

8,000 CLERK JOBS! HURRY! YOU MUST FILE BY THURSDAY

State Salary Board Report Is Riddled By Association

Special to The LEADER

ALBANY, Feb. 10—In an expert analysis of the Survey Report of the State Salary Standardization Board, The Civil Service Employees Association holds that the report does not stand up under critical analysis, that it often fails to compare like jobs, that its sampling for purposes of pay comparisons is frequently inadequate, that "its statistical methods and unsound" and that the report is "out-of-date."

Failure by the Board to use discretion in interpreting statistics, and to take note of flux in the labor market, were charged.

Text of Analysis

The Association analysis follows in full:

The Survey has many serious defects which make it useless as a basis for determining State salaries fairly.

The most serious defects can be grouped under the following headings:

(Continued on Page 2)

State's NYC Office Now in New Quarters

The NYC office of the State Civil Service Department is now in its new quarters at 270 Broadway, in Suite 2301. The telephone number is REctor 2-7040.

Pension Policies For 200,000 Asked in NYC

The proposal for issuing policies to members of the NYC Employees Retirement System has created an issue. Councilman Edward A. Cunningham (D., Bronx) introduced a request resolution to this effect, which also included the other city pension systems. The Council adopted it. The Bronx Chamber of Commerce now writes Comptroller Lazarus Joseph,

strongly urging his assistance in effectuating the plan, but Ralph L. Van Name, Secretary of the NYC Employees Retirement System, sees no need for it.

Services Now Rendered

Mr. Van Name cited the four basic services rendered to members; annual statement of account, circular informing members of the rights and benefits, pamphlet on the law and the information supplied on retirement, which consists of a copy of the Board of Estimate resolutions approving retirement and the fixation of amount, distribution of funds and segregation of amount subject to income taxation.

A further service being considered is an informative letter on retirement, stating the pensioner's situation exactly, in plain language. The U. S. Civil Service Commission recently instituted such a service.

"Anything more would merely confuse the average person," said Mr. Van Name.

He noted that life insurance companies normally write 40 different types of policies and that

(Continued on Page 15)

More State News

Pp. 2, 3, 4, 5, 6, 8, 9, 12, 13, 15.

Pay Is Up to \$46; No Experience or Training Needed

AGE LIMITS 18 TO 62 FOR MEN AND WOMEN

An examination for probational (permanent) appointment to the position of Clerk, CAF-1 through CAF-4, at entrance salaries ranging from \$1,756 to \$2,394 is now open, James E. Rossell, Director, Second U. S. Civil Service Region, announced. The vacancies to be filled are in various Federal Government agencies in the Second U. S. Civil Service Region, comprising the States of New Jersey and New York, or in Washington, D. C., and the immediate vicinity. The filing period closes on Thursday.

There are about 8,000 Clerk positions to be filled permanently, most of them in NYC, all of them in the Second Civil Service Region.

Later examinations will be announced for higher clerical grades, and also tests for scientific and professional and related positions.

In order to qualify in this examination, applicants must pass a written examination consisting of questions designed to test aptitude for learning and adjusting to the duties of the position. It will include questions of the following general types: Alphabetizing;

(Continued on Page 8)

Kingston Group Would Join Assn.

Special to The LEADER

ALBANY, Feb. 10—Employees of local government units in Kingston have voted to join The Civil Service Employees Association.

Higher Pensions Backed Unitedly

Special to The LEADER

WASHINGTON, Feb. 10—One of the most important civil service bills, raising the pensions of annuitants, present and prospective, has been singled out by employee organizations for special support. The example of united action is being offered in the backing of Senator William Langer's and Representative Butler's measure to raise the pensions by 50 per cent or \$600, whichever is less (S. 201 and H.R. 1321). The two legislators have another bill (S. 205 and H.R. 1322), for 26 days' annual leave and 15 days' sick leave for postal workers, the same benefits that other Federal employers get.

The pension measure has attracted the attention of employees of States and local governments because of the principle involved. These other units usually call the pensions contractual and refuse to raise them, despite increased living costs that hit pensioners hard, for the pension income is nearly always too small to live on.

Disabled Vets Get Police Jobs

The policy of the NYC Civil Service Commission regarding appointment of disabled veterans as Patrolmen (P.D.) was disclosed yesterday on the basis of dispositions just made. The reduction of the percentage disability to zero removes the obstruction to appointment, provided the candidate meets the medical standards of the Commission and the Police Department. Heretofore the trouble has been that the Veterans Administration pension, of \$1.38 a month per percentage point, proved a barrier, because the Commission held that a veteran could not be disabled uptown (VA) and non-disabled downtown (NYC Commission). The zero disability rating is now being given by the VA without difficulties. It means no more pension checks from the VA, not the finding of non-disability. Psycho-neurosis ratings, made freely at separation centers when examinations had to be rushed, are rechecked and the zero status instituted, where possible.

Unsound Statistics Found in Pay Report

(Continued from Page 1)

- I. The general failure to compare like jobs.
- II. The inadequacy of the samples taken for many jobs.
- III. The failure to use reasonable discretion in the statistical interpretations.
- IV. The failure to recognize the rapidity of change in wage rates in a postwar period.

These serious failures will be taken up in order and substantiated by detailed reference to the report.

I. THE GENERAL FAILURE TO COMPARE LIKE JOBS

a. Unfair comparison to Private Industry

To understand how serious and how general this error is one must know the technique of comparison used in the study.

The following quotations give the most important statements under the heading "Organization and Methods of the Salary Survey."

"It was, therefore, decided to send out the field staff to interview the personnel executives in the various companies and agencies and secure detailed descriptions of their jobs. On the basis of these descriptions, comparisons with State positions were to be made in the central office of the Salary Standardization Board in a uniform manner by a small group of well-trained technicians."

"... In general, the agencies visited were banks, insurance companies, manufacturing companies, newspapers, hotels, public utilities, engineering companies, department stores, accounting firms, social agencies and hospitals. Only the well-established agencies of reasonably large size were chosen because it was considered that their personnel policies might more nearly parallel those of the State."

"The personnel executives were informed of the need of job descriptions for all positions except those relating to sales and production..."

"After the description of each of the positions was secured and rendered on specially designed position survey cards, the complete salary data was entered."

"About 250 private companies and agencies were surveyed and salary information was obtained for approximately 112,000 employees... Field work began late in April and was completed in early September, with the great

bulk of the information having been gathered during July and August, 1946..."

"After the descriptions of positions obtained from the private companies and other governmental agencies were matched with appropriate State titles, the salary data were tabulated in the form in which it appears in Part III."

According to this statement, job descriptions were obtained for all non-sales and non-production jobs and these were then sorted into the State jobs that seemed to be approximately like them, and then the midpoint was computed as an index of what the State should pay. In this process a person doing typing is very likely to go in the typist classification. There was no apparent way under this scheme for the persons classifying the jobs in the central office to determine whether the person listed was a competent typist or not.

Jobs With Same Title Differ

A person familiar with the labor market knows that there are a considerable number of typist jobs of different grade. For instance, in the May, 1946 "Labor Market Letter for the New York City Area" a table is given classifying the job-openings available by the salaries offered. For the job woman typist, the offers by employers and applicant demands ranged from 56 cents per hour to \$1.06. Some employers apparently felt that their work required high grade employees and some could use mediocre people. They paid accordingly. No reasonable person could say that employers paying such diverse amounts had equivalent jobs nor would the applicants specifying amounts so far apart think they were applying for equal jobs. The 56-cent-an-hour listing works out to just under \$1,200 per year. The \$1.06 listing works out to just over \$2,200. The range included in the Survey table for typists was from less than \$1,100 to \$2,500 and over and hence was over more than the range discussed above.

Obviously these are not salaries for similar jobs but salaries for a family of related jobs. Somewhere in the list there is a group of jobs similar in their requirements to the State's requirements, but private industry is not so foolish as to pay \$2,500 for what the State gets for \$1,560, nor are the workers so foolish as to take jobs at less than \$1,100 if they can meet

the State specifications and get \$1,560. In other words, the comparisons are not to like jobs and there is no magic in the median or mid-point of such a conglomeration that makes it the reasonable definition of the workers the State has or needs.

More Care in Comparison Needed

One can get a better idea of the inequity of the comparison if he notes the "average minimum" salary for typist of \$1,515 and median of \$1,629 given for private industry and then looks in the classified ads of the Albany Knickerbocker News and sees Montgomery Ward appeals for typists, starting salary of \$28 a week with time and one-half for overtime. This is barely below the \$1,515 salary listed as the "average minimum," which is presumably considered a beginner's rate, and yet seems to be so low that Montgomery Ward continues to advertise to try to get workers. Most State employees would not consider it proper to use Montgomery Ward as a standard for fixing State rates of pay. The jobs are not comparable because State typists are frequently called on to type complicated tables and to adjust to a variety of demands that would not be expected of most Montgomery Ward typists. The proper group for comparison would probably have a beginner's rate above the State rate. A much more careful comparison of jobs would have to be made before the typists could feel that they had had a fair determination of their salaries as of the summer of 1946.

Quest for Unusual Merit

The illustration given above is typical, and most of the other occupations where a comparison is made to private industry are subject to similar gross errors. Moreover, the comparison in each case, by its use of the median, assumes that the State specifications have been designed to secure the average worker. This is not in accord with past practice.

The first sentence of the portion of the Civil Service Law given in the Appendix of the Survey, Article 3, Section 37 says:

"In order to attract unusual merit and ability to the service of the State of New York..."

The Legislature of the State, in passing that law, certainly did not indicate that it wanted average employees. It definitely wanted above-average employees. The Survey ignores this statement in the law.

As a result of previous efforts to abide by the law, salary levels were set to compete for the above average employees, and competition in the civil service examination was used as a technique for selecting the best among those willing to accept jobs at the salary offered.

If a crude statistical determination of the comparison point between private and State employment were to be established, that would reflect the law, the upper limit of the middle 50 per cent., i.e., the upper limit of the private employer range, given in the Survey, might be used. This would put the State in a position to draw freely from the above-average group and at times to secure persons in the upper quarter of the ability and experience group.

Such a method is obviously very crude but it does approximate the intent of the law. The Survey

method does not. The proper method to make a comparison would be to find employees and jobs actually comparable to the State employees and jobs and find what private industry paid them.

A Shift That Spells a Cut

Since State salaries were originally set to "attract unusual merit and ability," a shift to the average scale is a substantial cut to present employees from the level to which they are entitled. The change can be expected to lead to a gradual transfer of present employees to other more suitable employers and their replacement by inferior personnel. Due to the accumulated service rights and home ties of the older employees, the State will retain the services of many present employees, but at a high cost in morale. The recruitment of new employees of equivalent caliber will be impossible.

While the failure to compare the State jobs to comparable outside jobs was the most general failure in the comparisons with private industry, there were other serious ones. One of the most serious was the failure to compare the State jobs to comparable outside jobs where surprising was the failure to such scales were generally available. For instance, carpenters have been highly organized for lished rates in our major cities, many years and have well established. The Survey found thirty carpenters earning less than \$2,100 and 17 more than \$3,400. The union rate in New York City is \$2.50 per hour or \$100 for a forty hour week. If one estimates that a good carpenter should work about 40 weeks a year during the present building, this works out to \$4,000. According to newspaper reports the effective pay was as high as listed hourly rate was not. The this last summer, although the rates shown for the unionized occupations would indicate that

relatively few unionized workers were included in the samples taken. This is particularly odd since the State insists that the union scale should be paid in letting many contracts.

Different Jobs Don't Compare

In some cases the private jobs to which the State jobs were compared were completely and unquestionably different. One of the best illustrations of this type of error is in the comparison for laundrer. The General Statement of Duties includes the sentence, "Supervises and instructs patients or inmates in routine unskilled laundry work..." According to the Survey the average pay in private industry for workers to supervise and instruct patients in unskilled laundry work was \$1,284 as compared with State pay of \$1,916. The \$1,284 rate is the rate for unskilled laundry work, which does not include any responsibility for supervision or instruction, nor does it require ability to speak, read and write English, which is the minimum qualification for the State job. This appears to be a completely unfair comparison. There are other similar errors.

b. Failure to understand the requirements of State service

The Survey seems to assume that State employees are taken hit or miss from among all workers who might be considered capable of performing a certain job, irrespective of their speed or ability. As a result the Survey considers that the job specification and minimum qualifications constitute a complete set of State specifications. It completely ignores the selective nature of the Civil Service examination, the effect of the salary listed in the announcement and the effect of selecting from the top three on the eligible lists. The combination

(Continued on Page 3)

Bills in the Legislature

Each week that the Legislature is in session The LEADER publishes a tabulation of the civil service bills introduced, besides running separate news stories on the more important bills. When bills move, action will be promptly published. The Introductory Numbers of the bills are given in all instances. "A" means Assembly, "S", Senate.

SENATE

305, Fine — Authorizes NYC Transportation Board to pay for overtime employment of employees.

306, Fine—Requires NYC Transportation Board to grant employee with at least one year's service, sick leave of not less than 12 working days a year and on basis of one day a month.

