or more service.
- The establishment of definite salary schedules in all districts.
- The creation of promotional tests whenever possible in all competitive titles.
- A system in which an employee, when promoted to another district, will have his past position held open until he has served his probationary time in his new job.

lip; Neil Finlin, Suffolk State School at Melville and Pat Ly-sagth of Wassaic.

Positions Concerned

Positions of which the upgrades are sought are in the de- (Continued on Page 16)

Don't Repeat This!

Radical Change In Whole State GOP Seen In The Making

POLITICAL wags in Albany are being quoted as saying that when Carl Spad was elected chairman of the State Republican Committee he couldn't have picked a better time—he had no place to go but up.

The suggestion, of course, is that the GOP in New York State was at such a low ebb after President Johnson's landslide victory of last November (which carried so many other Democrats to power) that even the smallest thing that Spad might accomplish would be on the plus side for Republicans. As evidence that luck—and maybe skill—seems to be riding with the new chairman, (Continued on Page 2)

Don't Repeat This!

(Continued from Page 1)

look at the dilemma the fighting Democrats are in in Albany. This didn't happen by accident and how much of it can be credited to the GOP will be weighed and argued all year.

Underneath the humor about Spad's appointment, however, are indications that he may be only the first of a whole new team being created by Rockefeller to bolster the image of his party and set the stage not only for recapturing the Legislature this Fall but also returning him to office in the gubernatorial election of 1966.

Unpublicized Appointments

Because of the nature of the job, Spad's appointment was widely reported in the press and the concensus was that his main duty would be to work with county leaders to recapture the Legislature. Not so well publicized are other of Rockefeller's personal appointments to his staff. These include William Pfeiffer, a former GOP State Chairman, Congressman and campaigner for Tom Dewey as well as Rockefeller; Thomas Stephens, former Dewey trouble shooter and advance man and, later, one of President Eisenhower's closest White House aides, Michael Scelsi, former executive director of the Republican State Committee. These three new administrative aides—all have been appointed within the last two months—are political "pros" in the heavyweight class and it is reported that Rockefeller will rely on them to get a full head of steam behind the party in the 1965 and 1966 races.

Top To Bottom Shake-Up

All the changes to date have been administrative. But it is now being whispered that Rockefeller

is getting ready to make truly sweeping changes in the whole structure of the party — from places on the State ticket all the way down to commissioners and deputy commissioners in State departments and agencies.

The reasoning behind all this is, reportedly, as follows: Rockefeller has now realized his pledge not to increase taxes was a mistake; his retraction of that pledge is in the form of his proposed new budget, just submitted. The new budget is the first hurdle Rockefeller feels he must overcome with the voters and this is coupled with a parallel hurdle; that is, he is convinced the public wants progressive government with more of the services that only government can provide and that is why they voted so strongly for Lyndon B. Johnson. Therefore, he must prove that he is a progressive governor and he had to produce the type of budget he did to demonstrate the point.

Rockefeller Republicanism

The second facet of the reason for change is that the Governor feels he must re-shape the image of the Republican party not only to attract State voters but also to set an example for the GOP in other States, an example that is an alternative to the Barry Goldwater philosophy which, he feels, was disastrous last year and would be even more disastrous as the basis for future Republican platforms.

At any rate, radical change appears to be in the air for the New York State GOP. The depth and range of this change should become visible in a relatively short time. November isn't all that far away and the Governor would need all the time he can get to sell the new picture of Rockefeller Republicanism.

Water Supply Board Emerald Society Sets February 18 Meeting

The Emerald Society of the Board of Water Supply will meet on Thursday, Feb. 18 at 1 p.m. in the "Bid room" 13th Floor, 120 Wall Street.

The Society has chartered an Irish Airlines Jetliner for a six week trip to Ireland starting on July 25. Stops will be made in both Dublin and Shannon, according to Mildred Bodnar, president of the Society.

Scheduled to be received as members at the February meeting will be Linda Hunter Murphy, Noreen T. Shipman, John Hackett, Francis Shipman, James Ryan, Howard Schroder, James Wall and James Richardson. One former member, Charles O'Neill of Orlando, Florida has also rejoined the group.

The Emerald Society bowling team, one of the activities of the group meets every Wednesday night at City Hall Bowling Land on Park Row. The team is part of the Mayor's League.

Your Public Relations IQ

By LEO J. MARGOLIN



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

PR to Ease Shorthand Shortage

THERE WOULDN'T be a shortage of shorthand reporters in the United States, if every youngster seeking a career aspired to the high degree of excellence of 34-year-old Howard R. Lubin, an official reporter in the N. Y. State Supreme Court's First Judicial District.

FOR THE SECOND consecutive year, Lubin has brought honor to civil service by winning the statewide shorthand championship. His victory took place at the 89th annual convention of the New York State Shorthand Reporters Assn.

COMPETING against the shorthand topnotchers of the State, Lubin proved a worthy champion.

In two-voice testimony at 280 words a minute, the judge's charge at 240 words a minute, and literary dictation at 220 words per minute, Lubin made only nine errors. Par is considered 70 errors.

THE NEXT time our readers have to field a curve that civil servants adopt a government career because they couldn't get any other job, we urge you to quote Lubin's achievement.

LUBIN did not reach this superb competence by osmosis. He did by hard work, constant practice, and a dedication to his chosen career. For this devotion to the public service, he deserves the sincere thanks of every civil servant.

IN A LAUDABLE attempt to convince youngsters to choose shorthand reporting as a career, the National Shorthand Reporters Assn. is accelerating a public relations campaign they've been carrying on for some years. The campaign has enjoyed some success, but with the shortage of shorthanders becoming more acute the professionals themselves are stepping up the campaign as well as footing the bill.

THERE IS a shortage of about 5,000 shorthand reporters in the United States, reports Harry L. Libby, president of the National Association, which represents the 9,000 shorthand reporters in the country.

LIBBY, who is official court reporter in Rockford, Ill., deplors the attitude of many young people who would like the income

(Continued on Page 6)

Central Islip Chaplain Receives An Oak Leaf Cluster From First Army

Army Chaplain Lt. Col. Morris M. Mathews (Ret.) of Bay Shore, Long Island, N.Y., was presented the First Oak Leaf Cluster to the Army Commendation Medal for serving the past ten years as Post Jewish Chaplain at Camp Drum, Watertown, N.Y., summer encampments.

In private life he is resident Jewish Chaplain at Central Islip, the second largest of Long Island's state mental hospitals.

The medal was presented to him at a ceremony at Governors Island, by the First United States Army Chaplain, Col. Edward J. Saunders. The award's citation said that Chaplain Mathews "exhibited a fine understanding of the problems confronting servicemen, performing many missions of consolation and cheer, giving solace, comfort and aid to persons of all faiths."

The Bay Shore clergyman who holds the Bronze Star Medal is also responsible for establishing a "first" during his summer service at Camp Drum, July, 1955 through August, 1964,—a Kosher kitchen for Jewish personnel for the observance of the Hebrew religious dietary laws.

He retired on Oct. 1, 1964, with 21 years' service. His last Reserve assignment was to the 1360th USAR Station Command in Bohemia, N.Y.

Elmira Custodian Exam Closes Feb. 17

The City of Elmira has openings for custodian in various school districts. Salary is \$4,400 to \$4,900. Closing date for filing applications is Feb. 17.

For further information contact the City Civil Service Commission, Elmira.

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CS Attorneys In New York State Elect Officers

The Association of New York State Civil Service Attorneys held its annual meeting recently at the State Office Building in Manhattan.

New officers and directors were elected. They are:

M. John Silver, president; Morton H. Meyer, first vice president; Lionel A. Jardine, second vice president; William M. Miles, secretary; Marvin Goldblatt, treasurer; Herbert Rosenstein, financial secretary.

Directors named were: Margery C. Banigan (Insurance Dept.), William Besmanoff (Housing Finance), Ronald Cohen (Law Dept.), Frank DeBellis (Labor Dept.), Irving Farber (Labor Dept.), Angelo J. Ferrugia (Labor Dept.), Harry Geller (State Dept.), Irving W. Goodside (Tax Dept.), Paul Rosenkrantz (Tax Dept.), Philip Weinberg (Law Dept.).

Account Clerk Exam Closes On Feb. 17

Cattaraugus County will accept applications for its senior account clerk examination until Feb. 17. Salary in this position is \$4,450 to \$5,450.

Candidates must have been legal residents of the County for at least four months prior to the written examination.

For further information contact the County Civil Service Commission, Supervisors Building, Little Valley.

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

IT COULD HAPPEN TO YOU

By LAWRENCE STESSIN

(The following is taken from "Employee Relations in Government," a bi-monthly newsletter published by Man & Manager, Inc.)

CAN YOU DEPRIVE AN EMPLOYEE OF HIS PENSION RIGHTS IF HE IS INDICTED FOR DERELICTIONS IN OFFICE?

What Happened: Implicit in the right to a pension is the prerequisite of long and honorable service — so it is widely assumed by administrators (as well as the public) that any scandal can blight the chances of an agency employee retiring with his pension rights intact.

But the principles are not nearly that clear—and the courts have time and again been asked to guide an agency on the subject.

In the City of Hoboken, the Board of Pension Commissioners executed an about-face in the case of Bryan King, Hoboken's long-time police chief:

1. First, the Board voted King his half-pay pension and permission to retire honorably.
2. Several months later, the Board reversed its decision and stated it had "inadvertently granted a pension to Bryan King," but now resolved that "the same is hereby rescinded as being null and void."

The reason for the Board's change of heart was clear enough. During the two months between decisions, King had been indicted on several charges of malfeasance in office. Moreover, an election

had come along and the personnel of the Board had been overturned.

King took on the new Board in court and maintained: "You cannot reverse yourself because the law does not allow it. And what is more important, you cannot deprive me of my pension on the basis of an indictment."

The Board disagreed:

- The New Jersey statute awards pensions to anyone who has served honorably in the police or fire department for a period of 20 years. We have evidence that King did not serve honorably.
- There is no requirement that we must wait out a conviction. The evidence on which indictments were gotten out is sufficient to deprive him of his pension. After all, we are the judges of that.

The two sides fought their way up to the Supreme Court of New Jersey, the state's highest tribunal.

Did King Win: YES

NO

(Answers on Page 10)

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CITED — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., presents to Nassau County Welfare Commissioner John J. McManus a plaque in appreciation of his interest in civil service employees. The occasion was a cocktail party in honor of Commissioner McManus who resigned from his position as commissioner to take a new position as executive director of the United Fund of Long Island.

'Miss Highway Safety' Will Soon Be Crowned

The finals have been reached in the Miss Highway Safety Contest, an annual event sponsored by the State Motor Vehicle Department chapter of the Civil Service Employees Assn. in Albany.

The finalists were chosen last Monday by a panel of 10 judges and the finals will take place on Feb. 19 with the crowning of the new queen to take place Feb. 25 at a dinner dance at the Circle Inn, Latham.

The final selection will be made by judges Ernie Tattrell of WRGB, Bill Edwardson of WGY, Dick Weber of the Albany Times-Union, and Carol Ann Andries of Fashion Models, Inc.