328, Sherbell (Same as A. 347, Kaplan)—Allows NYC Transportation Board employee whose service is terminated or suspended without fault or delinquency or who retires or resigns except on account of charges, additional vacation allowance of one day for each month in prior year; allowance to be deducted from vacation if he returns to service. (This bill will not be pushed as a recent rule of the Board of Transportation grants such provision.)

330, Kaplan (Same as A. 346, Kaplan)—Directs NYC Transportation Board to prescribe conditions for application by employee for one day leave of absence with pay and additional leave in discretion of board on death or burial of member of employee's im-

mediate family or making of blood donation without compensation.

307, Fine—Increases from two to five years, time for filing application by NYC member for retirement for accident disability.

340, Sherbell (Same as 381, Gans)—Provides public employees absent on military duty shall have same rights in system as if he had been present, without making contributions; grants prior service credit for time in military service; contribution paid by member for military service period shall be excess contribution; extends benefits to persons becoming members before January 1, 1952.

204, Anderson (Same as A. 315, Van Duzer)—Provides professional

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Salary Report Held To Be Out-of-Date

(Continued from Page 2)

of these forces is very important in determining the quality of the State workers and cannot be ignored in a fair comparison between State workers and other workers.

c. Failure to make accurate comparison with the Federal service

The State and Federal Service have many similarities, and useful comparisons between Federal and State jobs can be made, if great care is used. The comparisons in the Survey are so carelessly made as to be completely unreliable and therefore useless. The problem can be most easily understood by most people if the comparisons are made at pre-war rates which had been determined as approximate equivalents by many years of competition between the Federal and State services in the same labor market.

The professional service in the Federal series started at about \$2,000, the second class moving upward started at about \$2,600, the third at \$3,200, the fourth at \$3,800, the fifth at \$4,600, the sixth at \$5,600 and the seventh at \$6,500. The State professional series started at \$1,800, the second step started at \$2,400, the third at \$3,120, the fourth at \$4,000, the fifth at \$5,200, the sixth at \$6,700 and the seventh at \$8,500.

Statistical Jobs Deviate

The Statistics Series in the State, which is covered in the Professional Series for the Federal Scale, has even more significant deviations. The first grade, junior statistician, started at \$2,100, the second at \$2,700, the third at \$3,500, the fourth at \$4,500, the sixth at \$5,750 and the seventh at \$7,500. Apparently the Survey has classified Junior Grade in the State service to Junior Grade in the Federal and then matched successive steps, completely ignoring the fact that the steps are of different size. If they had started from the high end of the scale and matched directors and then counted down grade by grade, the result would have been entirely different. For instance, as the comparison was made the State Associate Statistician was compared to the fourth step in the Federal system. This compares a State job at the \$4,500-\$5,500 level with a Federal job at \$3,800 to \$4,600. If the jobs had been counted down from the Director level the State Associate would have been the first step down from Director and would have compared with the Federal Principal Statistician at \$4,600 to \$5,600. This is obviously the fair classification on the basis of historical development, job specifications and duties actually performed. In both the Federal and State services this level was used for bureau chiefs as well as for high-grade specialists reporting to a Director. Thus the comparison for Associate Statistician is almost a full grade out of line. As a result the Survey shows the State level above the Federal.

A similar failure to compare accurately exists for the engineers and to a greater or less extent will hold for all Federal-State comparisons in the Survey. When steps are different a reasonably fair comparison is very difficult to work out and this survey failed really to analyze the problem. Even to approximate fairness the overlap of the grades must be given great weight.

d. Failure to sub-divide State payroll for over-all comparisons

One of the most used statements in the study is the fact that if the total payroll of the State is divided by the total number of employees listed on the payroll that the per-employee pay has increased by 44.6 per cent from 1942 to 1946 and by 11 per cent from 1938 to 1942 or by 61 per cent from 1938 to 1946. To many State workers the statement that the average employee is getting 61 per cent more now than before the war is astonishing, because they know that they have only received the 30-14 per cent increases granted by the State. In a study as detailed as the Survey the employees had a right to expect that so important, and to the employees so illogical, a statement would be analyzed, to determine what groups got the huge increases and what ones did not. Such an analysis is necessary because the average job in a State changes from month to month and year to year and rough over-all comparisons can cover up

astonishing peculiarities.

The importance of such an analysis can be demonstrated by the peculiarities in some of the comparative figures given for other States in the table of "Average Yearly Earnings" of employees in selected State governments. (The reason that the analysis cannot be made directly for New York State is that it does not furnish the U. S. Bureau of Census with as much detail on payroll changes as the other States.)

Pay Drops and Hidden Truth

One of the outstanding peculiarities in the table is the drop in the pay per employee in Illinois from July, 1938 to July, 1942 from \$1,703 to \$1,370. A study of the U. S. Census reports shows that the Illinois figure includes part-time employees and that the number of part-time employees fluctuates from one period to another. As a result the Illinois per-employee pay increased from \$1,370 to \$2,095 in April, 1946 or by 53 per cent. Thus in the pattern of New York State discussions an observer could say that in Illinois the over-all increase in salaries from 1942 to April, 1946 was as great as the increase in the cost of living from 1938 to 1947.

Before the 61 per cent figure is accepted by the employees they should know more of the supporting details because the experience with the Illinois figure, where details are available, shows the pitfalls of the technique of dividing total payrolls by the total employees.

II. THE INADEQUACY OF THE SAMPLE

a. The small size of the private industry sample

The Survey speaks approvingly of the adequacy of the sample used but an examination of the details shows that the sample was seriously inadequate for many of the comparisons made. The Survey mentions that data were obtained for 112,000 employees, which is certainly a large number, but it does not make 8 plumber and steam-fitter foremen an adequate sample for determining salaries for State workers in these jobs. The frequently occurring chance errors in so small a number would run to hundreds of dollars in an annual salary if the sample were truly a random one (and this is unlikely, as will be explained below).

Of course the sample cited above is an extreme one, but there are many tables in which the number in the sample is less than 25 and even in such samples frequently occurring chance errors will also amount to hundreds of dollars per year.

b. The failure to obtain a representative sample

The use of inadequate sized samples is aggravated by failure to make the samples secured representative. For instance, the railroads are one of the largest employers in the Albany area but there is no indication that data were secured from this type of organization. Salaries and wages in the railroad service have generally been considered above average. The average salary on the railroads was \$2,700 in 1945, which is indicative of the level of pay, although as noted above in the discussion of the Illinois figures, such broad averages are subject to great errors. On the other side, the philanthropic organizations which tend to have low wages are heavily represented, apparently to get a fair-sized sample of social workers and nurses, but in the process other types of jobs were covered, in possibly disproportionate numbers.

The lack of understanding of sampling theory on the part of those responsible for the Survey is clearly shown by the statement on page 21.

"In every case, the total number of employees for which industrial figures were tabulated for each level of mechanic is greater than the number of New York State positions on the same level. For example, there are 310 Maintenance Man positions in the State service, whereas statistics were gathered for 905 Maintenance Men in private industry. There are 839 positions of skilled craftsmen in the State service in the titles reported, whereas statistics were obtained for 1,940 skilled craftsmen in private industry."

If the logic is continued to smaller samples, it would apparently mean that if the State employed one maintenance man, and

got salary data on two maintenance men, it would have adequately determined the salary of maintenance men in private industry.

Peril of Mere Numbers

Picking up another possible implication of the statement, one might conclude that the writer believed that sheer number yielded statistical reliability. Some persons may remember the famous Presidential poll run by the Literary Digest in 1936, which claimed it was reliable because it had found how a large number of people would vote. The Digest poll result was so completely wrong that the magazine was no longer considered reliable and discontinued publication. The Gallup Poll, which was developed on sounder statistical assumptions but using much smaller samples, has proved more reliable. The quoted statement indicates that the work done in the Survey failed to give adequate weight to the development of careful sampling techniques and undue weight to mere comparative numbers which was the great failure of the Literary Digest.

In fairness to the study one should note that the detail work reported is better than one would expect after reading this statement. The report does give some information on the steps taken to insure the representativeness of the samples secured. Separate information is given in the tables for geographic areas and a partial list of agencies visited furnished. However no separate figures are given to indicate the variations from industry to industry or to indicate the weighting of the industries in the sample and in the State. This is a serious defect from the point of view of one trying to evaluate the dependability of the results and supports the view, more fully developed elsewhere in this discussion, that the statistical handling of the data is too crude to yield reliable results.

III. THE FAILURE TO USE REASONABLE DISCRETION IN THE STATISTICAL INTERPRETATIONS

The failure, in many cases to secure adequate sized or representative samples has already been noted, as well as the failure to compare jobs accurately but there are other serious statistical errors.

a. The attempt to estimate a representative average from data that have no central tendency

The statistician has to be very careful in his use of averages because there are a number of different purposes for which they may be computed.

An average is sometimes desired just as a midpoint. Thus if one tries to balance a yard-stick on his figure he needs to find the point that is equidistant from the ends. Or children on a teeter-totter need to find the mean point of the total weight on the teeter-totter to determine the point of balance. For purposes such as these the determination of averages is reasonable and logical for any frequency distribution. At other times an average is desired as a point that is representative of all the points in a frequency distribution. The use of the median in the survey is of this latter type. The median salary for carpenters is found because it is assumed that the median salary is representative of all salaries in the group and that the variations from the median are those that can be attributed to chance.

Statisticians have studied the characteristics of chance distributions for years and have established definite laws concerning them. A chance distribution, one that a median value would represent, has more observations at a central point than at any other point and the frequency of the observations declines regularly as one moves from this central point of maximum frequency, called the mode, to the limits of the distribution. The number at limits or tails will be very small. Where these conditions are not met there is not satisfactory central tendency and no average, such as the arithmetic mean, median or mode, will be representative of the distribution. Where there are more than one point at which observations cluster to form peaks or modes the statistician knows that the distribution probably contains two distinct kinds of observations rather than one. This

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The State Employee

By Dr. Frank L. Tolman

President, The Civil Service Employees Association, Inc., and Member of the Employees' Merit Award Board.



Non Sequitur

LOGIC is sometimes of value in reaching valid conclusions. In a research study logic might be considered essential. Let's look at the reasoning underlying the main recommendations in the salary survey. The report states in essence "In the main, gross salaries presently paid . . . are comparable with and in proper relationship to salaries paid in private industry and in other public jurisdictions."

The Feld-Hamilton Law has thus done a remarkable job, according to the Study, in keeping pay in the Public Service almost identical with that paid in private business. As this correspondence or balance is the chief concern of the Salary Board, they now propose to discard the very instrument that has achieved this balance, as antiquated, outmoded and inflexible. Where is the logic?

"The present salary plan," says the report, "has many inherent inequities." Why do these inequities not appear prominently in the facts and figures of the report? How was the remarkable balance in pay in private and in public employment achieved?

Loaded Figures or Hidden Factors

It must have been brought about by the Feld-Hamilton scales or else the proclaimed balance is a fiction rather than a fact. Either the result proclaimed is due to unexplained factors or the figures are loaded to make the findings what the Board desired.

We have characterized the findings of the salary study as unsound, biased, partial and calculated to mislead the average reader. The statistician will easily discover the shortcomings and fallacies by examining the modes and frequencies, but modes and frequency distribution are as unintelligible to the unsuspecting reader as they seem to be to the technical staff of the survey.

The simple facts are that wages in private industry have generally doubled over pre-war rates while salary rates of public employees in New York have increased from 14 per cent in the higher bracket to 30 per cent in the lower brackets. During the same period the cost of living has increased more than 50 per cent.

Public Employee the Forgotten Man

The public employee is the forgotten man as far as pay is concerned. He is still behind the eight-ball. This fact is everywhere recognized except in New York. The answer of public officials to salary requests generally throughout the country is, "Yes, Gentlemen, you need and deserve more pay, but we just haven't the money." In New York, the answer is, "Gentlemen, we have the money, but you are now so well paid we cannot in conscience increase your salary. For details, see the Salary Study."

Is it possible that the major objective of the study is to discredit the best salary law ever enacted? Is it true that the rearrangement of the present salary rates is devised to eliminate the floors now placed under salaries, and to remove the protection to promotion rights, and to make salaries again the football of every favoritism and pressure?

It is not the employee alone who is concerned. Every lover of good government has a stake in the matter.

Chest X-Ray Tests Made by State in NYC

The State Health Department has announced that approximately 20,000 State employees have to date undergone chest X-ray examinations in the campaign to free the State of tuberculosis. Most State employees have re-

ceived their individual and confidential report within ten days to two weeks.

The unit is installed at 11 West 42nd Street after which it will move to 215 East 149th Street, The Bronx.

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ASSN. BILL ASKS FOR STATE BONUS

Special to The LEADER
 ALBANY, Feb. 10—The Board of Directors of The Civil Service Employees Association voted to have a bonus bill introduced in the Legislature, the bonus to be commensurate with the rise in the cost of living. Other bills it voted to get introduced would protect promotion rights, salary floors and career opportunities in the new salary plan, and to get a real 40-hour, five-day week in operation in State service.