Semi-final judges were: Bernard Lynch, Betty Mattick, Arnold Wise, Kay Phoenix, Elmer Lane, Carol McConnell, Charles Carroll, Jean Welch, Richard Barrell and William Eckhof.

Co-chairmen of the dinner are Audrey Hoffman and Karen Jean Robak, last year's Miss Highway Safety. Committee members are: Alan Smyth, Carol Qulgle, Barry Farinelli, Pat DiBlasio, Ed Folmsbee, Mary Rossignol, Ann Clouthier, Maureen Constantino, Jean

Jesse B. Fordham Dies; Began State Service in 1898

Jesse B. Fordham, retired business officer of Utica State Hospital, died recently. He was 88. At the time of his death, he was a resident of Rome, N.Y.

Born in East Setauket, Fordham graduated from Poughkeepsie Business College and entered State service at Kings Park in 1898. In 1908 he went to work at Willard State Hospital.

He went to Utica State Hospital in 1922 as business officer, the post he held until his retirement in 1946, when he moved to Rome.

Funeral services were held in Rome, and burial was at Cedar Hill Cemetery, Port Jefferson, L.I.

Bock, Marsha Campion, Gladys Underdue, Sally O'Neil, John Fleming and Agnes Ryan.

CSEA Regional Attorney For Rochester Appointed

ALBANY, Feb. 8—E. Willoughby Middleton, Jr., has been named regional attorney for the Civil Service Employees Assn. chapters in the Rochester area. His appointment was announced by the Albany law firm of DeGraff, Foy, Conway & Holt-Harris, CSEA attorneys.

Middleton is a member of the firm of Middleton, Gianniny & Remington, 900 Midtown Tower, Rochester. He was admitted to the Bar in 1951 and with the exception of two years in Washington D.C., has been practicing in Rochester ever since.



Middleton

Schooling He was graduated from the Woodrow Wilson School of Public and International Affairs at Princeton University in 1948 and received his degree from Cornell Law School in 1951. He then became an associate with the then firm of Nixon, Hargrave, Middleton & Devans, now Nixon, Hargrave, Devans & Doyle. In 1957 he was appointed Associate Counsel to the Judiciary Committee of the United States House of Representatives of which then Representative Kenneth B. Keating was ranking minority member. He served in that capacity until late 1958 when he returned to Rochester to resume the private practice of law.

In 1959 Middleton was appointed

Erie CSEA Presses Pay Drive As County Board Ends Long Stalemate

(From Leader Correspondent)

BUFFALO, Feb. 8—A month-long stalemate on the Erie County Board of Supervisors ended Feb. 2 and Erie chapter, Civil Service Employees Assn., prepared to push ahead for pay increases for 8,000 full-time and part-time County workers.

Republicans control the Board by two votes, 23 to 26, but two GOP supervisors have been ill and the Republicans couldn't get the votes to elect a chairman and the Board remained unorganized during January.

Erie Executive Acts

But the Erie County Charter gives the County Executive authority to name a chairman after 30 days and the stalemate ended Tuesday when County Executive Edward Rath named Republican Arthur J. Carlsen as chairman.

"These raises have been delayed

long enough," said Alexander T. Burke, president of Erie chapter, "we will ask the Board to grant them as one of the first orders of business."

Pay Recommendations

Barrington & Co., a management-consultant firm, recommended pay hikes totaling \$3,470,000, about 9.6 per cent, after a survey that required four months of exhaustive study.

The recommendations came to the Board last Dec. 15 and the 1965 Erie County budget, already

adopted, includes \$2.2 million for salary increases.

No raises will be retroactive, the Board has indicated, so the \$2.2 million is expected to cover about a nine-month share of the overall pay hikes recommended in the Barrington report.

Seeks March 1 Date

"We hope to have these raises effective by at least March 1," Burke said, "our County employees have waited long enough."

Joseph F. Felly, CSEA president, also has endorsed the Erie County pay increase recommendations.

Michael N. Scelsi Is Appointments Officer To Gov.

ALBANY, Feb. 8 — Governor Nelson Rockefeller, last week, announced the appointment of Michael N. Scelsi of New York City as Appointments Officer to the Governor.

Scelsi succeeds Carl Spad of Tarrytown who was elected chairman of the New York State Republican Committee.

For nine years, Scelsi was a member of the Broome County Civil Service Commission and was also active in other civic and community affairs in Broome County.

His salary in his new post is \$24,900 annually.

Kingston School Aides' CS Status To Be Investigated By Ulster County Chapter

(From Leader Correspondent)

KINGSTON, Feb. 8—Members of the Ulster County chapter, Civil Service Employees Assn., have formed a committee to study civil servant status in the Kingston Consolidated School System. According to a unit officer, the committee was

formed after a report made Jan. 25 stated that "some of the people employed as civil service employees have no civil service status."

The meeting on Jan. 25 was presided over by James Martin, president. Thomas Brann, a New York State CSEA representative, attended.

Leon Studt, secretary of the Board of Public Works unit, CSEA, reported on his election on Sept. 10, 1964, as the unit's representative to seek higher salaries and said he is endorsing a career plan and has spoken at Common Council sessions. Max Oppenheimer, assistant superintendent of the Board of Public Workers, reported on a career incentive pay plan petition that has been circulated.

At the meeting a discussion was also held on State civil servants receiving holiday eve half-days off and a request was sent to the Ulster County Board of Supervisors requesting that county civil servants get the same consideration.

Welfare Dept. Review

Sympathy was expressed for welfare workers on strike in New York City and conditions at the Ulster County Welfare Department were reviewed and the Unit went on record as advocating automatic promotions when the only additional requirement is experience.

A letter was sent to Kenneth Wilson, Assemblyman, and to Robert F. Phinney, chairman of the Board of Supervisors, stating: "We wish to thank the Salary Committee and all members of the Board of Supervisors for taking the time and effort to approve the \$200 raise given every Ulster County civil servant for 1965. When your Salary Committee met

(Continued on Page 14)

Nassau Salary Study Underway

MINEOLA, Feb. 8 — A full study of the Nassau County employees salary structure is now being conducted by a New York firm.

Nassau County Executive Eugene H. Nickerson and the County Board of Supervisors have contracted with the firm of Cresap, McCormack and Paget to do the survey work. The study will cost an estimated \$50,000 with a report expected before June.

The survey work which began this month will cover a comprehensive job classification plan, a possible new salary structure and a study of all personnel policies and programs including those concerned with recruitment. The consulting firm will also study the staff needs of the Nassau County Civil Service Department.

Aim For 1966

It is hoped that the recommendations of the firm, if adopted, can be included in the 1966 County budget. Nickerson, commenting on the study, said that "the competitive position of the County (in regards to private industry) is satisfactory in the vast majority of positions."

Nickerson added, "during the past several years, it has become increasingly obvious that there is little balance between various related positions because the positions classifications were either not correctly assigned initially or have since been adjusted improperly." He said the survey was designed to correct such conditions. The County's last reclassification study was in 1957.

Herbert Rogers

POUGHKEEPSIE, Feb. 8—Herbert C. Rogers 56, the supervisor of the Hudson State Hospital laundry, died Feb. 1 at his home after a brief illness.

A native of Newburgh, Rogers served with the U.S. Navy during World War II, was a member of Lafayette Post, American Legion; Vail-Wolff Post, Veterans of Foreign Wars; the Dutchess County Grand Jurors' Assn. and the Hudson River State Hospital chapter, Civil Service Employees Assn.

Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, a short walk from the Personnel Department.

STATE—Room 1100 at 270 Broadway New York 7, N. Y., corner of Chambers St., telephone BARclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 600 Midtown Tower, Rochester (Wednesdays only).

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

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

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

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

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

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

U.S. Service News Items

Automation Study Begun By CSC

The Civil Service Commission has established a subcommittee of the Interagency Advisory Group, made up of personnel officials, which will focus on the impact of automation on personnel.

Through the work of the subcommittee the Federal agencies will be able to prepare for developments affecting personnel brought about by automation.

The subcommittee stems from a recent CSC study on the impact of automation on Federal employees, which was published by the House Committee on Post Office and Civil Service.

NFFE Urges Action To Soften Blow Of Installation Closings

The Administration should take prompt action to meet the serious human problems arising out of its rigorous program of installation closures, deactivations, mission changes, agency realignments and similar moves, Nathan T. Wolkomir, president of the National Federation of Federal Employees, said recently.

At the same time, he made a series of specific recommendations which, he said, would have the effect of cushioning the impact of the program on career employees and the communities in which they live.

The NFFE executive declared that "it is clear that the Administration has a definite responsibility to its own employees, no less than to other Americans with whose welfare and security it is so deeply concerned." In many areas needed Government services are being eliminated.

Wolkomir asserted that "the steps taken so far to cushion the impact of these actions on Federal employees, their families, and on the communities in which they live fall substantially short of the very apparent needs."

Twice-a-Month Pay Proposed For Soldiers

Regular twice-a-month paydays will be tried this year, according to sources close to the Army Dept. The experiment will begin in April with 1,000 soldiers at Fort Carson, Colo., and will be extended gradually until 100,000 GI's throughout the world are part of it.

The plan is to have the whole Army under the plan by the end of 1967 if the experiment looks promising. It is part of the new Centralized Automated Pay System (CAPS).

Under the system, a soldier will decide what he wants as his "norm." This he will get at the end of the pay period. After 15 days, he gets the rest of the pay due him.

For instance, if his pay is \$150



LOGISTICIAN—Eugene A. Farley of Glen Cove, L.I. has been named Director of Logistics at Fort Totten in Queens, according to Col. John E. Burrows, the U.S. Army Garrison Commander there. Farley has been a civilian Federal employee for 24 years.

and he decides his "norm" will be \$100, he gets another check for \$50 fifteen days after getting the \$100 check.

Bronx P.O. Foreman's Suggested Cited

A foreman at the Bronx Post Office, Morris Goldman, last week received a citation from President Johnson for an adopted sugges-

tion that will produce some \$10,000 in "capturable dollar benefits," according to post office spokesmen.

The presentation of the award is in line with the President's plan to recognize individual and organizational units who have achieved significant cost reduction or increased efficiency.

Jewish Postal Aides to Honor Irving Challop

The Jewish Postal Employees Welfare League of Manhattan and Bronx will honor Irving Challop, assistant superintendent of delivery in the Bronx, with its 1964 "Man of the Year" award.

Presentation of the award will be made at the group's annual dinner-dance to be held Sunday, Feb. 21, at Areles of Queens, in Flushing.

Challop is second vice president of the Council of Jewish Organizations in Civil Service, in which he has been active for 25 years.

Tickets for the \$11-a-plate dinner are being handled by William

Helstein. He can be reached in Room 3115, General Post Office, Manhattan, or on the telephone at OL 4-1928 after 6 p.m.

Federal Positions

Positions are open in Federal service for chemist, mathematician, metallurgist and physicist.

Salary is in the \$5,990 to \$16,460 range.

For further information contact the U.S. Civil Service Commission, 220 East 42nd Street, New York City or local post offices.

Veterans Warned

ALBANY, Feb. 8—The State Division of Veterans Affairs has warned all veterans that since the reopening of National Service Life Insurance, a number of state veterans have been solicited by out-of-state firms, some of which are not licensed to do business in the state.

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

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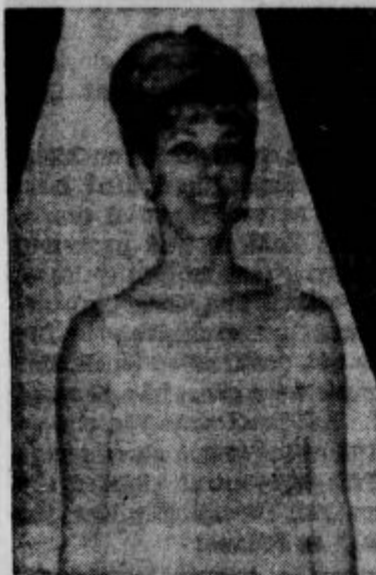
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ALICE LaCONTE
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97 Duane Street
New York, N.Y. 10007

Please enter the following as a candidate of the Miss Civil Service Contest:

Name _____ Age _____
Address _____
Dept. _____ Title _____
Business Address _____
Submitted By _____
NYC _____ State _____ Federal _____ Other _____ (Check One)
Use Pencil or Ball Point
(PLEASE CLIP TO BACK OF PHOTO)

Civil Service Day At N.Y. World's Fair Will Feature Beauty Contest

Civil Service Day at the World's Fair, May 31 this year, will see the selection of four lucky young ladies to reign as "Miss Civil Service of 1965"—each one representing a major area of public service, City, State Federal or local government.

The winners are chosen from among entries submitted by readers in the form of a glossy photograph of the candidate along with her name, address, department, title, and age. Preliminary selections will be made from the photographs, so the best available should be sent.

The standard 8 x 10 inch size is the best, though not necessary. In no case, however, should the pictures be smaller than 2 x 3. And all photos should be black and white.

The winners will be chosen by a panel of judges to be named later. The selections will be made in three stages, preliminaries, semi-finals and finals.

The prizes will be announced later. Last year's winners each won a trip for two to Puerto Rico and a week's stay at a luxury beach hotel there.

There are no requirements aside from (1) employment in civil service, and (2) beauty. Marital status does not matter. A coupon for entering the contest appears above.

Entries should be sent to Miss Civil Service Contest, 97 Duane St., New York, N.Y. 10007. The closing date for accepting of entries is April 15, 1965.

Pile Drive List

A pile driving engineer eligible list containing four names has been recommended for establishment by the City of New York.

Five Training Programs To Start In JOIN

Five training programs have been announced by the Job Orientation In Neighborhoods (JOIN). The training course, number of trainees and starting dates follow.

OFFICE CLERK TRAINEE, six trainees. Starting date is March 1. Trainees may be male or female, 18 years of age or older and must have an eighth grade reading and math ability.

STORAGE CLERK TRAINEE, 16 trainees. Starting date is March 1. Trainees may be male or female (eight of each) 16 years of age or older with some clerical aptitudes. At least eight of the trainees must have a seventh grade reading ability. The remaining should have a fifth grade reading ability.

OFFICE APPLIANCE OPERATOR, four trainees. Starting date is March 1. Trainees must be male, 16 years old and up, and have the capacity for eighth grade education or equivalent.

AUTOMOBILE MECHANIC HELPER, 20 trainees, 10 start on Feb. 22 and 10 on May 17. Trainees must be 17½ or older, in good health, and able to lift 30 pounds. They must also have

Monroe County Foreman And Supervisor

Monroe County has openings for foreman of maintenance (distribution) and supervisor of operations and maintenance.

Salary in the foreman position is \$2.65 to \$3.25 per hour. The pay in the supervisors position is \$7,000 to \$9,000 per year.

Vacancies exist in the County Water Authority.

Filing for these examinations closes Feb. 15.

For further information contact the County Civil Service Commission, Rochester.

Senior Typist Pay Is \$4,250

A promotion examination will be given for senior typist in the New York County public admin-

istration. A reading ability of a fifth grade level.

SEWING MACHINE REPAIRMAN HELPER, 20 trainees, 10 start on April 5 and 10 start May 31. Trainees must be male between 16 and 21 and have a capacity for an eighth grade education.

For further information contact the JOIN Training Division, Room 701, 280 Broadway, New York City.

istrator's office.

Salary in this position is \$4,250 to \$5,330. For further information contact the State Department of Civil Service, 270 Broadway, New York City.

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TUESDAY, FEBRUARY 9, 1965

LEADER BOX 101

Letters To The Editor

Column Hailed Public Relations

Editor, The Leader:

With hard-headed good sense and irrefutable logic, Professor Leo J. Margolin, in his column "Your Public Relations IQ," January 12, 1965, in The Leader, has performed an outstanding public service in emphasizing the fact that the professional of public relations includes very nearly all public information activities in the field of beneficial human relations.

In the 20th century, it is almost impossible to discover a single program for the betterment of mankind which was not the result of bona fide public relations campaigns. For example, the objectives to improve the standards and working conditions in the sectors of government and private industry . . . are a public relations activity.

The long climb from the noxious sweat shop and the 60-hour week to the comparative security of the minimum wage, the guaranteed annual wage, government civil service systems, were and are . . . educational public relations achievements! Both President Lyndon B. Johnson and Governor Nelson A. Rockefeller, in official messages, have espoused these great social objectives for America's Great Society: To end poverty, to improve housing, to implement civil liberties, to establish medicare, to protect equality of opportunity, to expand education, to modernize transportation, to preserve natural beauty, and to clarify the air we breathe and the water we drink. To effectuate these concepts will require primary educational public relations campaigns and programs.

Even the preservation of world peace through the United Nations, is inextricably bound up in the art of openly persuading the nations of the world that the rule of international law is preferable to world anarchy and nuclear blackmail. Thus it is easy to see that peacemaking and peacekeeping, too, are public relations activities.

For an avowed intellectual pundit such as Dr. Eric F. Goldman to attempt, in his "Open Mind" TV program, to besmirch the useful arts of public persuasion by the innuendo of opening the door to a discussion of "illegitimate public relations functions" under the cover of fair comment, is a classic example of the "when did you stop beating your wife" technique, as Professor Margolin has so eloquently pointed out.

Dr. Goldman's effort to smear PR practitioners without presenting a scintilla of evidence, without even a shred of proof or a crumb of documentation, was unsuccessful. Such pandering to sensationalism by Professor Goldman is unworthy of the man who has been lately designated by the President of the United States as one of his cultural advisors!

Know-nothing and closed-mind attempts to ascribe sinister and dark purposes to legitimate public relations activities which serve pre-eminently to keep the American public fully informed, have
(Continued on Page 11)

Civil Service Law & You

By WILLIAM GOFFEN



(Mr. Goffen, a member of the New York Bar, teaches law at the College of the City of New York, is the author of many books and articles and co-authored "New York Criminal Law.")

Mis-Assignment of Teachers

THE LUCY STONE LEAGUE, long identified with the struggle for protection of women against discrimination because of their sex, may well show interest in certain aspects of a civil service case recently instituted by a regularly-licensed teacher of music in a Junior High School of the City of New York. The teacher lost her teaching assignments to substitute and out-of-license teachers because of a leave of absence. During the leave, which was initially granted for study purposes, she married and had a child so that the study leave was converted to a maternity leave.

THE TEACHER, with an I.Q. of 166, earned her Bachelor of Arts at Hunter College, with a major in music theory, and her Master of Arts in musicology at Brandeis University. She also pursued courses of study in piano at Manhattan School of Music and in violin, trumpet, and clarinet, including methods of teaching these instruments, at Columbia University Teachers College.

PRIOR TO HER leave of absence, petitioner, the highest ranking member of the music department, had been teaching classes in instrumental, as well as vocal music, participated in the Annual Spring Festival, and presented Assembly Programs. Upon her return from maternity leave, she was excluded from Spring Festival and Glee Club activities, and her principal assigned her exclusively to the teaching of English which she is not qualified to teach. Her former classes in instrumental music were given to a licensed teacher of typing, not music, who had been placed in charge of the music department, and her vocal music classes were given to a substitute teacher. This assignment violated the By-laws of the Board of Education, providing under the heading, "Duties of the Principal," as follows:

5. He shall assign each teacher to duty in accordance with his rank and the subject of his license . . .

THE PRINCIPAL'S excuse for the out-of-license assignment of the school's best qualified music teacher was that he had assigned others to teaching music before he was aware of her return from maternity leave. The principal's ruling on the "step 1" grievance procedure initiated by petitioner was that the block program of the school and petitioner's program could not be changed for an entire school year. Actually, the block program refers to students assignments and presents no obstacle to immediate in-license teacher assignments.

A FURTHER grievance was the denial to petitioner of access to musical instruments which were kept under lock and key by the typing teacher. Usually, the Board of Education supplies such instruments to pupils without charge. However, the typing teacher rented musical instruments to pupils in apparent violation of the following By-law of the Board of Education:

Collection of money from pupils for any purpose shall not be allowed unless by permission of the Board of Education.

THE PETITIONERS'S resort to the Board's grievance procedure eventually succeeded in that the principal was directed to transfer the "excess" music teacher so that the petitioner would have classes available in accordance with her license. However, the principal did not transfer the substitute teacher or reassign the typing teacher to his own area. Instead, he gave the petitioner an inhumane program comprising twenty abnormally difficult adjustment classes plus five hours of English. Not one instrumental music or special vocal class was included. Although the program was in superficial compliance with a rule of the Commissioner of Education limiting "incidental" teaching when unavoidable to five hours a week, the vindictive nature of the assignment was in patent evasion of the intent of the grievance ruling, and the petitioner sought a judicial directive for compliance with such ruling.

THE COURT NOTED that the petitioner sought to compel the respondent to assign her to classes within the scope of her license and to transfer the "excess" music teacher to another school, as well as to permit her access to musical instruments. In denying any relief, the Court continued:

While the court appreciates the position of the petitioner, her love of music, and her enthusiasm for teaching, there is no basis in fact or law for the granting of the relief herein requested. The petitioner has not demonstrated that the respondent was arbitrary or capricious or acting in excess of legal

(Continued on Page 11)

The Success Road For Non-Teaching Employees

ONE of the largest employee groups in the State is comprised of non-teaching employees in school districts and to date, most of them belong to no employee organization. The number of problems these workers face is as large as the number of various school districts and while school districts operate under a hodge-podge of rules and regulations there is no reason why non-teaching employees cannot find a common ground for their future working benefit.

To this latter aim we draw attention to the program for non-teaching employees drawn up by the Nassau County chapter of the Civil Service Employees Assn. for the members of its non-teaching unit. It has as common goals for these particular members the right of job protection, salary schedules, uniform vacation and sick leave regulations and grievance procedures. In Nassau County, the effectiveness of a program for non-teaching employees which is backed by the 127,000-plus members of the Employees Association leaves no doubt as to the advantages of organization teamwork.

The Nassau chapter of the statewide CSEA organization is not the only chapter setting the pace for the future for non-teaching employees. Similar plans are being pushed by other local chapters of the Employees Association throughout the State. They offer the only true road to improvement — and strength — to these now grossly underpaid and unprotected public workers.