Salary Report Denounced
 The Committee reviewed thoroughly the salary survey report of the State Salary Standardization Board upon which changes in the Feld-Hamilton Law are suggested. The committee denounced the report as unsound and unscientific in that it does not compare like jobs, its samples of jobs are inadequate, its statistical methods unsound and out-of-date, and added that State workers cannot safely put any faith in either the general conclusions or the detailed findings. The failure of the Salary Board to cooperate with Association officers or committees or to consider

fair proposals to do justice to the employees was cited.

The committee directed the President to call a meeting of delegates representing all chapters and departments at the earliest possible time to discuss the budget and legislative proposals and to plan an intensive campaign to inform citizens fully as to the effect upon State service and the State employee of adoption of such proposals. President Tolman later called the meeting of delegates held here on Saturday.

The committee condemned the proposed changes in the Feld-Hamilton Law as taking away present protection of the minimum salaries; giving no protection in the promotion series beyond the first year of its operation; taking the determination of salary policy from the Legislature where it belongs and placing complete power to manipulate salary grades in the hands of the Salary Board and the Director of the Budget, and some grades and minimums in reducing maximum salaries in others.

A proposal from the United

\$25,000 Drive Asked to Protect State Workers

Special to The LEADER

ALBANY, Feb. 10—The Board of Directors of The Civil Service Employees Association directed that the delegate body be asked to approve the expenditure of \$25,000, or so much thereof as may be necessary, to assure that everything possible is done to safeguard the essential principles of the present Feld-Hamilton Law, and otherwise to improve salaries, hours and working conditions.

Public Workers of America (CIO) for a united front on salary legislation was rejected, with the alternate suggestion that the CIO might well support the Association legislative program, if it has the welfare of the public employee at heart.

A resolution was adopted com-

mending State Comptroller Frank C. Moore for his efforts in having prepared a recodification of the State Retirement Law, making that document more readily understandable by members of the System.

New Chapters approved were the New York State Bridge Authority Chapter and the Conservation Department Chapter.

Revisions in Constitutions were approved for the Ray Brook State Hospital Chapter and the Binghamton Chapter.

Petitions were received from the following State units interested in forming Chapters of the Association: Department of Public Works, District No. 1; Division of Public Buildings, Albany; Department of Audit and Control, and State Retirement System.

Culyer Reports

Charles R. Culyer, Field Representative, reported upon many contacts with municipal employees in various sub-divisions of State government and stated that there was good general response to his solicitation of groups and individuals. He indicated that progress

would necessarily be slow because of the many groups to be contacted and the great amount of territory to be covered. Approximately one hundred memberships have been issued. Group memberships were reported from Ulster and Onondaga Counties.

Mr. Culyer's recommendation that dues for the balance of the Association year ending September 30, 1947 be pro-rated—\$4 from now to April and \$3 for the balance of the year—was adopted by resolution.

The interim appointment of James M. Flavin to represent the Judiciary on the Board of Directors was approved.

Mr. Hall reported upon the recent meeting of the Western Conference attended by officials of the Civil Service Commission, the Department of Mental Hygiene and a number of local Mental Hygiene hospitals.

Who Were Present

President Frank L. Tolman was in the chair. Others present were: Officers: Jesse B. McFarland, Vice-president; John F. Powers, Vice-president, and Janet Macfarlane, Secretary.

Executive Committee: John Joyce (alternate), Audit and Control; Victor J. Palsits, Banking; Theodore Becker, Civil Service; Wayne W. Soper, Education; Charlotte Clapper, Health; Charles Cox, Pres. Health Dept. Chapter; Francis C. Maher, Law; Edward Shumake (alternate), Mental Hygiene; Kenneth A. Valentine, Public Service; Edward J. Ramer, Public Works; Isabelle M. O'Hagan, State, and John J. Denn, Taxation and Finance.

Regional Conference Representatives: C. B. Hall (alternate, representing Robert R. Hopkins, Chairman), Western N. Y. Regional Conference; Charles Moorhouse (alternate), Central N. Y. Regional Conference), and Francis MacDonald, Southern N. Y. Regional Conference.

Staff: John T. DeGraff, Counsel; John Holt-Harris, Assistant Counsel; Joseph D. Lochner, Executive Secretary; W. F. McDonough, Executive Representative; Charles R. Culyer, Field Representative; and Laurence J. Hollister, Field Representative.

Chairman of Standing Committees: Thomas C. Stowell, Publicity Committee, and Charles M. Armstrong, Salary Committee.

Reliability of Pay Report Attacked

(Continued from Page 3)

important concept can be understood by anyone if he will consider the difference between Delicious apples and Crab apples. Both are apples but if one took 100 Delicious apples and 100 Crab apples and mixed them up together and then measured each apple to find its diameter he would find the hundred Delicious apples bunched around 3-4 inches and the 100 Crab apples bunched around 1-1 1/2 inches. The estimated median value would be about 2 inches and would not be representative of either apple.

The behavior of the statistics given in the survey makes it obvious that jobs were thrown together that were as distinctly different as Delicious and Crab apples. A good distribution to illustrate this is the one given for Elevator Operator on page 109.

ELEVATOR OPERATOR Salaries in Private Companies and Agencies

| Salary Range | Total No. of Employees |
|-------------------|------------------------|
| Less than \$1,000 | 7 |
| \$1,000-1,099 | 29 |
| 1,100-1,199 | 51 |
| 1,200-1,299 | 43 |
| 1,300-1,399 | 84 |
| 1,400-1,499 | 183 |
| 1,500-1,599 | 53 |
| 1,600-1,699 | 50 |
| 1,700-1,799 | 98 |
| 1,800-1,899 | 33 |
| 1,900-1,999 | 402 |
| 2,000-2,099 | 94 |
| 2,100-2,199 | 4 |
| 2,200-2,299 | 124 |
| 2,300-2,399 | 3 |
| 2,400 and over | 4 |

Type of Work Important

The first thing that even a casual observer will note is that this distribution is like the distribution having Delicious and Crab apples mixed together. There are three widely-separated class intervals that have bunches of more than 100 employees. There are five class intervals with more employees than the classes on either side. The statistician is forced to conclude that this distribution does not contain employees in equivalent jobs but that three and possibly five distinct jobs have been pooled into this one table. One job appears to pay about \$1,400 with its mode between \$1,400-\$1,499, another has a mode between \$1,900-\$1,999 and a third between \$2,200-\$2,299. There may be additional distinct jobs with modes at \$1,100-\$1,199 and \$1,700-\$1,799. Such a series of essentially different jobs is in accord with common observations of the varying duties of elevator operators. For instance, some elevator operators are old men who are given jobs on slow-moving, relatively infrequently used elevators at pay that is slightly better than the available pensions. Another group requires more endurance and skill in stopping fast-moving elevators but does not need to handle customers with skill. A still higher grade must maintain a smart appearance, deal courteously with passengers, act as a source of information and handle the finest type of elevators. To pool all these grades and arrive at an average produces a result that cannot be intelligently interpreted for determination of a State salary scale.

The table on Launderer on page

103, which has previously been discussed under the heading of failure to match jobs, also illustrates this statistical error. The customary starting rate in Albany for unskilled laundry labor for light work, predominately women, is 55 cents per hour for the first two weeks and then piece work which probably yields at least 60 cents per hour, which works out to \$1,248 per year, closely corresponding to the \$1,248 shown in the table as the mid-point of the salary range. It also corresponds to the mid-point of the \$1,200-1,299 class which contains almost half the total distribution. There is also another smaller mode, with less than one-tenth of the distribution, in the \$1,600-\$1,699 class which corresponds with the 80 cents per hour paid unskilled laundry labor for heavy work, primarily men. Thus the table on Launderer contains employees in two distinct jobs with pay as far apart as Feld-Hamilton salary grades. As already noted, neither of these outside jobs is the same as the specifications given for Launderer in the State service.

This basis statistical error occurs in practically every table to a greater or less degree. The failure to study the nature of the data gathered very largely destroys its value as it is used in the Survey. The figures for Farm Manager, for instance, have practically no central tendency and indicate an almost complete failure of the technique to indicate the salary that should be paid for this job. Another good illustration of the blind use of the statistics gathered can be seen in the table for Senior Medical Technician on page 141 of the Survey. The median value given for Private Companies and Agencies is \$2,130. There is one distinct mode at \$1,800-\$1,899 and another at \$3,000-\$3,099. Where there is such a sharp difference in modes the indication is that there are two jobs in private industry and the Survey should have found which job was similar to the State job. It is not statistically justifiable to average such diverse jobs.

b. The failure to check doubtful statistics by using other available data

In view of the obvious difficulty in obtaining usable statistics by the technique originally adopted it is surprising that other recognized sources of data were not used for supplementary information. For instance, the State Employment Service has skilled labor market analysts in each of the major labor market areas of the State and almost every sizeable community has an Employment Office with a trained and experienced manager. No indication is given that these men were used in checking the reasonableness of the figures in the Survey on the adequacy of the specifications used in establishing them. They were apparently used in selecting personnel for the field work.

The Survey would have been greatly strengthened by comparisons of the following type. The union scale for carpenter in Albany is \$1.65. Under present conditions carpenters can probably be assured of 40 weeks a year, which yields an annual income of \$2,640 with twelve weeks

vacation, instead of the \$2,478 income given for private employers. If a carpenter is willing to work overtime in reasonable weather he could probably boost the listed income substantially and still have 12 weeks vacation.

The case of the laundry workers has already been given, showing local labor market will give more how current information on the accurate information on pay rates than the elaborate but imperfectly executed sampling of the Survey.

Typists in Albany are currently being offered \$25-\$35 per week. This will translate to an annual rate of \$1,300 to \$1,820. This compares with the State starting salary \$1,560. Such a comparison is of great value in checking the reasonableness of the rates shown in the tables. As already noted, the State rate is only moderately above the starting rate at Montgomery Ward.

c. Table comparing rates in different States is not reliable

The table on page 17 of the Survey, headed Average Yearly Earnings of Employees in Selected State Governments, is one of the most important tables in the Survey. For instance, the New York Times selected this table as the only one to print in summarizing the report. This table is not reliable. Reference to the census data shows that the figures are computed by dividing total State payrolls by total employees. In many States, including New York State, the figures include full-time and part-time employees. The relative proportions shift and all kinds of peculiar changes can occur. This fact presumably partially explains the drop in the average yearly earnings of employees in Illinois from \$1,703 in 1938 to \$1,370 in 1942 and the rapid rise to \$2,095 in 1946. There are many other possible changes in the relative proportions of different kinds of workers in the State service. For instance, from 1938 to 1942 unemployment decreased sharply and fewer clerks were required in the Division of Placement and Unemployment Insurance. Similarly at certain periods in the war it was impossible to fill many low-paid jobs in the institutions. At the end of the war much planning was necessary in the State service. The first steps of such planning tend to require highly skilled top grade technicians. All of these factors, which have nothing to do with the pay for equivalent jobs, go into these figures and make them completely

unreliable as indicators of the level of State pay.

There is another, although minor, error in this table which impairs the confidence of the user, but which so far as spot checks can show does not add greatly to its misleading character. The figures given for 1938 check exactly with the figures given in the United States Department of Labor report for the average for the year 1938. This strongly suggests that these are averages for the year, and not July figures and hence that they are not as comparable as they purport to be.

IV. THE REPORT IS OUT OF DATE.

a. Fails to recognize the dynamic nature of the labor market.

The current period is one of rapid change. The war and the inflation have completely disrupted normal relationships. In fact, this is the reason that a study of State salaries was deemed necessary. In spite of this obvious fact the study has been largely conducted as though the world and New York State in particular were in one of those rare periods of static equilibrium that are so convenient for research workers.

The Survey seems to assume that wage relationships in private industry existing in the summer of 1946 can be properly used as an index of wage relationships in the spring of 1947. Thus wages paid to nurses in the summer of 1946 as assumed to be the logical wages for nurses when it had actually been evident for months that the demand for nurses was outrunning the supply and that the salary for nurses would have to advance faster than other salaries. If the State is to secure adequate nursing service it must recognize the dynamic nature of the time and make a reasonable forecast of where the salary must be placed to secure the needed employees.

Cost-of-Living Index

One of the useful devices for forming sound judgments on needed salary scales is the cost of living index. In a period when the average worker in the United States is raising his standard of living it is unlikely that any substantial group will be satisfied if it suffers a loss in standard of living. To use this technique

(Continued on Page 13)

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GOLDSTEIN REPORTS ON WORK DURING '46

Attorney General Nathaniel L. Goldstein in his fourth annual report to the State Legislature, said that the Department of Law was successful in 80.8 per cent of all appeals decided during the year 1946 and collected \$4,500,000 for the State.

The success in the appellate courts of the State of New York, which maintains one of the largest legal offices in the country, compares with a 55 per cent average over a three-year period in the 47 other States, as reported by the United States Law Week.

Backlog Stays Wiped Out
The goal reached by the Attorney General in 1945 of cleaning up the tremendous backlog of matters, some extending back to 1910, and of placing the department on a current operating basis, was retained last year, the report states.

There were only 8,347 matters

pending on December 31, 1946 in the Department of Law proper, and 2,225 in the Bureau of Rights of Way, organized late in 1944. The great majority of all these matters were received during 1946.