Legal Lottery

APPOINTMENT to New York City civil service positions in a few cases could depend upon a lottery which is to be conducted each month by the Department of Personnel.

A new system of determining position on an eligible list now uses a drawing in breaking ties. The system started this month after the City Civil Service Commission determined that the old method of breaking ties by deciding which of the tied candidates was the first to file was unfair.

However, what is fair about this new system?

It depends upon chance and upon the initial of a man's last name.

The old plan at least gave some credit for initiative to the man who was the first to file.

The City should give second thought to this new system.

P. R. Column

(Continued from Page 2)

(general range \$6,000 to \$18,000 a year), but don't want to work for it. He reports that again and again he has heard young people say about a shorthand reporting career: "I don't want to work that hard."

"OUT OF 100 young people who embark on shorthand reporting studies," Libby says, "only about 10 finish the course and of these, only two are top notch.

"HOWEVER, we have made great strides in convincing youngsters that this career is both personally satisfying and financially rewarding. One school in New York has increased its enrollment from 50 to more than 200. But as well as we've been doing, we must do even better."

LIBBY points out that under court reorganization plans in many states, thousands of courts — which weren't before — are now courts of record. This means that such courts cannot operate with-

out a shorthand reporter.

THE SHORTHAND reporters' leaders says that his organization is depending heavily on high school guidance counsellors to help in the campaign. He would also like to see greater cooperation from both the four-year as well as the community colleges in meeting the critical shortage.

LIBBY'S association has published an excellent 16-page booklet, "Shorthand Reporting as a Career," which gives the why's, the what's and the how's about this profession. Copies are available by writing the Association's executive secretary, Mrs. Louise Williams, P.O. Box 1284, Philadelphia, Pa., 19105.

Law Assistant In Mt. Vernon

Applications will be accepted until Feb. 17 for the law assistant examination in the City of Mount Vernon. Salary is \$6,263 to \$7,069.

For further information contact the Municipal Civil Service Commission, Mount Vernon.

Sample Clerical Tests

The New York State Department of Civil Service will hold an open-competitive examination for beginning office workers within the next few months.

Some questions from previous examinations are printed below. The answers appear on page 00. The material is taken from the Arco Publishing Company study book which is available at The Leader Book Store, 97 Duane St., New York 7, N.Y.

Previous Exam Problems for Practice

DIRECTIONS: Each question is followed by four suggested answers. Indicate the capital letter preceding your answer choice to the right of each question.

1. A real estate dealer buys a house and lot for \$4,400. He pays \$125 for painting, \$175 for plumbing, and \$100 for grading the walks. At what price must he sell the property to make a profit of 12½%?

- (A) \$6,000 (B) \$5,400
- (C) \$5,600 (D) \$5,800

2. An automobile cost \$1,200. It depreciated in value 45% the first year, 20% of the reduced value the second year, and 20% of the second reduced value the third year. What was it worth at the end of the third year?

- (A) \$425 (B) \$432.80
- (C) \$180 (D) \$422.40

3. If the income of a certain city is \$6,950,000, and 1.81 cents of each dollar is expended for Parks, Libraries and Museums, the total amount spent for Parks, Libraries and Museums will be

- (A) \$25,795 (B) 135,795
- (C) \$125,795 (D) \$12,579

4. A desk has a marked price of \$100. Discounts of 20% and 25% are allowed. The dealer's profit is 30% of the selling price, and his cost of doing business is 10% of the selling price. What is the cost of the desk to the dealer?

- (A) \$40 (B) \$50
- (C) \$24 (D) \$36

5. What is the sum of 8½, 4/5, 5¼, and 4¾?

- (A) 18-91/120 (B) 17-91/120
- (C) 18-17/24 (D) 17-5/24

6. If 1/3 gallon of milk is added to 4/5 gallon, how many quarts of milk will there be?

- (A) 4-2/15 qts. (B) 4-1/30 qts.
- (C) 4-8/15 qts. (D) 4-3/5 qts.

7. A man invests \$500 at the rate of 6%. How much interest is due him at the end of 3 years and

60 days? (Consider a year as 360 days.)

- (A) \$125 (B) \$105
- (C) \$85 (D) \$95

8. A mortgage on a house in the amounts of \$4,000 provides for quarterly payments of \$200 plus interest on the unpaid balance at 4½%. The total second payment to be made is

- (A) \$371 (B) \$285.50
- (C) \$242.75 (D) \$240.00

(Answers on Page 12)

Account Clerk In Orange County; Closes Feb. 17

Account clerk examinations have been announced by the Orange County Civil Service Commission. Salary in this position is \$3,520 to \$4,520.

Closing date for filing applications is Feb. 17. For further information contact the Commission in Goshen.

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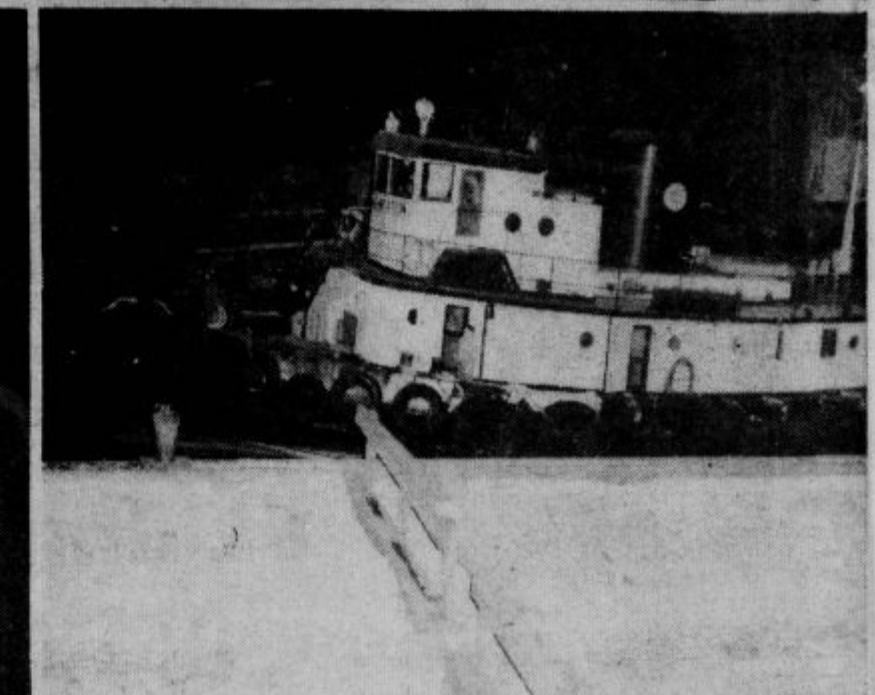
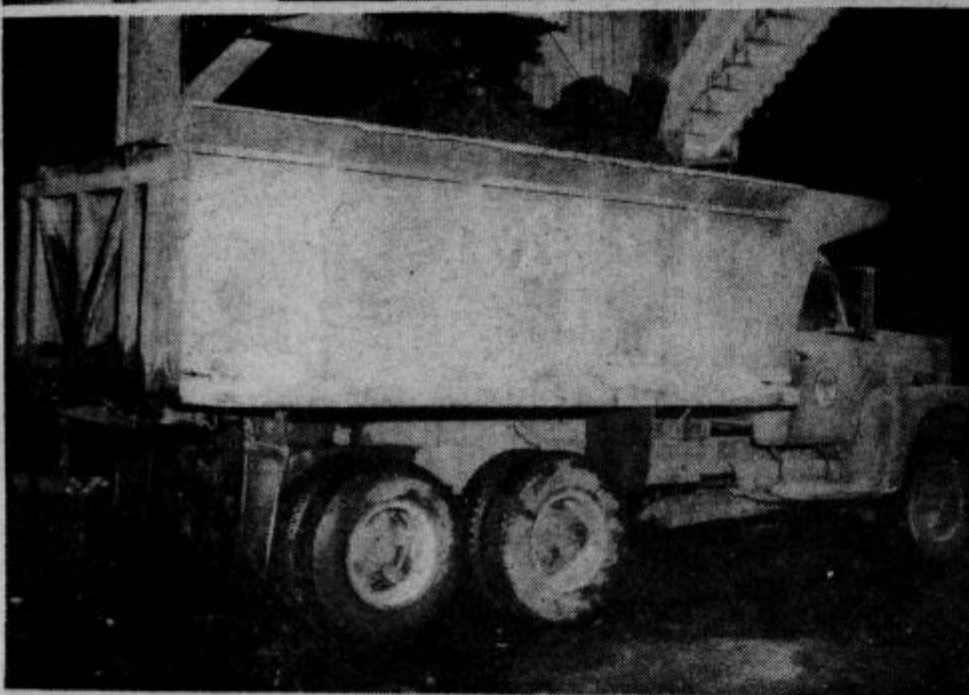
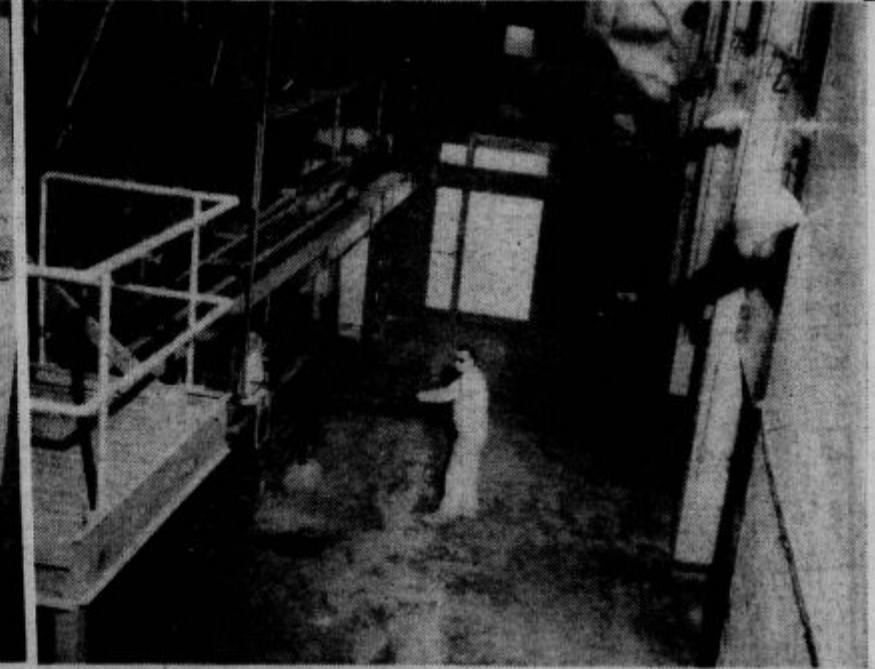
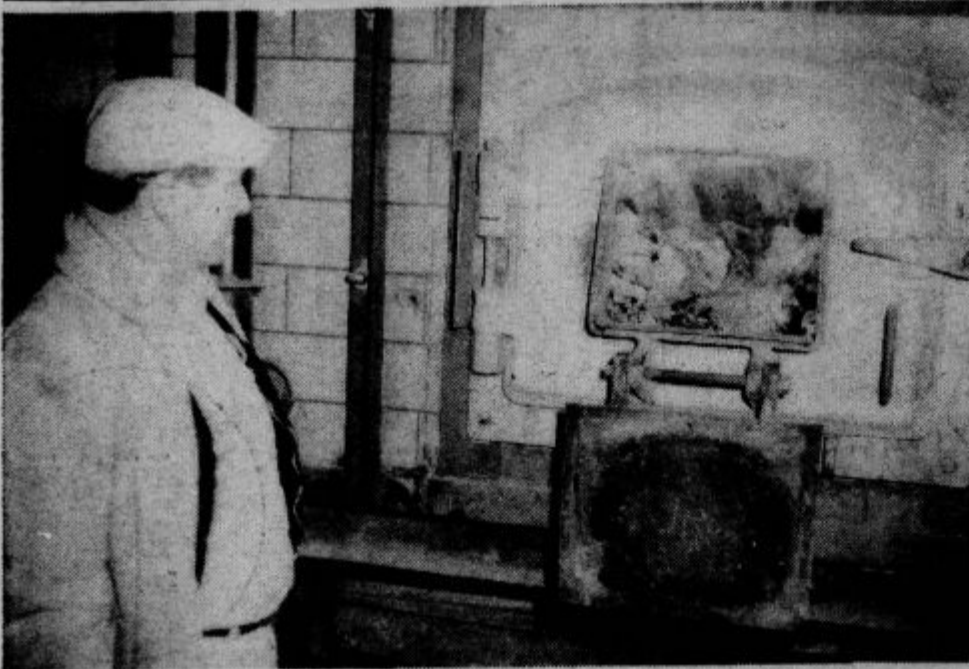
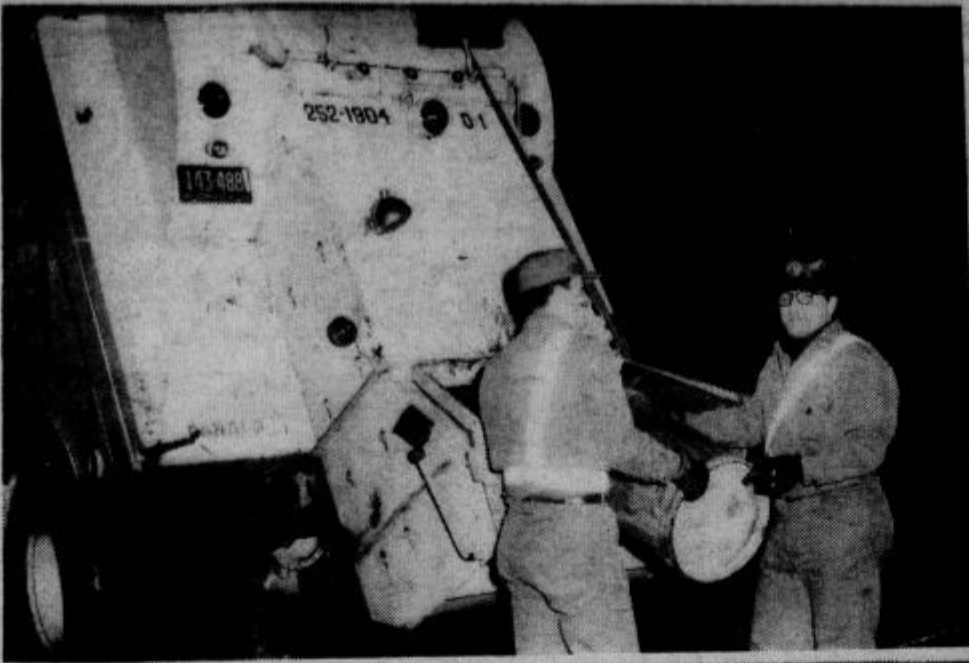
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The sanitationmen at work while the City sleeps. (upper left) Pick-up of refuse goes on through the night. Sanitationmen loading a truck with garbage picked up from a home. (upper right) Mike Barbaro, a crane operator at the Gansevoort Street incinerator gets ready to start his tour of duty. His crane can