Collections Run High
The Department collected directly or effected for other State departments \$4,545,901.15 for 1946, and a total of \$12,703,273.68 for the four years; effected a net saving to the State in 1946 of \$2,548,469.72 by virtue of its defense of 110 claims against the State and a total of \$18,266,116.00 for the four years, only about 10 per cent recoveries by claimants against the State; rendered 809 opinions during the year and a total of 3,115 in four years; collected for injured workmen in 1946, \$223,183.84 (\$852,786.66 for the four years); successfully completed a long list of special mat-

BILL WOULD LET AUTHORITIES INTO FELD-HAMILTON LAW

ALBANY, Feb. 10—Thirty or more independent authorities, now outside the Feld-Hamilton law governing salaries and grades, could be brought under it if a bill now in the Legislature is enacted. Senator Charles O. Burney, of Buffalo, and Assemblyman John R. Pillion, of Lackawanna, introduced it. (S.I. 208, A.I. 252.) It is a Civil Service Employees Association bill.

Employees of these agencies are State employees, in most cases appointed from civil service lists. Their salaries are established independently by the separate independent agencies, differ widely and fail to conform to the general State policy with respect to wages, says the Association, adding:

"The Feld-Hamilton Law should be extended to these independent State agencies to bring about a

uniformity and equality with respect to these employees. Some authorities are willing to come under the Feld-Hamilton law, while others insist upon maintaining their independent power to fix salaries and wages."

The bill is permissive. Any public authority, at its election, could have the wages of such authority fixed in accordance with the Feld-Hamilton law.

"We believe that it is a step in the right direction and that a number of public authorities will avail themselves of this privilege if this bill is adopted," the Association adds.

DR. PLUNKETT MOVES UP
ALBANY, Feb. 10—Dr. Robert E. Plunkett, with 23 years service in the Health Department, was appointed Assistant Commissioner for Tuberculosis Control.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By THEODORE BECKER

Protection of State Retirement Contributions

Would a State employee who is removed from service after being found guilty on charges be permitted to withdraw his contributions to the retirement system? This question is brought to mind by a recent case involving a former member of the police force of the City of Rye who was removed on charges. He brought suit against the city to obtain a refund of the pension deductions made from his monthly salary during the period when he was in service.

The lower court ordered the refund, but on appeal to the Appellate Division, the higher court reversed and held the deductions forfeited under the terms of the local law covering the pension system.

This statute provides for the payment of deductions made from salary for pension purposes to a member of the pension fund should such member "discontinue service . . . except by death, retirement, or dismissal. . . ." The court reasoned that the employee had not discontinued service; that his service was terminated—not by his voluntary act—but by dismissal. Since the local law made no provision by repayment of pension deductions under such circumstances, the court ruled that the employee had no cause of action for the recovery thereof (Donovan v. City of Rye).

Effect on State Act

What effect does the decision in the Donovan case have when applied to the State Retirement Law? Section 61(1) of the Civil Service Law provides that if a member "discontinue State service, except by death or retirement," he shall be entitled to a refund of such part of his accumulated contributions still standing to his credit.

This provision has been the subject of at least three official opinions of the Attorney-General in the last decade.

Attorney-General's View

In 1936, the Attorney-General was asked whether an employee dismissed from service was entitled to a refund of his contributions. The answer was in the affirmative, there being no discussion of whether a dismissal

was incommensurate with a discontinuance (1936 O.A.G. 167).

In 1942, the Attorney-General was asked to rule on the case of a member of the retirement system who resigned while under indictment, because of a shortage in his accounts, although he had applied for retirement which would have taken effect had he not resigned. The Attorney-General held that the pension should not be paid unless by proper judicial authority, but that so far as the member's contributions were concerned, the employee was entitled to their return (1942 O.A.G. 156).

In 1943, the Attorney-General was asked whether an employee, who resigned while under charges based on irregularities in his accounts, would be entitled to a refund of his pension contributions. The employee, incidentally, had been indicted for grand larceny and, upon his plea of guilty, had been sentenced to imprisonment. The Attorney-General pointed out that the resignation had been accepted and, therefore, the employee had "discontinued his State service by resignation, not by death or retirement." Accordingly, the employee was entitled to a refund of his contributions.

The Attorney-General went further and pointed out that although the State had a claim against the employee, in judgment or otherwise, this did not authorize the Comptroller to withhold the contributions to apply toward satisfaction of such claim. He pointed out that Section 70 of the Civil Service Law protected the return of contributions from "execution, garnishment, attachment, or any other process whatever." (1943 O.A.G. 137.)

The Attorney-General also referred to a Court of Appeals case (Eberle v. LaGuardia) in which a New York City statute similar to Section 61(1) of the Civil Service Law, entitled a dismissed employee to a return of contributions.

Constitutional Provision

In this connection it should be noted that the New York State Constitution vests members of retirement systems with certain contractual rights from and after

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MOORE PUTS LAW ON PENSIONS INTO SIMPLE LANGUAGE

Special to The LEADER

ALBANY, Feb. 10—Recommendations for eliminating the 25-year accumulation of technical "lingo" from the State Retirement Law were disclosed today by State Comptroller Frank C. Moore, head of the State Employees Retirement System.

Transformation of the present complicated law, under which the Retirement System operates, into clear, understandable language, with the provisions set forth in logical order, is the product of four years of study by expert legal talent.

The proposals for revision of the present patchwork of involved laws and amendments will be submitted to this session of the Legislature, Comptroller Moore announced.

Following study of the Comptroller's proposed recodification, the Executive Committee of The Civil Service Employees Association, meeting here last week, praised the results of the long study and voted unanimous approval of the proposals.

'Work of Genius'

John T. DeGraff, counsel to the employees' group, following the meeting, said:

"The Retirement Law is a most difficult law to codify. The present proposals are not only a work of genius but they meet a long-felt need. Complexities of the present law, which have led to widespread misunderstanding and disagreement in legal interpretation by lawyers and judges, are now removed."

As part of his continuing program to "humanize" the Retirement System from the viewpoint of the public employee-member, the Comptroller in 1943 directed that the law be carefully analyzed and redrafted.

How Complication Arose

The Retirement System, as originally established in 1921, included only employees of the State. Subsequently it was ex-

panded to include municipal officers and employees, some Federal officers and employees, and officers and employees of several public or quasi-public organizations. From time to time new benefits were added.

In the process of this piece-meal change during the last 25 years the law became complicated and difficult to interpret, demanding integration of its new and old provisions, Comptroller Moore pointed out.

The new bill, which recodifies the quarter-century patchwork of laws and amendments, is written in brief, readable sentences. Use of topical subdivisions and indentations preserve the logical presentation of related provisions.

No Changes in Rights

In legal effect the bill makes no changes in members' rights or benefits. A construction clause, stating this to be the legislative intent, is included for protection of these rights against possible misinterpretation.

Initial study of the development and interpretation of the Retirement Law was undertaken and carried forward by Robert J. Lansdowne, Buffalo attorney. He was joined last year by Milton Alpert, Legal Assistant in the Department of Audit and Control, Municipal Affairs Division, who handled final recodification and drafting of the bill.

In the final stage Mr. Alpert drew upon his extensive experience in codification and pension bill drafting in connection with the New York City Administrative Code, the Rapid Transit Law and New York City police and fire pension laws.

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A THOUGHT FOR THE WEEK

I HAVE always observed that to succeed in the world one should appear like a fool but be wise.—Montesquieu.



Civil Service LEADER

Eighth Year

America's Largest Weekly for Public Employees

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TUESDAY, FEBRUARY 11, 1947

U. S. Workers Fight Ruthless Firing

SHOUTS for Federal economy, by further reducing the number of employees by fixed percentages, ranging to 50 per cent, are heard recurrently in Congress. A small group of legislators, who like to have themselves styled economy-minded, seem to think that the Federal government has no responsibilities to the public it was created to serve, and that services may be safely curtailed by swinging an axe blindly.

It is encouraging to find employee organizations alive to the threat both to Federal services and to the unnecessary firing of Federal employees, and are ready with strong arguments against curtailment below a reasonable minimum.

The Federal rolls are now nearing what they were before the war, so any attempt to show that fewer employees are needed, on the whole, to perform functions both more numerous and more extensive, must fail.

While the ruthless group demanding wholesale dismissals is much smaller than the noise they make would indicate, the organizations opposing their wild demands know that the time to head off any such a frenzied start is now.

NYC Planning Starts After a Long Lapse

ONE of the most dramatic improvements in NYC Civil Service procedures is the issuance by the Civil Service Commission of a list of examinations to be held during the rest of the year. Not in 15 years has such information been given to the public, and not on such a long-range basis ever before, for the plain reason it did not exist. During the war, when every efficient business or agency was preparing, or had already adopted, a post-war plan, the Commission had none. So the listing is a belated substitute for a post-war plan, and an effort to make up some more of the ground lost under the previous administration.

There are 173 examinations listed, of which 64 are open-competitive and 109 promotion. For most of these, tentative dates of the written test have been set; as to the others, the dates will be announced soon. Besides, new examinations, mostly promotional, will be added.

It required a very considerable effort to create the list, especially because some of the examinations are large-scale, and the Commission deserves the public's and the employees' thanks.

Question, Please

Vets' Pension Time

I AM a former National Guardsman who served in World War II and got the difference from NYC between military pay and higher city pay. Does the bill in the Legislature provide that my time in war-service shall be considered as uninterrupted city service, equivalent to prior service?—E. P. No. A.I. 50, by Assemblyman Brinster, provides: "Time during which a member is absent on military duty shall not constitute an interruption of continuous employment. Such time shall be considered equivalent to prior service and be counted and included in determining the length of total service, provided no compensation was received under the provisions of section two hundred forty-five of the military law.

Contributions paid by any member in order to receive credit for service for the period of military leave except by those employees whose status is fixed by section 245 of the Military Law, shall be regarded as excess contributions, creditable together with regular interest, or payable in addition to other benefits upon separation, meanwhile with benefit. This act shall take effect immediately but the amendments made by this act shall be retroactive to and shall be deemed to have been in full force and effect from and after October 16, 1940, for all employees on military duty and subject to the provisions of section 246 of the Military Law at the time this act takes effect, or who, prior thereto, returned to their positions from such military duty."

Powell Asks 2,000 More Sanitation Men

Commissioner William J. Powell of the Department of Sanitation, included in his budget request to Director Thomas J. Patterson, 2,000 more employees for the De-

partment of whom 1,500 are to be Sanitation Men, Class B, and 500 Sanitation Men, Class C. Five District Superintendents, 25 Foremen and 50 Assistant Foremen are requested.

Don't
Repeat This!

NAVY Secretary Forrestal is looking into charges of irregularity in carrying out the reduction-of-force program at the Brooklyn Navy Yard. . . . The case load per individual NYC welfare worker is on the way up. Relief rolls are rising but the budget remains the same. . . . Hotel owners rather than politicians ask Fire Commissioner Quayle for the most favors. . . . Many of the signers of that joint letter sent by the Socialist paper New Leader in support of the British government's anti-Russian stand knew nothing of the letter until they read about it in the papers. . . .

Personnel rolls in the State are more than 1700 per cent greater than ten years ago. . . . Democracy note members of the Uniformed Fire Officers Assn. call each other "Brother" at meetings no matter what their rank. . . . Observers are wondering what will happen to Civil Service from now on, when vet preference begins to affect promotions and good career men without war service find themselves held back. . . . Senator Williamson's bill to curb minority-party voting, first blast in the fight against proportional representation, has the Citizens Union's back up. . . .

Ray Donovan, head of the PBA, recently missed two opportunities to voice the grievances and aspirations of New York City's Patrolmen over a well-listened-to radio program. . . . Atty. Gen. Goldstein's Law Dept. rolled up an enviable record for 1946. His report shows his men won 80.8 per cent of all appeals taken during the year. The three-year average in the 47 other States was 55 per cent. . . . Frank Donoghue, secy. of the Uniformed Firemen's Assn., has patched things up with Commissioner Quayle. . . .

Gripe Session Held In the Post Office

By Maxwell Lehman

HOW can employees and management in Government departments get along better?

An experiment is under way in the New York Post Office. Should this experiment be permitted to continue, it may offer a novel, effective antidote to employee-management troubles in civil service.

The fundamental idea is an old, simple one. It has been tried, successfully, in private industry. It's this: a gripe session.

In the New York P.O., employee grievances have been piling up. Week before last, Postmaster Albert Goldman called a meeting with the officers of Local 10, National Federation of Post Office Clerks. He listened while the union's president, Ephraim Handman, read a lengthy, forthright report of grievances.

Cooperative Response from Goldman

Then, when it was over, instead of responding adversely to the presentation, the Postmaster congratulated the union upon the quality of the statement, and cited his readiness to resolve the controversy.

He suggested a committee, consisting of high P.O. officials and union officers, to meet and thrash out the difficulties. Presumably, the P.O. representatives will be no figureheads, to arrive at preconceived conclusions, but will have the power to reach decisions, and make recommendations to the Postmaster for final action. The meeting will take place February 17.

If such an employee-management committee is valuable to iron out current grievances, why wouldn't it be valuable to iron out future grievances as well?

The LEADER suggests that the committee be set up on a permanent basis. Observe the advantages:

It would provide to the employees a semi-official set-up for voicing their complaints, plus the assurance that such complaints would receive fair action where necessary.

It would create new dignity in the handling of labor relations, in place of the present haphazard system.

It would act as a safety valve against frustrations which must inevitably arise when there is restricted opportunity for the heralding of grievances.

It would tend to diminish arbitrary action by tyrannical supervisors, who would know that they are no longer immune from responsibility for such action.

We should like to see this suggestion tried in the Post Office. It may well mark the innovation of improved employee-management relations in other Government departments as well.

25-Year Retirement Law For All Municipal Police Urged As Public Need

The Condon-Wilson bill to extend the 25-year retirement plan to municipal Policemen in the State system should be enacted as a service to the public, said Peter Keresman, Executive Secretary of the Police Conference, State of N. Y. The Conference, composed of police organizations in the cities, counties, towns and villages, sponsors the bill introduced in the Senate by William F. Condon, of Yonkers, and in the Assembly by Malcolm Wilson, of Yonkers. Said Mr. Keresman:

"We believe that the passage of this bill will continue to maintain a high standard of police service to the people of every community, as it will provide for the retirement of older officers, who have given their best years, thereby, opening up the ranks to younger, stronger and more alert personnel.

"A present, and long-sustained discrimination against some 2,000 Policemen in the municipalities of the State should be corrected at this session of the Legislature by the passage of the bill. It gives a Policeman the right to retire after 25 years of active service, if he so elects, or feels his efficiency reduced so that a younger man may take his place."

Cites 39 Successful Instances

Unanimously approved by previous Legislatures, the Condon-Rapp bill has met with confused opposition as to its costs to the municipalities, which resistance largely centered in the Mayors' Conference, and further, by figures supplied by various agencies which were highly inaccurate, Mr. Keresman says.

"This situation has been largely changed in the past year, and opposition dispelled," he added.

He cited the adoption by 38 municipalities in the State, through local legislation, and by the Port Authority, of a 25-year retirement plan as further evidence of public support. These 39 he listed as Glen Cove, Long Beach, Middletown, Mt. Vernon, Port Jervis, Utica, Schenectady,

Geneva, Cortland, East Hampton, Huntington, Islip, Niskayuna, Rotterdam, Smithtown, Brookhaven, Southold, Riverhead, Babylon (Town), Endicott, Floral Park, Fredonia, Freeport, Hempstead, Lynbrook, Babylon, Malverne, New York Mills, Whitesboro, Rockville Centre, Lindenhurst, Amityville, Patchogue, Seneca Falls, Johnson City, Monticello, The Port of N. Y. Authority and Port Washington.

2,000 Left Out

"This leaves about 2,000 policemen in the State System without this retirement privilege," he added. "The present State Retirement places Policemen in the same occupational classification with office workers. It fails to provide, and overlooks entirely, the risks, hazards and physical requirements of the Policeman's job.

"The fact that these 39 municipalities adopted our plan proves that it is to their advantage and it sustains our contention that the 25-year retirement bill is both fair to the municipality, the Policemen and to younger men who have a right to a job, and it proves further that its cost is a negligible figure."

Secretary Keresman added that, as was the case of the day of rest, eight-hour day, civil service rights, and court review, there was no Statewide improvement in police work and conditions until the Legislature and the Governor made the fundamental rights general.

"The adoption by only part of the State of the 25-year retirement right creates great inequalities, for now more than 28,000 Policemen in the various local pension systems enjoy this privilege," Secretary Keresman continued. "As conditions now exist, there is not only the discrimination between municipalities, but even two pension systems exist in some cities such as Buffalo, Syracuse, Rochester, Mt. Vernon, Yonkers, New Rochelle, etc. The need is for corrective legislation. Without this correction, as provided by the Condon-Wilson Bill, there is

no assurance that the Policemen of the State will ever be treated fairly in the retirement matter.

Statewide Nature of Work

"Modern police work, and law-enforcement is not strictly a local function when it comes to the apprehension of criminals. This was illustrated recently in the case of Rocco, wanted in New York for having his wife shot by a woman dupe. Rocco fled to the Catskills, where he was shot to death in a gun battle with Policemen in the hills near Gilboa, more than 100 miles from the scene of the crime. This illustration is but typical of the Policeman's job, no matter where he is stationed in the State. To say that localities change the hazards, or the duties or rights of a Policeman, is to misunderstand law enforcement."

The justice of the Condon-Wilson Bill is reflected in its wide support by public-spirited men and women and organizations of the State, Mr. Keresman says. The measure has the endorsement of practically all the municipal officials of the State, also the American Legion, Veterans of Foreign Wars, various Chambers of Commerce of the State, the Kiwanis, Rotary, Lions service clubs in many sections of the State, as well as Masonic Lodges, Red Men, Elks, Eagles, Loyal Order of Moose; also Postal Employees, Teachers' Associations, Nurses' Associations, Musicians, Municipal Employees, Paid and Volunteer Firemen's Associations. At various public functions civic leaders have wholly supported the bill, and urged its adoption.

The Legislative Committee of the Police Conference of the State of New York, composed of President Harry G. Warren, of Rochester, Secretary Keresman, Henry N. Thomas of Niagara Falls, Joseph Flynn of Yonkers and Raymond A. Donovan of NYC, are confident that the Legislature again this year will pass the Condon-Wilson measure to place all Policemen of the State on an equal basis in the matter of 25-year retirement option.

BILLS IN CONGRESS

SENATE

58, by Langer. To amend the Civil Service Retirement Act approved May 29, 1930, as amended, so as to exempt annuity payments under such act from taxation. Report requested from Civil Service Commission.

77, by Morse. To provide eligibility for retirement under the Civil Service Retirement Act of May 29, 1930, in the case of certain employees of the U. S. Employment Service with less than 5 years of service as Federal employees. Report requested from Civil Service Commission and U. S. Employment Service.

82, by Ferguson. To provide for 26 days' annual leave and 15 days' sick leave for employees in the field service of the Post Office Department. Report requested from Civil Service Commission and Post Office Department.

125, by Wiley. To amend the Civil Service Retirement Act of May 29, 1930, as amended, so as to extend the benefits of such act to the Official Reporters of Debates in the Senate and persons employed by them in connection with performance of their duties as such reporters. Report requested from Civil Service Commission.

201, by Langer. To amend the act entitled "An act to amend further the Civil Service Retirement Act approved May 29, 1930, as amended," approved Jan. 24, 1942, and for other purposes. Report requested from Civil Service Commission.

202, by Langer. To provide for the selection and appointment of substitute rural carriers. Report requested from Civil Service Commission and Post Office Department.

203, by Langer. To increase the equipment maintenance of rural carriers 2 cents per mile per day traveled by each rural carrier for a period of 3 years and for other purposes. Report requested from Civil Service Commission and Post Office Department.

204, by Langer. To amend the act entitled "An act to reclassify the salaries of postmasters, officers, and employees of the Postal Service; to establish uniform procedures for computing compensation; and for other purposes," approved July 6, 1945. Report requested from Civil Service Commission and Post Office Department.

205, 206, by Langer. To amend the act entitled "An act to reclassify the salaries of postmasters, officers, and employees of the Postal Service; to establish uniform procedures for computing compensation; and for other purposes," approved July 6, 1945. Report requested from Civil Service Commission and Post Office Department.

250, by Johnson. To amend

Sec. 9 of the Civil Service Retirement Act of 1930, as amended, to prohibit the payment of retirement annuities under act to persons who have not paid retirement deductions for their last 5 years of service. Report requested from Civil Service Commission.

330, by Green. To amend the Civil Service Retirement Act of May 29, 1930, as amended, to provide annuities for certain officers and employees who have rendered at least 25 years of service.

HOUSE

44, Clason. Refunds from the retirement fund.

48, Clason. Time and one-eighth for holidays.

95, Keogh. Grants postal employees leave on death in family at any one time.

98, Keogh. 30 minutes' study time daily part of working tour for post office clerks.

106, Keogh. Postal employees' longevity pay.

112, Mason. Longevity pay for postal employees.

127, O'Hara, Minn. To exempt Government employees from multiple income taxation.

257, Kunkel. Abolishes tontine.

291, Rooney. Exempts civil service annuities from taxation.

509, Kefauver. Garnishment of U. S. salaries allowed.

537, Sikes. Repeals Hatch Act.

538, Sikes. Retirement refunds for temporary employees.

682, Clason. 25-year retirement regardless of age.

666, Sikes. Optional retirement at 60 after 25 years.

738, Rees. Retirement annuities tax exempt to \$1,440.

739, Rees. Protects veterans and career employees in force reductions.

796, Mason. Longevity pay for postal employees.

808, Rogers. To retire veterans from postal service after 20 years.

855, Clason. Exempts retirement money from taxation.

931, Briggs. Protects retirement rights of persons in Merchant Marine.

963, Miller. Exempting annuities from taxation.

966, Rees. To protect preference eligibles.

967, Rees. Authorizes compensation for persons removed or suspended unjustly.

1052, Potts. Annuities exempt from tax up to \$1,440.

V. A. Day by Day

General Omar N. Bradley spoke over the Columbia Broadcasting System Network relative to National Service Life Insurance, pointing out that he was aware of complaints by veterans and that all of these factors would be cleared up shortly.

General Bradley pointed out that there was 100 billion dollars worth of lapsed insurance and that pending legislation would extend the right to reinstate lapsed insurance six more months on payment of only two premiums and a statement that the insured was in as good health as he was when he had the insurance in force.

Many veterans neglect to enter all pertinent information such as name in full, address, policy number, C number, as well as Serial Number, when corresponding with Administration. Many checks and pieces of correspondence therefore are in a pending status.

The Finance Division, at 252 Seventh Avenue, seems to be moving internally every two or three weeks, desks shifted around and changed and new "systems" devised.

Major W. C. Brant, Acting Finance Officer, is instituting procedures that keep staffers at their desk and working.

2 Park Avenue, at 34th Street, is full of reports these days about pending cut-backs in staff.

An elderly woman at 2 Park Avenue the other p.m. in one of the express elevators had the staffers convulsed with laughter with comment about the elevator. She turned out to be one of the Chiefs. Nice to see some Chiefs are human.

Personnel throughout the VA in the NYC area who took the Contact Representative examination, received notification that the examination would be given at various high schools and at the Federal Building within the next week or so. The dates on some of the letters and cards were: February 8 and 15, 1947.

Post Office Largest Department Again

Special to The LEADER
WASHINGTON, Feb. 10—The Post Office Department is now the largest agency in the continental United States, after ranking below the War and Navy Departments during the war, the U. S. Civil Service Commission announced. Five agencies each employed over 100,000 persons at the end of 1946. Three of these, Post Office, Treasury and Veterans Administration, had a combined increase of almost 241,000 since the end of the war, while the War and Navy Departments together decreased by 1,076,000 and all other agencies combined decreased by 100,000 during the same period.

Reports on Reduction
A reduction of almost one and a half million civilian employees of the Federal Government has occurred over the past 18 months, the Commission reported. At the end of the year 1946, the number

of employees both at home and abroad totaled 2,277,000 as compared with a total of almost 3,770,000 on June 30, 1945, the wartime peak shortly before V-J day. During the post-war period, 17 emergency war agencies have been either terminated outright or transferred to other agencies for liquidation or curtailed operation with reduced functions and personnel. These agencies employed more than 170,000 persons at their highest respective levels of employment.

Figure for Continental U. S.
Federal employment in the continental United States at the end of December fell below the two million mark for the first time in the post-war period, a total of 1,980,475 being reported. This represents a decrease of approximately 935,000 civilian employees in this country since June 30, 1945 and a drop of more than a million since the wartime peak in 1943.

Reinstated Vets' Annual Leave Protected Under New Ruling

Any employee who is restored to a position as a result of a formal appeal under the Veterans Preference Act of 1944, or under any other authority or procedure, will be entitled to any annual leave which was to his credit at the time of separation, the U. S. Civil Service Commission ruled. Previously the regulation made

recrediting possible for sick leave in such cases. The amendment now includes the recrediting of annual leave in order to insure that a veteran who is dismissed because of suspected subversive activity, and is consequently denied lump sum payment for annual leave, will be recredited with this annual leave if the veteran is restored upon appeal.

SHOPPING GUIDE

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **FISHEL & WALLEY, INC.** has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany (Seal) this 22nd day of January, 1947. Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **PREFERRED MEAT MARKET, INC.** has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany. (Seal) this 23rd day of December, 1946. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **INFRAHITE RESEARCH CORPORATION** has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany. (Seal) this 13th day of January, 1947. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of **780 COL. AVE. CORP.** has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany. (Seal) this 7th day of October, 1946. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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New Tests Listed For Public Jobs

NYC Open-Competitive

Applications for the following, except Railroad Clerk, must be filed by Monday, February 24:

- Health Inspector, Grade 2, \$2,461.
- Railroad Clerk, 90 cents to \$1.00 an hour; 1,000 present vacancies, 3,000 more expected during list's life. Apply and file at City Collector's offices. (Closing date, Friday, February 28.)
- Public Health Nurse (Women), \$2,400; 200 present vacancies.
- Housing Manager, \$4,250 and over.
- Assistant Housing Manager \$3,050 to \$4,250.
- Dentist (part-time), \$8 per session.