deposit a ton at a time into one of the four furnaces at the facility. (middle left) Stationary engineer John Hasselman of the Gansevoort St. incinerator checking the fire in one of the furnaces. (middle right) Stationary fireman George McKay stoking the fire in a furnace at the incinerator. (Note the dark glasses that

he is wearing. They protect his eyes from the 1,600 degree fires.) (bottom left) Ashes that have gone through the incinerator are dumped into a truck for transport to the marine transfer station for use as land fill. (bottom right) The tug 'Ferry Point' pulling into the Gansevoort St. marine terminal slip before its nine hour round-trip to a Staten Island land fill area.

While The City Sleeps—They Serve

BEHIND the scenes of the New York City Department of Sanitation are a number of employees seldom seen by the public. The well known sanitationman is just a part of the big picture when it comes to carrying out the responsibility of the City's second largest uniformed department.

The "men behind the scenes"—the engineers, the crane operators, the stationary firemen and the sailors (the department has its own navy)—keep the trucks rolling 24 hours a day.

During winter months, Sanitation employees must be available for snow-fighting duties and must be kept busy. This is why they work nights.

The Sanitation Navy

But what of the men behind the scenes? Included in the Sanitation "navy" are four tugboats and a large number of barges. Their purpose—it's not to dump raw garbage at sea as most people believe—is to remove trash and incinerated garbage to land fill projects within the City, from incinerators and marine transfer

stations such as the one at Gansevoort Street and the North River. Gansevoort St. is the busiest in the system, handling over 5,000 tons of refuse in an average week. This amounts to 1,600 truckloads.

Let's meet the crew of the "Ferry Point" a DS tugboat. Working a 24-hour watch were Captain Thomas Schmeelk, Jr., chief engineer John P. McColgan; Joseph P. McNulty, oiler; Pete Kelly and William McCarthy, deckhands; and William Clark and Harry Morea, scowmen.

As each barge is loaded from

a loading platform two stories above the enclosed wharf, Captain Schmeelk's crew gently ease the full barge out of the slip and make fast hausers on an empty. The deckhands then tie the loaded barge to an outside mooring and steam up the North River to 134th St. where other loaded barges wait to be taken to the Southern tip of Staten Island where landfill operations are underway. On the way to the landfill, the Ferry Point must stop at Gansevoort St. to pick up the barge removed earlier and moored

outside the dock. It would have taken too long to bring it up to 134th St. and then back down. This way the tug went up with two empty barges for use up-town and returned with two others filled with refuse.

The Ferry Point left Gansevoort Street for Staten Island to dump the four barge-loads of garbage in The Staten Island landfill. The trip took nine hours there and back with further stops in Brooklyn.

District superintendent Walter (Continued on Page 13)

Chief Fire Alarm Dispatcher Exam Filing Now Open

Supervising fire alarm dispatchers in the Fire Department can file now for the May 14 promotional examination for the title of chief fire alarm dispatcher. The New York City Department of Personnel will accept applications through Feb. 24 at the Department's Application Section, 49 Thomas St., Manhattan.

This test is open to each permanent employee in the title for at least six months prior to the test date. However, certification from the resultant eligible list will be withheld until the candidate has served at least one year as a supervising dispatcher.

For further information and applications contact the Applications Section of the Department of Personnel any weekday from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. until Noon

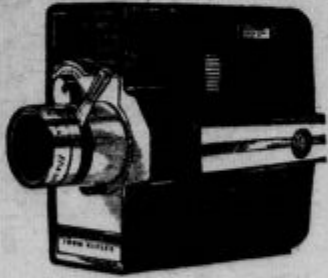
Transit Foreman List

A New York City eligible list for foreman (cars and shops) in the Transit Authority has been recommended for establishment with 126 names subject to substantiation of preference claims.

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YOU DON'T GAMBLE IN H. I. P.!



The sporting instinct has its pleasant side. But you'll agree that gambling is foolhardy when the stakes are your family's health and a big bite out of your paycheck.

In comparing medical plans, why not do a little handicapping on your own and see what kind of odds each plan offers you. You might ask a few questions on past performance, such as:

- Q.** Would I be taking a chance on having to pay extra doctors' charges in a cash allowance program, even though it talks about "paid-in-full" benefits?
- A.** You certainly are taking that chance in a cash allowance plan. Programs of that kind can't protect you against unexpected doctor bills for many services. A major New York City union found that two-thirds of its members who had been hospitalized under a cash allowance plan had to pay the doctor more than the plan allowed. The "extra" payment averaged \$177! In 11 percent of the cases the extra payment was \$300 or more! Another union found that two-thirds of its members had to pay doctors' fees over and above the plan's allowances for care in and out of the hospital.

It was to overcome just such extra payments that H.I.P. was founded by Mayor La Guardia and selected as the best plan for City employees by later administrations. Only H.I.P., with its newer way of paying in advance for medical care provided through groups of highly qualified family doctors and specialists, can really protect you against extra charges.

- Q** Am I willing to take a chance on maternity care?
- A.** In one New York cash allowance program, maternity care is never a "paid-in-full" benefit. In another program it is a \$125 "paid-in-full" allowance only if a doctor is picked from a panel of "Participating Family Doctors". But this panel is made up mainly of general practitioners—not obstetricians. In H.I.P. there is never any question of cost for complete maternity care by obstetrical specialists.

H.I.P.'s high standards require that babies be delivered only by obstetrical specialists—not by general practitioners. This reduces another very important area of chance. Perhaps you remember seeing this headline in the New York Times, "Maternity Study Favors H.I.P. Care". Or this one in the Herald-Tribune, "Birth Record Found Better Under H.I.P."



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**IT COULD
HAPPEN
TO YOU**

(Law Case On Page 2)
ANSWER

What the N. J. Supreme Court ruled: "The Board's argument is that King was disentitled to a pension because he had not 'served honorably.' The argument is based upon the facts that there were several pending indictments against the police chief.

"The Board points to no authority to the effect that the indictment of a police officer is evidence of dishonorable conduct, but rests their argument upon cases holding that a conviction for malfeasance works a forfeiture of pension rights." Such a line of decisions, the Court said, did not apply to King who, while indicted, had not been convicted.

The Court also observed that in the state, the Board of Pension Commissioners had no discretionary right to deny a pension—provided the requisites of time served, retirement age and honorable service were met. It ordered King's pension to be paid. (59 A. 2d 412)

COMMENT. Later, King was convicted on malfeasance charges. When this occurred, he was taken off the pension rolls and the action was upheld in court.

Indictments have always been something of a bugaboo for administrators. We presume, in this country, a man is innocent until proven guilty.

An indictment is not proof. Yet with it are adverse public-relations overtones, and the Pension Board faced public disapproval if it okayed King's pension while he was in the shadows of the law. But the court decision set the record straight.

Party For Joe Heck On Feb. 23

A party will be held at Fraunces Tavern, Feb. 23, for Joe Heck who is retiring from the Board of Water Supply.

Joe is moving to Lyme, Conn.

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Paid-in-full benefits: Without regard to your income or that of your family, over 10,000 participating doctors have agreed to limit their charges for covered services to GHI's allowances when the simple GHI paid-in-full rules are followed.