EDUCATION

Teacher, agriculture (day high schools), \$2,612, to \$5,094 in 14 annual increments. Application fee, \$4.25. (Closing date, Mar. 6.)

Promotion

The following promotion examinations remain open until Monday, February 24:

Sergeant (P. D.), \$4,400. Written exam, April 24.
Junior Assessor, \$2,400 to \$3,000. Written test May 1. This examination is being held solely for the purpose of completing the process of reclassification commended several years ago.

STATE

Open-competitive

The following State examinations are open for the receipt of applications until February 27 or 28. Apply to the State Civil Service Department, Room 2301 at 270 Broadway, New York 7, N. Y., or to the State Civil Service Department, State Office Building, Albany 1, N. Y.

County Promotion

3366. Senior Stenographer, Edward J. Meyer Memorial Hospital, Erie County. Usual salary range \$1,800 to \$2,100. Application fee \$1. At present, two vacancies exist. (Closing date, Friday, February 28.)

3367. Senior Clerk, Edward J. Meyer Memorial Hospital, Erie County. Usual salary range \$1,800 to \$2,100. Application fee \$1. At present, two vacancies exist. (Closing date, Friday, February 28.)

3368. Clerk-Typist, Edward J. Meyer Memorial Hospital, Erie County. Usual salary range \$1,800 to \$2,100. Application fee \$1. At present, two vacancies exist. (Closing date, Friday, February 28.)

3369. Supervising Accounting Machine Operator, Accounting Division, Department of Public Welfare, Westchester County. Usual salary range \$2,190 to \$2,790, plus an emergency compensation of \$435. Application fee \$2. At present, one vacancy exists. (Closing date, Friday, February 28.)

3370. Police Chief, Police Department, Town of Greenburgh, Westchester County. Salary \$850, plus an emergency compensation of \$500. Application fee \$3. Appointment expires at \$3,850. (Closing date, Friday, February 28.)

3371. Police Chief, Police Department, Town of Greenburgh, Westchester County. Salary \$850, plus an emergency compensation of \$500. Application fee \$3. Appointment expires at \$3,850. (Closing date, Friday, February 28.)

3372. Assistant Accountant (Public Service) and Contract Utility Accountant, Grade III, Department of Public Service. Salary range \$2,928 to \$3,540, or \$11.59 to \$14.16. Application fee \$2. At present, several vacancies exist. Candidates may compete also in No. 4328 Assistant Accountant. A separate application and fee must be filed for each.

3373. Assistant Accountant, State and County Departments and Institutions. Salary range \$2,928 to \$3,540. Application fee \$2. At present, a vacancy exists in the Education Department. Appointment will also be made to the position of stenographer and clerk from the eligible list resulting from this examination.

3374. Assistant District Supervising Public Health Nurse (Orthopedics), Department of Health. Salary range \$2,928 to \$3,540. Application fee \$2. At present, two vacancies exist.

Promotion

3359. Associate Examiner of Methods and Procedures, Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Usual salary range \$4,000 to \$5,000, plus an emergency compensation. Appointment to Board closing date, Thursday, February 27.

3360. Principal Clerk, Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Usual salary range \$2,000 to \$2,500, plus an emergency compensation. Application fee \$1. At present, one vacancy exists in the Division of Vital Statistics. (Closing date, Thursday, February 27.)

3361. Senior Mail and Supply Clerk, Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Usual salary range \$1,600 to \$2,100, plus an emergency compensation. Application fee \$1. At present, several vacancies exist. (Closing date, Thursday, February 27.)

3362. Senior Office Machine Operator (Tabulating), Department of Health (exclusive of Division of Laboratories and Research and the Institutions). Usual salary range \$1,600 to \$2,100, plus an emergency compensation. Application fee \$1. At present, several vacancies exist. (Closing date, Thursday, February 27.)

3363. Senior Stenographer (Law), Albany Office, Department of Taxation and Finance. Usual salary range \$1,600 to \$2,100, plus an emergency compensation. Application fee \$1. At present, one vacancy exists in the Bureau of Law. Preference in certification will be given to employees of the Promotion Unit in which the vacancy exists. (Closing date, Friday, February 28.)

3364. Senior Estate Tax Examiner, Transfer and Estate Tax Bureau, Department of Taxation and Finance. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. At present, one vacancy exists in the Brooklyn Office. Application fee \$3. (Closing date, Friday, February 28.)

3365. Senior Account Clerk, Albany Office, Department of Education. Usual salary range \$1,600 to \$2,100, plus an emergency compensation. Application fee \$1. (Closing date, Friday, February 28.)

3366. Public Health Nurse, County Seneca. Salary range varies in each county. At present, base salaries range from \$1,500 to \$2,400. Application fee is \$1. In addition to base salary, an emergency compensation is paid in some counties.

148 vacancies in the 33 counties listed below:
Albany, 2; Cattaraugus, 9; Cayuga, 2; Chemung, 3; Chenango, 2; Columbia, 1; Cortland, 5; Erie, 9; Essex, 1; Franklin, 2; Greene, 5; Herkimer, 4; Livingston, 2; Madison, 3; Monroe, 11; Montgomery, 5; Niagara, 1; Onondaga, 16; Orange, 3; Rockland, 3; St. Lawrence, 5; Schuyler, 1; Seneca, 1; Suffolk, 15; Sullivan, 2; Ulster, 10; Warren, 2; Washington, 2; Wayne, 2; Westchester, 12; Wyoming, 1; and Yates, 1. (Closing date, Saturday, March 22.)

3375. Associate Examiner of Methods and Procedures, Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Usual salary range \$4,000 to \$5,000, plus an emergency compensation. Appointment to Board closing date, Thursday, February 27.

3360. Principal Clerk, Department of Health (exclusive of the Division of Laboratories and Research and the Institutions). Usual salary range \$2,000 to \$2,500, plus an emergency compensation. Application fee \$1. At present, one vacancy exists in the Division of Vital Statistics. (Closing date, Thursday, February 27.)

DATES SET FOR BIG N. Y. EXAMS

Sanitation Man, Subway Jobs, Social Investigator, Clerk, Steno and Typist to Be Held in That Order—Filing Periods Forecast—Time is Set For NYC Police and Fire Promotions

The Municipal Civil Service Commission has announced the tentative examination schedule for all the remainder of 1947 period. Among the exams to be held are many which in the past have created a great deal of interest on the part of those desiring civil service careers. The list contains both open-competitive and promotion tests.

The first big examination to be held will be for Sanitation Man, Grade B, Department of Sanitation. The test is an open-competitive one and will be given on May 3. The application period will open next month.

Scheduled for May 10, 1947, is the examination for Maintainers' Helper, Group A, NYCT's. This will be given both as an open-competitive and a promotion exam. The open-competitive filing period will probably begin early next month. Maintainers' Helper, Groups B and C, will follow. The B Group test will be held on May 17 and the C Group on May 22. Both will be open-competitive and promotion. Filing periods will open probably the middle of next month.

On May 31, an open-competitive test will be given for Probation Officer. Filing will probably be announced also next month. June 7 will be the date of the examination, both open-competitive and promotion, for Maintainer's Helper, Group D, NYCT's. The early part of April will be the probable period during which filing will be accepted from the public.

On June 28 the examination for Trackman, an open-competitive, will be given. This position would be with the NYC Transportation service. Announcement and advertising notices will probably be released the first or second week in April.

On that same date, June 28, the anticipated promotion examination for Police Lieutenant, Police Department, will be held. Announcement of the opening of filing dates will come early in April.

Three big promotion examinations are scheduled for the NYC Fire Department. The exam for promotion to Captain will be held on August 7; Battalion Chief, August 18; and Deputy Chief, August 28. Announcement of these exams and the opening of the filing period should fall late in May or early in June.

The Stationary Fireman examination is tentatively scheduled for November 8.

The LEADER will publish the official filing dates for the above examinations as soon as they are set by the Commission.

No applications for any of the above exams are obtainable now, nor will be obtainable until announcement in The LEADER.

The complete tentative schedule of examinations for 1947 follows:

| Examination | Date of Test |
|--|--------------|
| Ab'l. Seaman | July 30 |
| Pro. to Accountant: Various Depts. | July 2 |
| Pro. to Asphalt Worker: All Boro. Pro. | July 9 |
| Pro. to Asst. Architect: All Depts. | Sept. 18 |
| Pro. to Asst. Bacteriologist: Health | Nov. 8 |
| Pro. to Asst. Civil Engineer: All Depts. | July 22 |
| Pro. to Asst. Civil Engineer: (Structural): Public Works | Oct. 18 |
| Pro. to Asst. Counsel: Gr. 4: Housing | July 22 |
| Pro. to Asst. Court Clerk: Gr. 3: Municipal Court | May 20 |
| Pro. to Asst. Court Clerk: Gr. 3: Magistrate's Courts | May 13 |
| Pro. to Asst. Court Clerk: Gr. 3: Municipal Court | May 4 |
| Pro. to Asst. Director of Public Health: Sustaining Health | Mar. 29 |
| Pro. to Asst. Electrical Engineer: All Depts. | June 21 |
| Pro. to Asst. Housing Manager: Mar. 29 | Mar. 29 |
| Pro. to Asst. Landscape Architect: Mar. 29 | Mar. 29 |
| Pro. to Asst. Mechanical Engineer: Mar. 27 | Mar. 27 |
| All Depts. | Sept. 27 |
| Pro. to Asst. Supervising Public Health Nurse: Health | July 13 |
| Attend. Gr. 1: All | Oct. 11 |
| Boys' Pro. | July 29 |
| Pro. to Attend. Gr. 3: All | July 29 |
| Auto Machinist: All Depts. | Sept. 27 |
| Pro. to Auto Mechanic: Park Dept. | Dec. 26 |
| Pro. to Battalion Chief: Fire Dept. | Aug. 18 |
| Dept. | Nov. 15 |
| Blacksmith's Helper | Nov. 15 |
| Pro. to Captain: Correction | June 21 |
| Pro. to Captain: Fire Dept. | Aug. 7 |
| Pro. to Clerk: Court, Gr. 3: Municipal Court | May 6 |
| Pro. to Asst. Director of Public Health: Sustaining Health | Mar. 29 |
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CANDIDATES FOR
PATROLMAN
 TIME IS GROWING SHORT
**Examination Expected
 In March**

Written test will include questions on "Organization and Functioning of Government Departments and Laws Affecting Work of the Police Dept." You must pass Written Test to be called for Physical Examination. Don't take a chance with your future! Previous education or "hit-or-miss" preparation may cost you your last chance.

Deleahanty Students
 Consistently Comprise
**Over
 80%**
 of Those Successful
 in Examinations for
**PATROLMAN
 and FIREMAN!**

Enroll Now
 for Complete Mental
 & Physical Preparation
4 CLASSES WEEKLY
 Convenient Day & Eve. Sessions
**Available to Veterans
 Under G.I. Bill**

FREE MEDICAL EXAM: Mon. to Thurs.,
 10 A.M. to 1 P.M., 5 to 8 P.M., Fri. & Sat. 10 A.M. to 1 P.M.

APPLICATIONS NOW OPEN
RAILROAD CLERK—N. Y. City Subways
 NO MINIMUM HEIGHT • GLASSES PERMITTED
 Open to Men and Women, 21 years of age and up
Entrance Salary \$43.20 a Week
 Promotion Opportunities for Positions up to \$3,200 a Year
 Attend a Class—Friday at 10:30 A.M.—6:30 or 8:30 P.M.

New Classes Now Forming!
SOCIAL INVESTIGATOR
 Examinations in June for Men and Women
 Class Meets Wednesdays at 6 P.M.

FIREMAN
 CLASSES NOW MEETING
 NEW EXAMINATION EXPECTED
 IN SPRING

POLICEWOMAN
 CLASSES MEET
 MONDAY, 5:30 & 7:30 P.M.

Free Medical Exam on
 FRIDAYS from
 5 to 8 P.M.

- SURFACE LINE OPERATOR
- HEALTH INSPECTOR
- ELECTRICIAN
- CLERK—Grade 2
- STENOGRAPHER - TYPIST
- RAILWAY POSTAL CLERK
- Federal Clerical Positions

PROMOTION EXAMS

CAPTAIN
 DEPT. OF CORRECTION
 Examination March 27th
 CLASSES MEET ON THURS.
 8:30 P.M., or SAT. 11 A.M.

CLERK
 GRADES 3 and 4
 CLASS THURS. at 6 P.M.

CLERK
 GRADE 5
 CLASS WED. at 6 P.M.

Courses NOW for CITY LICENSE EXAMS
 • MASTER ELECTRICIAN • STATIONARY ENGINEER
 • MASTER PLUMBER, including JOINT WIPING

VETERANS! MOST DELEHANTY COURSES ON NOW
 AVAILABLE UNDER G.I. BILL OF RIGHTS
 Visit, Write or Phone for FREE information Regarding Any
 Examination in Which You Are Interested

The
DELEHANTY
Institute

115 EAST 15th ST., N. Y. 3 • STUYVESANT 9-6900
 OFFICE HOURS: Monday to Friday, 9:30 A.M. to 9:30 P.M.
 Saturday, 9:30 A.M. to 3 P.M.
 OPEN ALL DAY WEDNESDAY, FEB. 12—LINCOLN'S BIRTHDAY

EFFECTIVE SPEECH
 Tuesday & Thursday Evenings
Vocabulary Building
 Thursday Evenings
 Approved Under G.I. Bill
 Instructor: A. TAUBER
 \$15 for 15 Sessions
 Registration Free: \$3.10

Single Adm. \$1 Credited To-wards Tuition
 First Session Feb. 11 or 13
 Write for Bulletin
 Y.M.-Y.W.I.A.—LEX-922—AT 9-2400

EXPERT PREPARATION
 FOR REGENTS AND ADMISSION TO
 COLLEGE OR PROFESSIONAL SCHOOL
 → SAVE VALUABLE YEARS ←
 Our Diploma Admits to College.
 Also Business Courses; Unsurpassable!

**BORO HALL
 ACADEMY**
 Day and Evening—Co-Ed
 Fully Accredited—Leading Private High
 School and Result-Getting Prep School
 Approved by G. I. Bill of Rights
 427 FLATBUSH AVE. EXT., cor. FULTON ST.
 Diagnostically, Fox Theatre, Brooklyn, N. Y.
 Tel. MAin 2-2447 ENROLL NOW!

**9,336 Applications
 For Transit Operator**

The total number of candidates who applied for the NYC position of Surface Line Operator was 9,336. Other open-competitive examinations, for which filing closed, produced the following number of candidates: Housing Assistant, 2,020, and Junior Architect, 75. In the promotion series the number of applicants were: Maintainer's Helper, A, 14; B, 122; C, 43, and D, 10; and Railroad Clerk, 114.

ESTIMATE BOARD MEETING

The next meeting of the Board of Estimate will be held on Thursday, February 20.

**BIG CAREERS OPEN
 TELEVISION
 RADIO
 FM**

The PIERCE Planned Program Prepares YOU for These Careers
 New classes now forming
 DAY OR EVENING CLASSES
VETERANS Are Eligible Under the "G.I." Bill
PIERCE
 School of Radio and Television
 3-25 Astor Place GRamerey 3-6770
 (Opposite Wanamakers Dept. Store)
 Come in and look us over or
 write for Booklet "I"

**MEDICAL LABORATORY
 TRAINING**

Qualified technicians in demand!
 Day or Evening courses. Write for free booklet "C." Register now!
ST. SIMMONDS SCHOOL
 2 East 54th St., N.Y.C. EI 5-3688

**SOCIAL
 INVESTIGATOR**

Classes Begin Feb. 13 — 7 P.M.
 Preparation by experts of the Administrative staff of Welfare Department covering Social Welfare Law, Case-Work Technique, Investigation Process, etc. In 2 sections—Tuesday nights or Thursday nights. Specially prepared textbook included in \$30 fee. Write, phone or register in person.

**CAREER SERVICE
 SCHOOL**
 N. Y. District . . . UPW - C10
 13 ASTOR PL., NEW YORK 3, N. Y.
 GRamerey 7-7001

**ATLANTIC MERCHANT
 MARINE ACADEMY**

Veterans Eligible Under G.I. Bill
 Any enlisted man who has 18 months (or an officer who has 6 months) of sea duty in the deck or engineering branch on a vessel of the U. S. Navy, Army, Coast Guard or Merchant Marine is eligible for an Officer's license in the Merchant Marine. No educational requirements needed. Classes starting daily. Request Call. 35.

44 Whitehall St., N. Y. 4, N. Y.
 Bowling Green 9-7086
 13 North 13th St., Philadelphia Pa.
 CAPTAIN A. J. SCHULTZ, Director

VETERANS

If you are qualified under the G.I. Bill of Rights the following training is available under government auspices:

- RADIO—Servicing and Repairing
- AUTO—Electrical Repair and Engine Tune-Up

Enroll Now
 Call or Write for Booklet CL

**National Vocational
 Training School**
 72 E. Second St. Mineola, L. I.
 Phone Garden City 4313

**GOTHAM SCHOOL
 OF BUSINESS**

Shorthand for Beginners or Reviewers.
 Speed Dictation, Typewriting, Book-keeping. Day and evening classes (co-ed)
 505' Fifth Ave. (42d St.) N. Y.
 VA 6-8334

SCHOOL DIRECTORY

LISTING OF CAREER TRAINING SCHOOL

Academic and Commercial—College Preparatory
BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St. Bklyn Regents Accredited. MA 2-2447.

Auto Driving
AA1—AUTO SCHOOL—operated by George Gordon. World War II Expert instructor. 293 South Broadway Yonkers.

MOE HARRIS (M & H) AUTO SCHOOL. Dual controlled cars. Road test cars for hire. Lic. State N. Y. No. 71. 9 W. Burnside Ave. Bronx, nr. Jerome-Burnside Station. FO 4-8065.

A. L. S. DRIVING SCHOOL—Expert instructors. 620 Lenox Ave. Audubon 3-1433.

CHARLES DRIVING SCHOOL. Courteous Patient Instruction. Dual, controlled cars. Day and evening lessons. 1106 Avenue J, near Coney Island Avenue. Brooklyn. ES 7-7366

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Bills in the Legislature

(Continued from Page 2)

service for purpose of civil service classification shall include professional nursing instead of graduate nursing.

305, Anderson (Same as A. 314, Van Duzer)—Provides junior professional service for civil service grades shall include practical nurses instead of hospital nurses.

245, Condon (Same as A. 272, Fitzpatrick)—Provides for retirement of uniformed personnel in Correction Department institutions after 25 years of service or at age 60; fixes amount of contributions and allowances, with credit for military service.

341, Sherbell—Increases minimum and maximum rates of pay for State employees in classified civil service positions and fixes new salary schedules for various grades.

252, Fine—Allows employee in occupational groups of classified civil service after ten years of State service, one increment annually in addition to other pay and after 15 years' service, second additional increment and after 20 years' service, third additional increment.

302, Fine (Same as A. 296, Galloway) — Provides for five-day week for civil service employees in cities of 100,000 or more; allow employees to select Saturday or Sunday for religious observance and one other day.

309, Manning (Same as A. 276, Milmo) — Permits reinstatement of public employees who resigned during military duty during specified period. Such employee shall be deemed to have been on leave of absence for duration of military duty.

206, Anderson (Same as A. 277, Ostertag)—Extends leave of absence provisions for public officer or employee absent on military duty.

317, Fine (Same as A. 344, Fogarty)—Provides public employee who was absent on military duty and failed to request comparable

promotion examination within 60 days after restoration to position, shall be given comparable examination if he makes request before December 31, 1947.

320, Fine—Permits member of NYC Retirement System to transfer his credit to police pension fund upon attaining membership in such fund; reserve on benefits allowable for contributions shall be determined by actuary and transferred to police pension fund together with accumulated deductions in annuity savings fund.

207, Burney (Same as A. 253, Pillion)—Provides pay of Niagara Frontier Authority employees shall be fixed by authority in accordance with Civil Service Law provisions.

208, Burney (Same as A. 252, Pillion)—Provides public authority or other State agency to which civil service classification provisions have not been extended may elect to have pay of officers and employees fixed in accordance with Civil Service Law.

323, Manning — Provides appointment or removal of employees of public service department or division thereof and all contracts for special service shall be subject to approval of public service commission instead of chairman of the commission; personnel administration and policies shall be subject to approval of commission.

324, Moritt—Transfers position and one grade higher of hearing, principal and head hearing stenographer. To Civil Service Committee.

325, Moritt—Regrades certain positions in mechanical and construction service of State. To Civil Service Committee.

366, Condon. (Same as A. 911, Wilson.) Civil Service Law, §68d, new. Provides for optional retirement of policemen who are members of State Employees' Retirement System in counties, cities, towns, villages, special police districts and other subdivisions, by contributing on basis of retire-

Single Head Planned In State Civil Service

Special to The LEADER

ALBANY, Feb. 10.—Samuel Hanson Ordway, former member of the NYC and Federal Civil Service Commissions, has been interviewed by Governor Dewey on the creation of a top post as administrator of the State Civil Service. Mr. Ordway is being mentioned for the post, if it is created. The present three-member commission would become advisory.

A bill to effect the change is being seriously considered by Gov. Dewey. Senator Thomas C. Desmond (R., Newburgh) has a similar plan of his own for an expert personnel chief to run civil service.

ment after 25 years of total service or at age 60. To Ways & Means Com.

ASSEMBLY

163, Hatfield—Strikes out provision that civil service employee must be suspended from service without pay for period exceeding ten days before appeal may be taken and allows appeal after fine has been imposed.

278, Ostertag—Provides salary of employees of revolving fund in Public Service Department shall be fixed in accordance with provisions of Art. 3, Civil Service Law.

363, Knauf — Provides persons employed in certain institutions shall be furnished required uniforms at State's expense. To Ways & Means Committee.

377, Knauf—Provides for retirement of members of State Employees' Retirement System in institutions under jurisdiction of

Correction, Mental Hygiene, Health and Social Welfare Departments, after 25 years of service or at age 60.

441, Dwyer, NYC Admin. Code, §§B18-5.0, B19-5.0. Provides benefits for members of NYC police force permanently disabled shall be computed on wage scale of salary schedules in effect at time of this enactment, instead of at date of retirement. To NYC Com.

785, Radigan. (Same as S. 532, Fine.) Gives State employees with 5 years of service maximum pay.

786, Radigan. (Same as S. 457, Halpern.) Providing same pension for employee transferred to State as he would have had.

817, Del Giorno, NYC Admin. Code, §B3-47.1. new. Provides for retirement with pension of member of uniformed force in NYC sanitation department, after ten years or more service if member is permanently disabled; pension shall be not less than half annual pay and shall be for life of pensioner. To NYC Com.

856, Noonan. Civil Service law,

§68. State 55-year retirement, State sharing full cost. (To Ways & Means Com.)

860, Pino. (Same as A. 56, 460, 498.) Reducing rate on members' loans from 6 per cent to 4 per cent. NYC pension systems. To Ways & Means Com.

862, Rabin. (Same as S. 58, Parisi.)

988, Austin. (Same as S. 577, Wachtel.) Eliminates fees for promotion exam applications.

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2 Good Points, 5 Bad Ones Seen in Budget Bill

Dr. Frank L. Tolman, President of The Civil Service Employees Association, issued the following statement on the budget bill as spokesman for the Association:

THE GOVERNOR'S BUDGET provides for two substantial benefits for employees:

1. It provides straight time pay for overtime work beyond 40 hours in the discretion of the Budget Director. At present, such pay is limited to hours worked beyond 48 per week.
 2. It establishes basic salary rates equal to present pay, including present bonus, or by the amount of the emergency increases of April 1, 1946.
- It evens out the emergency amounts so that in some instances an employee may receive a slightly higher maximum. In some cases the minimums and maximums are lowered. The net result is said to be an average increase over present salary of approximately \$50 per year but no salary of a present employee is reduced.

Shortcomings Listed

The Governor's budget and message fails State workers in vital ways:

1. It fails to raise the basic pay scales to meet the present rates of pay in industry and in other more progressive public jurisdictions and, therefore, to do justice to the State in recruitment or to the employee as to maintenance of a sound standard of living.
2. It fails to recognize an increase in living costs of at least 18 per cent since the last budget message of 1946.
3. It does not provide a mandatory 40-hour, five-day week. The Budget Director has sole and uncontrolled discretion as to whether any overtime shall be allowed.
4. It recommends replacing the Feld-Hamilton pay plan with 50 new pay schedules which do not protect promotion rights and which can be easily manipulated.
5. It takes away from the Legislature the power to fix salary policy by providing schedules so flexible and subtle that the Board can make any fundamental change they desire without recourse to the Legislature.

Safeguards Would Be Weakened

How the proposed bill would seriously weaken present safeguards of promotion and career opportunities in the Feld-Hamilton law:

By means of the present services in the Feld-Hamilton Law and a series of grades attached to each service, it is possible to fix definite lines of promotion with definite corresponding salary increases, such as from staff nurse to head nurse, head nurse to supervising nurse, or attendant to staff attendant, staff attendant to supervising attendant, or clerk to senior clerk, senior clerk to principal clerk, and so on throughout each of the titles within promotion series. The proposed law would discard entirely the fixed steps of salary promotion and leave the amount of money promotion entirely to the discretion of the Salary Board and the Budget Director. The safeguards established by the Legislature fixing money promotion unit steps is taken from the law—the employee is left entirely at the mercy of personal opinion and personal and political pressure. The minimums in all present cases may be changed at will by the salary board. The principle of equal pay for equal work is discarded in a provision permitting differences in pay in different areas.

Prompt and vigorous action is needed to prevent the destruction of the Feld-Hamilton Law by substituting for the present salary schedules a series of 50 salary rates which can be used to pay almost any salary for any job. Career will be eliminated from the career law. Unequal pay is proposed for equal work whenever recruitment lags.

As a member of the Legislature expressed it, this is an "unwise, unfair and ill-conceived attempt to destroy the career law which gave some protection to the employees of the State. It took years to enact the Feld-Hamilton Law which, while not perfect, was a great step forward. It looks now as though they were trying to destroy the career law in one fell swoop.