Free choice of doctor: Under the GHI Plan, the same GHI payments are made no matter what doctor you choose. When paid-in-full benefits apply, GHI pays the participating doctor directly. If a non-participating doctor is chosen, you receive the check.

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- Infant Care
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- Maternity Care

- Specialist Consultations
- Surgery
- Radiation Therapy
- Physio-Therapy
- Electro-Shock Therapy
- Allergies
- Ambulance Service
- Visiting Nurse Service

In-Hospital

- Surgery
- Medical Care
- Maternity Care
- Anesthesia
- Specialist Consultations
- Infant Care
- Radiation Therapy
- Psychiatric Care
- Electro-Shock Therapy

Hospitalization Coverage—In most cases GHI subscribers are covered by Blue Cross.

The above describes GHI's Family Doctor Plan, which protects most of GHI's subscribers. In some groups benefits are also provided for the cost of Prescribed Drugs and Private Duty Nursing.

This is merely intended as a general description of the benefits provided. Further details, as to benefits, exclusions and limitations, are available upon request.



For more details call or write:

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Four Suggestion Awards Are Presented To New York City DPW Workers

New York City Public Works Commissioner Bradford N. Clark presented cash awards and certificates of merit, voted by the Employees' Suggestion Award Board, to four employees of the Department of Public Works last week.

Winners

The winners in the Employees' Suggestion Program, according to Louis O. Schwartz, chairman of the Departmental Suggestion Program, are as follows:

Edward Charlap, administrative associate, Brooklyn, a certificate and \$15 cash award for suggesting that installation of paging system be installed in certain buildings.

Charles R. Carlton, motor vehi-

cle operator, Brooklyn, awarded \$10 and a certificate for suggesting that stop and caution signs be placed at the entrance and exit gates of the Department's Kent Avenue Shop, Brooklyn, as a safety factor to guard against collisions.

Henry Mikaelian, engineering aide, New York City, \$15 and a certificate for proposing that rubber stamp be used on tags for

LETTERS

(Continued from Page 6)

failed miserably before, and will fall again.

If the functions of Public Relations were abolished tomorrow, every scientific foundation, every charitable operation, every privately supported educational institution in the world, including the heavily endowed Princeton University from which Professor Goldman receives his subsistence, would forever close their doors and quench their lights. Then, indeed, the human race would sink into the dark abyss of ignorance and misery from whence there is no return.

HARRISON BRODY
Corporate Public Relations
New York City

sampling bottles.

Richard E. Monks, foreman carpenter, North Bellmore, a \$25 cash award and certificate for suggesting that cross-over gates be installed on the upper level of the Manhattan Bridge for the purpose of switching the traffic pattern daily from New York bound to Brooklyn bound and vice-versa as needed.

NYC Water Supply Papers Submitted To Warsaw Conf.

Nine engineering papers dealing with the New York City water supply system were submitted to the "Conference On Underground Works" to be held in June in Warsaw, Poland.

The papers were prepared by the Board of Water Supply. New York's system is the largest and most modern in the world.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To the heirs at law, next of kin, and distributees of GRIEG TABER deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence, Dwight S. Brigham, YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on March 18, 1965, at 10 A.M., why a certain writing dated January 20, 1962, which has been offered for probate by Harold M. Lindstedt, residing at 242 East 18th Street, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of GRIEG TABER, Deceased, who was at the time of his death a resident of 144 West 47th Street, in the County of New York, New York, Dated, Attested and Sealed, January 28, 1965.

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

At a Special Term, Part II, of the Civil Court of the City of New York, County of Bronx, at the Court House thereof, located at 161st Street and Grand Concourse, Borough of Bronx, City of New York, on the 1st day of February 1965.

PRESENT: HON. JULIUS J. GANS, Justice.

In the Matter of the Application of ISIDORE ANISMAN, for leave to change his name to DORE ANISMAN.

On reading and filing the petition of ISIDORE ANISMAN, verified the 22nd day of January, 1965, praying for leave to change the name of the petitioner, ISIDORE ANISMAN, from ISIDORE ANISMAN to DORE ANISMAN, and it appearing that there are no reasonable objections to the proposed change of name, and the Court being satisfied that the petition is true: NOW, on motion of SAMUEL B. EDELSTEIN, attorney for the petitioner, it IS ORDERED, that the said ISIDORE ANISMAN, born the 10th day of February, 1923 at Kishiniv, Rumania, be and he is authorized to assume the name of DORE ANISMAN, in place and stead of his present name, after the 12th day of March 1965, upon compliance with Article 6 of the Civil Right Law and provision of this Order, namely, That this Order be entered and the said petition upon which it was granted, be filed within ten (10) days from the date thereof; and that within twenty (20) days after the date of entry of said Order, the petitioner cause a copy thereof to be published in the Civil Service Leader, a newspaper in the County of New York, and within forty (40) days after making of this Order, proof of such publication be entered and filed with the Clerk of this Court, County of Bronx, and it is further ORDERED that on and after the 13th day of March 1965, the petitioner ISIDORE ANISMAN, shall be known by the name of DORE ANISMAN, which he is hereby authorized to assume, and by no other name. ENTER. J.J.G., J.C.C.

Civil Service Law & You

(Continued from Page 6)

authority. The respondent in the exercise of its discretion, appears to have utilized petitioner's skill and talents in the most advantageous manner.

YET, IN VIOLATION of the Board by-law quoted above, petitioner's rank was completely disregarded in the schedule given her by the principal. Can it be a teacher loses her rank by taking maternity leave?

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Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 8 Elk St., Albany. The plate which sells for \$1. can also be ordered through local chapter offices.

Cemetery Lots

BEAUTIFUL non-sectarian memorial park in Queens. One to 12 double lots. Private owner. For further information, write: Box 541, Leader, 97 Duane St., N.Y. 10007, N.Y.

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NYC EMPLOYEES FRONT LICENSE PLATE, 6x12 in. Standard NYS size, slotted holes for easy attachment, Red & White Enamel. Plate carries, NYC Seal with lettering, "City of New York, Municipal Employee." Order from: SIGNS, 54 Hamilton, Auburn, N.Y. 13021. \$1.00 Postpaid.

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Westchester County Sets Seven O. C. Tests; Closing Date Is Feb. 15

Westchester County has announced a series of seven open-competitive examinations for which the last filing date is Feb. 15.

MECHANICAL ENGINEERING TECHNICIAN, Salary, \$5,330 to \$6,810. Four month residency requirement.

MAINTENANCE MECHANIC GRADE II (Electrician), Salary, \$5,339 to \$6,810. Four month residency requirement.

CUSTODIAN & CUSTODIAN BUS DRIVER, Salary varies according to school district. Four month resident requirement.

INTERMEDIATE AUDIT CLERK, Salary, \$4,110 to \$5,270. Four month residency required.

SENIOR BOOKKEEPER, Salary, \$4,870 to \$6,230. Four month residency required.

GUARD (County Penitentiary), Salary, \$5,330 to \$6,810. Four month resident requirement.

ENVIRONMENT HEALTH TECHNICIAN, Salary, \$5,330 to \$6,810. Four months resident requirement.

For further information contact the County Civil Service Commission, White Plains.

Fulton-Montgomery College Site OK'd By State U. Board

ALBANY, Feb. 8—The State University Board of Trustees has approved a 217-acre site on State Route 67 as the permanent location for the Fulton-Montgomery Community College.

Custodial Exam In Orange County

Orange County has announced an open-competitive examination for custodian and/or janitor. Salary in these positions is \$3,890 to \$5,010.

Candidates must have been residents of the County for at least four months prior to the examination.

Closing date for filing applications is Feb. 17. For further information contact the Orange County Civil Service Commission, Goshen.

Mexico Fiesta Tour Now Open

Summer will arrive early for participants in the second annual "Mexico Fiesta Tour" which will head south from New York City on April 24. The 15-day tour is being organized by Mrs. Eve Armstrong for members of the Civil Service Employees Assn., their families and friends.

A program of activities ranging from watching the famous bull fights in Mexico City to swimming in the Pacific Ocean at Acapulco has been arranged and, for the first time, the beautiful spa-resort city of San Jose Purua will be included on the itinerary. It is famous for its waterfalls, terraced vineyards and architecture.

Also featured will be a visit to the ancient pyramids of the Mayans outside Mexico City and the nearby shrine of Our Lady of Guadalupe. Taxco, the silver crafts capital of Mexico—and one of the country's most beautiful towns—is also on the itinerary.

The total price of \$496 includes round trip jet transportation, all hotel rooms, meals outside of Mexico City, sightseeing, etc.

Application blanks and a de-

Spain, North Africa Vacation Set For May

Spain and North Africa, the fore concluding the tour with a latest "discovery" of international travel, will be featured in a tour being sponsored for members of the Civil Service Employees Assn., their families and friends.

The 29-day trip will depart May 13 from New York City and head for Lisbon and, after a three-day visit there, tour members will leave for the Spanish cities of Seville and Cordoba.

Time To Rest

First stop in North Africa will be the new favorite "playground" city among travelers—Tangiers. Other exciting cities to be visited in Morocco are Meknes, Fez, Marrakech (and its Casbah); Rabat and back to Tangiers.

Leaving Morocco, the travelers will return to Spain and visit the famed cities of Granada, Toledo and Madrid. An unusual feature of this tour is that the next four days of the trip will be devoted to relaxing at the beautiful beaches of Palma di Majoraca be-

scriptive brochure of the tour may be had by writing to Mrs. Eve Armstrong, 16 Florence Court, Babylon, L.I., New York.

visit to Barcelona.

Although the trip is more than a week longer than ordinary it is priced at only \$1,034 and this includes round trip jet transportation, transportation abroad, all hotel rooms, most meals, sight-seeing tours, etc.

Interested persons should apply at once to Celeste Rosenkrantz, 55 Sweeney St., Buffalo, New York, telephone TX 3-2250.

Account Clerk-Typist Sought In Jefferson County

The last day for filing for the Jefferson County account clerk-typist examination is Feb. 15. Salary in this position varies with location in various school districts.

For further information contact the County Civil Service Commission, Watertown.

1. B; 2. D; 3. C; 4. D; 5. A; 6. C; 7. D; 8. C; 9. A;

Municipal Personnel Program Classes To Start February 15

Classes in the Spring 1965 semester of the Municipal Personnel Program will begin the week of Feb. 15 it was announced last week by Dr. Theodore H. Lang, Director of the New York City Department of Personnel.

Courses offered this year will include Law for the Layman, Techniques for Improving Your Memory, Law and Court Procedure for Criminal Court Personnel, and Labor Relations in the Public Service.

The New York City Department of Personnel sponsors the Municipal Personnel Program jointly with The City College and Long Island University. As a City employee, this program offers, at a nominal fee, a wide variety of college-level courses designed to help improve his job skills and prepare for promotion.

A certificate is awarded for the successful completion of each course and the employees' agency will be notified to record the certification in his personnel folder. Each course completed in the City College and LIU program, when appropriate, will be considered by the Department of Personnel as the equivalent of a two-point college course for the purpose of qualifying for a competitive examination.

All classes meet in the neighborhood of City Hall. The fee for each course is \$15. Courses consist of ten two-hour sessions beginning at 6 p.m. Registration is presently taking place for these courses by mail and in person at the Training Division of the Department of Personnel, 40 Worth Street, New York, N. Y. 10013, (Mezzanine Room M-6). The Training Division is open from 9 a.m. to 5 p.m. Monday through Friday. The office will remain open until 8 p.m. on Thursday, Feb. 11. For additional information write or phone the Training Division (596-9816).

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8 Million People Sleep While The Sanitation Department Cleans NYC

(Continued from Page 8)

Pavesl pointed out that without this operation and the incinerator operation the trucks that roll on the streets would not be able to do their jobs.

The Sanitation Department also disposes of collection by private cartmen who pay the City for every load of garbage that is dumped at the marine transfer station or incinerator.

Supervising the night shift at Gansevoort Street is Charlie Caruso assistant foreman. He checks and weighs trucks as they come in and supervises the work of the station.

Incinerator

One of the amazing aspects of the Sanitation Department is the incinerator operation. Working on the night shift are about 15 men—less than half the number required to work on the "day watch."

Handling the operation of the incinerator is John Hasselman, a stationary engineer. His job is to see that the 1,000 tons of garbage a day that is burned at the incinerator is handled in an efficient way and without excessive air pollution.

The incinerator at Gansevoort St. has four furnaces which burn up to 250 tons per day each.

Fires in these furnaces reach temperatures of from 1,600 to 1,800 degrees. There are times when material from one of the industries in the district consisting of plastics or chemicals can cause a serious fire outside the furnace.

It is one of Hasselman's duties to control and contain this type of happening along with his duties of keeping the fires in the furnaces burning.

Assistant foreman John Smith is another of the night people who the City cannot do without. He, like Caruso in the transfer station, checks trucks in and weighs them.

Employees of both the incinerator and the transfer station have one dread. That's the voice on the other end of the telephone that says: "Stop operations, a diamond ring (watch, negotiable bonds, etc.) has been lost."

When this happens, the pick up truck must be stopped and all garbage dumped on the station floor and an examination must be made of the material. Had the truck been emptied before the call was made, depending upon the value of the lost property, a reasonable search is made of the scow.

Workers

Two of the men who keep the fires fed and burning at the incinerator are Mike Barbaro, a crane operator and George McKay, a stationary fireman.

Barbaro runs a crane high over the incinerator's dumping floor. The crane operates on a mono-rail that runs the length of the in-

cinerator. His crane picks up refuse from the dumping floor and drops it into one of the furnaces at the rate of a ton at a time.

Without Barbaro and his counterparts in the other operations throughout the City, garbage would have to be taken by many more men and fed into the fires.

Helping to keep the fires going throughout the night is McKay. He makes sure that the fires are stoked and are kept at the right temperature so that all burnable material will be dropped to the water-filled cooling tanks and finally into trucks that take the residue to the transfer terminal for carting to a land fill area.

Meeting Notices Of NYC Departments

If you want your organizational meeting notices to appear in The Leader, forward such notice to The Civil Service Leader, 97 Duane Street, two weeks before the meeting date.

Local 832

Grievance Committee

The Grievance Committee of Terminal Employees Local 832 meets every Tuesday afternoon from 4:30 p.m. to 7:30 p.m. in Room 505, 325 Broadway.

Fire Department St. George Assn.

The St. George Assn. of the Fire Department will meet Feb. 16 at 8 p.m. in St. John's Church, 81 Christopher Street.

Emerald Society

The Fire Department's Emerald Society will meet at 8 p.m. Feb. 17 in St. Raymond's Knights of Columbus Hall, 2417 East Tremont Avenue, the Bronx.

Board of Water Supply Emerald Society

The Board of Water Supply Emerald Society will meet Feb. 18 at 1 p.m. in the "Bid Room", 13th floor, 120 Wall Street

Sanitation

Superintendent Assn.

The Superintendents Assn. of the Department of Sanitation will meet Feb. 17 at 8 p.m. at 428 Broadway.

Sanitation Negro Society

The Negro Benevolent Society of the Department of Sanitation will meet Feb. 18 at 8 p.m. at 2386 Seventh Avenue. Refreshments will be served. In the event of snow the meeting will be cancelled.

Society of Municipal Accountants

The Society of Municipal Accountants will meet Feb. 15 at 6:15 p.m. at Emil's Restaurant, 23 Park Row. A guest speaker from the Internal Revenue Service will discuss the new 1964 Tax Law.

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The next time it snows and the streets of this City are passable, you can thank these night people who are working for you, While The City Sleeps.

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26 State Employees Share \$1,370 Suggestion Money; Albany Man Wins \$250

ALBANY, Feb. 8—Twenty-six State employees shared some \$1,370 in suggestion awards presented recently by the Employee Suggestion Program for work improvement ideas. Top winner was Nicholas A. Harris of Albany, who won \$250.

An offset printing machine operator for the Department of Public Works, he suggested that the drums in Xerox copiers be polished at the end of their normal life. This extends their useful life eight times. Annual savings for the Department of Public Works amount to \$2,340.

A \$200 award went to a Department of Agriculture and Markets supervising food inspector, Caesar J. Coluzza of Utica. He designed a multi-purpose form to be used in inspections, reports and field testing. The combined form replaces seven previous ones.

There were four awards of \$100 each. One was made to Harry H. Hovey, Jr. of Troy, a senior sanitary engineer in the Department of Health. He proposed a new procedure for computations performed in air pollution surveys. An estimated 15,000 such computations result from each typical county survey.

Finds Error

Arthur Grebeldinger of Otisville, a plumber at the Department of Social Welfare's Otisville Training School for Boys, earned \$100 for discovering an error in the construction of an underground pipeline. An improper connection isolated the school's reservoir from the filter plant. Grebeldinger's initiative and alertness in checking the installation made possible prompt corrective measures.

The third \$100 award was made to Earl Warne, of Seneca Falls, a highway light maintenance foreman for the Department of Public Works. He suggested a change in location for the flashing red lights of dump trucks, moving them from the rear of the truck body to the shield over the cab roof. This mounting prevents damage to the lights and makes them more visible to motorists.

George J. McLoughlin of Flushing, an assistant civil engineer, and Edward A. Visconti, Brooklyn, an engineering technician, both of the Department of Public Works, shared a \$100 award for their idea. They proposed a modification in the rubber tubes of traffic counters — those mysterious looking hoses which stretch across roads and connect to a black box. If a parked car's wheels are on the tubing, air pulses caused by the wheels of passing autos cannot travel the length of the tube to register on the counter. By putting a flexible

spring tubing inside the section of the rubber tube near the curb, parked cars will not interfere with the counter's operation. Accurate traffic figures can then be obtained.

Four Win \$50

There were four awards of \$50 each. They went to Salvatore Audino, Albany, laborer, Department of Public Works; jointly to Charles L. Rappazzo, Albany, investigator in the Department of Law, and Anna Kaiser, Waterviet, senior clerk, Department of Civil Service; Thomas F. Weaver, Cohoes, file clerk, Department of Labor's Division of Employment; and to Charles H. Cleaveland, Vestal, senior food inspector, Department of Agriculture and Markets.

Two \$35 awards went to Roy H. MacKay, Cohoes, senior dairy products inspector, Department of Agriculture and Markets, and to Juanita R. Prefore, Wyantskill, senior account clerk, Department of Labor's Division of Employment.

Eight \$25 Awards

Eight \$25 grants were awarded to Nathan Rubin, Albany, Charles P. Stricos, Albany, senior income tax examiners, and to Florence C. Winter, Albany, senior stenographer, all of the Department of Taxation and Finance; Wilbur V. Sowle, Galway highway light maintenance foreman, Department of Public Works, George J. Stocker, Utica, employment interviewer, Department of Labor's Division of Employment; James C. Tait, Syracuse, senior food inspector, Department of Agriculture and Markets; David A. Haynes, Dexter, assistant civil engineer, Department of Public Works; and to John Welch, Leicester, head nurse, Department of Mental Hygiene's Craig Colony and Hospital. Welch also received a Certificate of Merit for another suggestion.

Mabel M. Mather of Albany, senior stenographer, Department of Labor, received a \$20 award.

Awards of \$10 each went to Frank K. Farquharson, Montrose, highway light maintenance foreman, Department of Public Works; Sol Friedman, Brooklyn, senior industrial investigator, Department of Labor; and to Ben Kanarick, Brooklyn, file clerk,

Department of Labor's Workmen's Compensation Board.

Merit Certificates

Certificates of merit without cash grants went to Betty Conners, Albany, senior clerk, Department of Audit and Control; Bernard J. Shufon, Troy, tax examiner, Department of Taxation and Finance; Jean J. Smythe, Binghamton, unemployment insurance claims clerk; David H. Silver, Deer Park, employment interviewer; Bernard S. Turoff, Laureton, senior employment interviewer, all of the Department of Labor's Division of Employment; and to Constance A. Hampton, New York City, senior stenographer, Department of Civil Service.

Onondaga County Officials Drop Evaluation Plan

SYRACUSE, Feb. 8 — Onondaga County officials have dropped plans for an "evaluation system," designed to evaluate the work of employees.

Under the system, drawn up at the request of members of the Board of Supervisors, department heads would have had a major role in evaluating the work of workers in their departments.

The system also was designed to stop what officials called "automatic pay raises" for all workers.

The proposal, which was opposed by Onondaga chapter, Civil Service Employees Assn., and other employee groups, was dropped when County Executive John H. Mulroy joined in opposing the plan. It was reported.

County Personnel Commissioner Louis Harrolds was reported to have had "misgivings" about the proposed system.

Ski Weekend Planned In Capital District Area For February 26 to 28

Ski fans in the Civil Service Employees Assn.'s Capital District Conference have been promised an exciting ski-weekend Feb. 26, 27 and 28 by Mildred Fuller, chairman of the activities committee of the Conference, and Harry Kolothros, Conference vice president.

Departing by Greyhound bus from the State Office Building, Albany, on Friday, Feb. 26, at 3 p.m., the group will travel to the Marcy Placid Hotel at Lake Placid, arriving about 8 p.m. The principal activities for the first evening will include dancing, music and entertainment in the Fireplace Room at the hotel.

After Skiing

On Saturday, after the outdoor activities of skating or skiing, the guests will enjoy the traditional Marcy Champagne punch bowl hour before dinner. After dinner, it will be on to the Driftwood Room for dancing, music and entertainment.

Breakfast brunch will be served on Sunday until 11 a.m., and guests will skate or ski throughout the day. From 1 to 4 p.m., a smorgasbord will be served at Poolside and in the Driftwood Room. The afternoon features the

Marcy's traditional Sunday afternoon jam session, with outstanding musicians, until departure time.

All travel arrangements are through the Glavin Travel Agency, 118 State Street, Albany, New York, telephone 436-8551. Sports equipment may be rented locally, and all information regarding reservations, cancellations, and deposits may be obtained by calling the Glavin Agency.

Custodian Exam Closes Feb. 18 In Hamilton County

Hamilton County will accept applications for its custodian examination until Feb. 18. Salary at appointment is \$3,600 per year.

For further information contact the County Civil Service Commission, Lake Pleasant.

Annual Dinner Meeting Held By Gowanda State Hospital Credit Union

HELMUTH, Feb. 8—The 30th annual dinner meeting of the Gowanda State Hospital Employees' Federal Credit Union was held recently.

The following were elected by the board of directors:

president, Vito J. Ferro; first vice president, Gunnard Nelson; second vice president, Sheldon Brandt; treasurer, Charles Clorius; secretary Richard Kiefer. Other members of the board of directors are Joseph Paulucci and Donald Tarbox.

Committees

Credit committee officers are Clifford Hussey, John Hew, Ethel Parker, Carl Bley, Thomas Maszar.

Supervisory committee: James Waite, Richard McKeon and William Edwards, Jr.

Guests included Assemblyman

James F. Hastings, Dr. I. Murray Rossman, director, Gowanda State Hospital, Robert Colburn, business officer, Gowanda State Hospital, Senator Bertrand Hoak and Charles C. Kysor, a Gowanda attorney.

Invocation and Benediction was given by Chaplain A. Napier Baker of Gowanda State Hospital. The toastmaster was John Dee, an employee of Roswell Park Memorial Institute.

Entertainment and dancing were under the direction of Gunnard Nelson, chairman.



ANNUAL DINNER — The following were in attendance at the Gowanda State Hospital Federal Credit Union annual dinner meeting. From left: Robert Colburn, business officer of Gowanda State Hospital, Senator Bertrand Hoak, Clifford Hussey, credit committee, Vito J. Ferro, president, Richard Kiefer, secretary, Assemblyman James F. Hastings, Dr. I. Murray Rossman, director of Gowanda State Hospital. Standing, l.-r.) John Dee, toastmaster, Carl Bley, credit committee, Sheldon Brandt, second vice president, Pauline Schowers, assistant cashier, Ethel Parker, credit committee, Gunnard Nelson, 1st vice president, Mrs. Bobsein, assistant cashier, James Waite, supervisory committee, John Hew, credit committee, Mrs. Mary Schaak, cashier, Richard McKeon, supervisory committee, Joseph Paulucci, board of directors, Edward Moyer, supervisory committee, Donald Tarbox, board of directors and Charles Clorius, treasurer.

Kingston School Aides' Status Studied

(Continued from Page 3) with our Salary Committee in October, 1964, your committee stated they would consider taking advantage of the State Civil Service Employees Association's offer to make a free salary study for Ulster.

"Your salary committee also stated they will encourage the Board of Supervisors to adopt a new salary schedule based on this free study made by CSEA. We requested, too, that the County continue to contribute 5 percent to the Employees' Retirement System and assume the responsibility of contributing an extra

3 percent of employees' contributions to the State Retirement System as won by the State Employees in the 1964 legislature."

Congratulations

A letter was sent to Kingston Mayor John J. Schenck, reading: "The Kingston Policemen's Assn. and the Uniformed Fire Fighters Assn. of the City of Kingston are to be congratulated in their successful drive in obtaining approval of the Common Council of their Career Incentive Pay Plan."

Charles Relyea, Supervisor of the Town of Hurley, was sent a letter of thanks for his efforts to obtain adequate salary increases.

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SHOPPING FOR LAND OR HOMES
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Wilna Refusal To Classify Employees Hit By State Civil Service Commission

(From Leader Correspondent)

WATERTOWN, Feb. 8—The New York State Civil Service Commission struck out sharply at the Town of Wilna Housing Authority which, it said, has refused to cooperate with the Jefferson County Civil Service Commission by classifying its employees as "exempt."

The State Commission, in a management survey, said the delay in classifying the authority workers is the result of a resolution approved by the Wilna Town Board in April, 1963, decreeing that "all employees of the Town of Wilna Housing Authority be exempt from civil service classification."

Authority Exceeded

The State Commission report says that "in passing this resolution the town board exceeded its authority, since Section 32 of the public housing law clearly places the housing authority under the jurisdiction of the civil service law."

The County Commission should bring this fact to the attention of the town board "and classification of the housing authority by the Commission should be initiated without further delay," the State Commission ruled.

The State survey was made in October, 1964. The report shows

in general the Commission's records and procedures were found to be satisfactory.

No Cooperation

"However, the town of Wilna has refused to cooperate with the Commission with respect to the town housing authority," the State survey unit reported to the State Commission.

The report says that in connection with payroll certifications, the towns of Orleans and Champion "have not submitted general payrolls for over a year, although required to do so semi-annually."

"Many town, general, village and school district payrolls are not submitted until after salaries have been disbursed," the State Commission said. "The fiscal officers concerned should be advised that salaries should not be paid until the payrolls have been certified," in compliance with the civil service law.

First Suggestion Award Winners In Monroe Co.

ROCHESTER, Feb. 8—A torrent of suggestions has greeted the new "Suggestion Award System" instituted by Monroe County at the start of the year.

The system was developed in cooperation with suggestion system experts of the Eastman Kodak Company of Rochester and adopted by the Board of Supervisors.

Under the system, employees of the County of Monroe who make suggestions leading to economies in operating expenses or improved procedures may qualify for suggestion awards of up to \$10,000. The awards are judged by a Merit Award Board, headed by Supervisor Peter VanderTang of the town of Ogden. The Board sets the size of the award.

The suggestion system is operated by the Personnel Department, headed by Fred A. Herman. A staff secretary handles the correspondence and acts as secretary to the Merit Award Board.

The initial "winners" and their suggestions are:

Albert Mueller, Office of Public Information and Communications—Increased economy by using reusable envelopes for interdepartmental correspondence. This is done by some departments now. It will be adopted as standard for all departments. Award: \$20.

William Hudson, Office of Treasury—Suggested uniformed deputy sheriff be assigned to Treasurer's office for security reasons at times when tax receipt is heavy. Award—\$20.

Mrs. Violet Tessmer, Department of Public Works—Suggested improved public relations by sending taxpayers an existing brochure explaining what taxpayer's tax money provides in County services. Award—\$15.

Mrs. Jean Wittenberg, Family Court—Suggested installation of directories in Hall of Justice on each floor (the directories are being installed in each elevator). Award: \$10.

Framework

(Continued from Page 1)

In any case, all present attendants initially will be reallocated to grade 6, without further examination of any kind. Their future status will be left up to them—If not already on ward service, agreeing to a transfer when needed; or remaining in their present non-ward duties, but accepting a downgrading to whatever grade is attached to their duties as decided by the Division of Classification and Compensation.

Power Plant

(Continued from Page 1)

Departments of Mental Hygiene, Correction, Social Welfare, Health and the Office of General Services. The following titles are involved: power plant helper, steam fireman, stationary engineer, senior stationary engineer, principal stationary engineer, head stationary engineer and chief stationary engineer.

CSEA president Joseph F. Feily, pledged support of the statewide Association for the employees appeal. He said, "there can be no doubt as to the importance of these positions to the service of the State" and that a "realistic evaluation" will show that the appellants are "greatly underpaid when compared to their counterparts in private industry."

It was learned that a decision on the appeals should be forthcoming in a few weeks.



(Leader Staff Photo)

REALLOCATION DISCUSSION

Officers of the Civil Service Employees Assn. discussed the reallocation and reclassification of institutional clerical employees during the recent Winter meeting of the Southern Conference, CSEA. Shown during the discussion are, left to right, seated: F. Henry Galpin, assistant executive director of the statewide Association; Felice Amodio,

president of the Middletown State Hospital chapter who brought the matter to the Conference for discussion; Joseph F. Feily, president of the CSEA; Thomas Brann, field representative. Standing, same order are: Mrs. Bernice Fish, senior stenographer at Middletown State Hospital and Nicholas Puziferri, president of the Southern Conference.

Nicholas Giannelli, First President Of Erie Unit, Retires

Nicholas Giannelli, who organized the Erie County Home and Infirmary unit of Erie chapter, Civil Service Employees Assn., in 1947, retired recently after 33 years' service. He was the first president of both the Home and Infirmary unit and Erie chapter, which was formed in 1948.

With Charles R. Culyer, then CSEA field representative, Giannelli was instrumental in forming CSEA units throughout Erie County, and in implementing a workable grievance procedure.

Through his efforts, many grievances were resolved, bringing better working conditions to the Home and Infirmary.

He has held office in various capacities in the Home and Infirmary unit every year since its inception.

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

State Promotion Exams Close Feb. 15; Open To Departmental Employees

This is the last week to file for 13 New York State promotional examinations. These exams are open to qualified employees of the departments where the openings exist.

Audit and Control Dept.

ASSISTANT DIRECTOR OF RETIREMENT SERVICES, exam number 1651, Salary is \$8,600 to \$10,385.

RETIREMENT BENEFITS EXAMINER, exam number 1648, Salary is \$5,200 to \$6,385.

SENIOR RETIREMENT BENEFITS EXAMINER, exam number 1649, Salary is \$6,180 to \$7,535.

ASSOCIATE RETIREMENT BENEFITS EXAMINER, exam number 1650, Salary is \$7,320 to \$8,875.

Conservation Department

SENIOR FORESTER, exam number 1644, Salary is \$7,745 to \$9,375.

ASSOCIATE FORESTER, exam number 1645, Salary is \$9,574 to

\$11,510.

Department of Public Service ASSISTANT ELECTRICAL ENGINEER, exam number 1646, Salary is \$8,175 to \$9,880.

ASSISTANT GAS ENGINEER, exam number 1647, Salary is \$8,175 to \$9,880.

Public Works Department

ENGINEERING MATERIALS TECHNICIAN, exam number 1639, Salary is \$4,375 to \$5,420.

SENIOR ENGINEERING MATERIALS TECHNICIAN, exam number 1640, Salary is \$5,200 to \$6,385.

LANDSCAPE ARCHITECT, exam number 1641, Salary is \$8,175 to \$9,880.

SENIOR LANDSCAPE ARCHITECT, exam number 1642, Salary is \$10,090 to \$12,110.

ASSOCIATE LANDSCAPE ARCHITECT, exam number 1643, Salary is \$12,500 to \$14,860.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany; the State Office Buildings, Buffalo and Syracuse; 270 Broadway, New York City or any State Employment Office.

Ben Roberts Speaks To Oxford Chapter

OXFORD, Feb. 8—Ben Roberts, field representative of the Civil Service Employees Assn., spoke recently before the Oxford chapter of the W.R.C. Home.

New business at the meeting included a motion to send a check to the Oxford Ambulance Fund. Lunch was served following the meeting.

Russian Visitors

ALBANY, Feb. 8—The crane Department of Music at the State University at Potsdam was host recently to a group of Russian educators.



(Leader Staff Photo)

CONFERENCE CHAT

Thomas Lupocello and Thomas Brann, field representatives of the Civil Service Employees Assn. in the Southern Conference area chat with Charles Lamb, third vice-president of the statewide Association and Nicholas Puziferri, president of the Conference during the Winter meeting of the Conference at Rockland State Hospital recently. Other statewide officials in attendance at the meeting included Joseph F. Feily, Association president; Hazel Abrams, secretary of the Association; F. Henry Galpin, assistant executive director and Thomas McDonough, assistant public relations director of the Employees Association.