"This is a stab at the vitals of our democratic system because it will give the Executive, through the Budget and the Salary Board, dictatorial power over the State employees by removing the protection given by the Legislature in the career law and by placing the determination of their salaries wholly in the hands of an Administrative (Salary) Board controlled by the Budget Director."

Bills to Be Introduced

Tell your representatives in the Legislature how you feel about this attempt to rob you of the protection of the "best salary law ever enacted."

First in importance is the protection of the Feld-Hamilton Law because it is vital for all time. It will be as important in the future as it is today. If we lose Feld-Hamilton, we lose it for all time.

The Association will introduce several bills to protect the interests of employees.

1. A Salary Bill to provide a bonus over the proposed rates in the budget bill.
2. A bill to provide a real 40-hour, five-day week.
3. An amendment or bill to protect and continue the essential safeguards now in the Feld-Hamilton Career law.

The Association needs your help. See your Senator and Assemblyman this weekend. Tell him what you want and need.

25-YEAR PENSION IS ASKED FOR CORRECTION DEPT. GROUP

Special to The LEADER

ALBANY, Feb. 10—The same 25-year-service retirement plan open to State Police would be extended to institutional uniformed employees of the Department of Correction, under a bill drafted by The Civil Service Employees Association and introduced by Senator William F. Condon, of Yonkers, (S.I. 245) and Assemblyman James A. Fitzpatrick, of Plattsburg, (A.I. 272).

Under the present law, the uniformed personnel in the State prisons cannot retire until they reach age 60, and most of them must work until they are 70 to earn a retirement allowance equivalent to half pay.

"Obviously, men of this age are not fitted to perform the hazardous duties of supervising young and aggressive prisoners," says the Association. "Under the terms of this bill, which follows exactly the terms of the present law applicable to State Police, present prison personnel would have the option of retiring under the 25-year system upon paying the ad-

ditional contributions required, and new employees would be required to join the 25-year system."

The employees affected by the bill have, at their own expense, obtained from George B. Buck, the Actuary for the State Employees' Retirement System, an estimate of the cost. The additional cost to the State would amount to \$319,221 a year, if all present eligible employees elect to come under the plan.

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Report Held to Ignore Prices

(Continued from Page 4)

properly one should also realize that the best comparison between State and private salaries is the competition achieved when employees are hired. Over a long period of time the employer generally gets what he pays for if he has a good scheme of recruitment. Thus it is reasonable to assume that before the war State salaries were adjusted to outside salaries by competition. Thus the minimum expected for the entrance salary for each grade in the State service would be the salary before the war plus the increase in the cost of living.

At a particular point in time, such as the summer of 1946, normal relationships may be greatly distorted. This is particularly true when a great inflation is occurring. Most students of the labor market recognize that weakly organized employees in specialized positions, particularly white collar workers and public employees, suffer particularly from delays in salary adjustments. The passing observation should be made here that the employees also lose by the delay because they generally only adjust when they have already lost many good employees by their slowness. A manufacturer negotiates with his labor union and is forced by it to make necessary adjustments before a large part of his trained force drifts away, but a public employer does not face a powerful union and the only available pressure is the slow and costly attrition of individuals leaving the service and new workers of equivalent ability refusing to accept jobs. Frequently the situations is glossed over by a slow but steady deterioration in standards such as is occurring in New York State now.

The facts just presented show that white collar pay scales are generally below their reasonable values in a period of rising prices. Under the circumstances, any organization that tries to determine fair wages for white collar workers by comparing their wages as to the wages of other white collar workers is almost in a class with the kitten chasing its tail.

An essential part of a fair white collar salary determination is a review of the changes in the cost of living and in non-white collar salaries and wages. The Survey states what has happened to overall wages, salaries and prices up to April, 1946, but makes no effort to relate this material to the problem of determining fair salaries for specific jobs.

Psychologist Table Reviewed

The misleading effect of a superficial study of comparative salaries such as the Survey Report is clearly shown by a review of the material reported on the Psychologist Series, pages 225 to 227. A review of the table for psychologist would lead one to believe that the State scale was almost correct. The average for other States was given as \$3,403 compared to a New York State rate of \$3,234. No figures were given for the Federal government nor was any statement made as to the serious shortage of workers in this field nor to the fact that the Federal government is hiring so many people with this type of training as to dominate the market. In this particular case the facts are readily available because the Federal government has just released an announcement for an examination for Clinical Psychologist for entrance rates of \$4,149 to \$7,102 a year. There are many position listed, so that this exam will dominate the market. The requirements for the lowest job, \$4,149 entrance salary, appear to be approximately the equivalent of those for State psychologist. The State requires three years of

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experience in clinical psychology and the Federal government two. The State entrance salary is \$2,928 compared to the Federal entrance salary of \$4,149. The factors resulting in the Federal rate were known last summer and an adequate study would have arrived at a more reasonable conclusion than the Survey table.

b. The failure to consider changes in the cost of living since the summer of 1946.

Labor is the major element of cost and salary and wage rates and prices are bound together by an unbreakable link. A dramatic change in the cost-of-living occurred in the months immediately following the Survey period. The barometer of changes in prices of living essentials commonly used by moderate-income city families, frequently called "the cost-of-living index," rose from 131.7 in May, 1946, to 153 in December, 1946. There is little present indication of a substantial break in the barometer. Much of the increase in prices is a reflection of the high wages already established in many industries and no one seems to expect that established wage rates will decline. Some things, food in particular, are declining substan-

tially, but the general wholesale price index made a new high in the week ending January 18, 1947. Moreover, the situation in Washington makes it clear that rents will be rising in the future. The delayed increase in rents is likely to more than offset the decline in food prices.

A review of wage trends in recent months would even indicate that prices will continue their advance. Almost every week there are announcements of new wage increases for important groups. Some of these reflect delayed raises, for groups like the State employees who have been left behind, but other raises represent the achievement of new and higher standards of living for their groups. These are tending to force prices up.

SUMMARY

The Survey Report of the Salary Standardization Board does not bear critical analysis. It frequently fails to compare like jobs, its samples are frequently inadequate, its statistical methods are unsound and it is out-of-date. The State workers cannot safely put any faith in either the general conclusions or the detailed findings.

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Organizations and Clubs

ORGANIZATIONS, family circles, social groups, are you planning a public function? If so, make reservations at the La Conga, 1078 Broadway. For special rates call Monte Gardner or Jack Greene. CI 5-9070.

Sergeant Exam Open

Applications are now being received for promotion to Sergeant, Police Department, at the Municipal Civil Service Commission. Applications close on Monday, February 24.

The base pay of Sergeant is \$3,650 per annum with an annual cost-of-living adjustment of \$750, total \$4,400. The test is open to all permanent employees of the Police Department who on the date of the written test (April 26) are serving in the title of Patrolman and have served in that title

not less than one year preceding the test date, and are otherwise eligible. Before appointment one who gains a place on the list must be a Patrolman, First Grade. No eligible will be certified for promotion until he has attained that grade.

Points are given for war service, decorations and departmental recognition. Disabled veteran's preference and veteran's preference are granted in accordance with the current New York State Law.

The Commission expects about 8,000 applications. All applications will be received at the Application Section, 96 Duane Street, New York 7, N. Y.

Fire Warden Bills Are Introduced

Councilman Joseph T. Sharkey, Vice-chairman and majority leader of the NYC Council, has a Council bill to require Fire Wardens for hotels and other public buildings. The large number of hotel and apartment house fires that occurred this winter prompted the bill.

There is a similar bill in the Legislature.

Ernest Thom, of the Retired Firemen's Association, has expressed hearty approval of the bills.

Photographer Job

The NYC Department of Health has announced that an opening exists in the position of Photographer. The salary is \$2,460, which includes the cost-of-living bonus.

Applicants must have had at least three years' experience in commercial photography. Apply in person at Room 344 at 125 Worth Street, Manhattan.

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FIRE LINES

Under The Helmet

Nathan C. Horowitz, Law Assistant to the F.D., was sworn in as Third Deputy Fire Commissioner, a post recently created.

No new candidates have filed for the Chief of Department exam to be held on February 13. All 20 Deputy Chiefs made their applications during the original filing period last July.

Forty-two Firemen who missed the promotion examination for Fire Lieutenant last November, and who have legitimate reasons certified by the Department, will be given a special exam date of which has not yet been set by the Municipal Civil Service Commission.

Lieut. Mike Cashman of Engine 12 was bereaved by the death of his son, the Rev. Michael J. Cashman, S.J., who died in St. Vincent's Hospital as result of a tropical disease. He spent four years in a Jap prison camp in the Philippines.

The numerous hotel fires throughout the country resulting in the deaths of some 200 persons in the last six months has brought about a flood of safety bills before the Legislatures of various States. Proposals submitted range from Nebraska's to make smoking in bed a criminal offense to Pennsylvania's restricting the amount of inflammable finish on the walls of hotel lobbies.

Walter P. Bresnan, son of Fireman Walt Bresnan of Eng. 72, came out on top in a recent test for the Holy Name Society Schol-

arship to Power Memorial Academy.

Frm. Patrick B. Wright, Jr., of the College Point house took himself a bride last Sunday in St. Pius V R.C. Church in Jamaica.

Bravery wasn't rewarded when Walter Peterson of Chester, Pa., was fined \$10 for trying to pass fire lines. The lad warned 25 occupants of an apartment house of the fire and was trying to re-enter the building to save his own possessions.

Good work on the part of the Fireman putting out a fire in the projection room of the Metro Theatre in Brooklyn while ushers led some 200 children to safety prevented what might have been a catastrophe.

The Hotel Imperial, Broadway and 31st Street, had a small fire last week which was extinguished by the P.D. without disturbing the guests.

Deputy Chief Harold Burke of The Bronx did a fine job at that second alarm in a paint and varnish plant on 3rd Avenue and 179th Street. The wise use of foam again proved its worth.

A memorial Mass for the late Battalion Chief Hogan was held by members of the 5th Battalion in St. Veronica's Church on Christopher Street.

Firemen's Wives and Widows Association will hold its regular meeting Wednesday, February 12 at the Hotel Capitol.

Annual memorial Mass for the deceased members of the Fire Department Holy Name Society of Brooklyn and Queens, Church of the Holy Family, 13th Street and 4th Avenue, Brooklyn on February 12.

Amendment to O.A. Guide

Section 32-7 has been amended by deleting the ninth and tenth paragraphs and amending the fifth paragraph to read as follows:

"If in the course of their Fire Prevention Field Inspection Duty, they discover any violation that is listed in the Fire Prevention Minor Violation Order, noting particularly any accumulation of rubbish in Class 'A' and 'B' multiple dwellings, they shall check the item or items in the numbered spaces on the Fire Prevention Violation order form, fill in the date, the name of the person, firm or corporation, their own name and badge number and serve the order upon the person in charge of the premises at the time."

Drive Starts to Build Hospital Nurses Home

In the campaign which has begun to build the proposed Mary Immaculate Hospital Nurses Home, civil service employees are being asked to give whatever assistance they are able. The fund will be raised in a Brick Sale. The bricks will sell for 50 cents each, three for a dollar. Address your contributions to Building Fund Committee, Mary Immaculate Hospital, Jamaica 2, N. Y.

Heading the committee are Al Grant, General Chairman, and Robert Chellis, Chairman of the Building Fund Committee.

PENSION POLICIES REQUESTED

(Continued from Page 1)

the average policyholder, if he reads the policy, "which he rarely does," promptly forgets what he read.

He remarked that the law itself sets forth the terms and that the members would be no better informed by a policy than by the law. He welcomed inquiries from members as to their pensions as a demonstration of interest and alertness and mentioned the prompt service rendered to inquirers. The other pension systems affected include Police, Fire, Sanitation, Education and Teachers Retirement; total membership, 200,000.

The Bronx Chamber of Commerce wrote Comptroller Joseph: "Since under the law you are Chairman of both the Teachers Retirement System and the N. Y.

City Employees Retirement System, it would appear the objective of the resolution can only be attained with your cooperation.

"The statement of fact in the resolution that the directors of the funds have never given to the members a policy or document which states the terms and conditions of membership would seem to establish a great void in the handling of this insurance account of the city employees. There are many types of members who could reasonably expect to possess a policy plainly stating the terms and rights thereof.

"While no doubt this matter presents a problem of great magnitude, perhaps you could appoint a committee from all branches of the services and from insurance companies to suggest a remedy for the deplorable condition you have inherited."



ANNE REVERE of "The Shocking Miss Pilgrim" cast coming to the Roxy tomorrow (Wednesday).

St. Jude Novena Again Proves Popular

Hundreds are thronging to the annual Winter Novena to St. Jude Thaddeus, which began with a solemn high Mass, in St. Catherine of Siena Church, 409 East 68th Street. The closing date is Friday, February 14, with an 8 p.m. service.

Devotion to St. Jude is becoming increasingly popular throughout the country, as evidenced by the thousands of petitions, many from widely scattered parts, which are received for intentions to St. Jude's Shrine. Petitions may be mailed in during the novena, to the Very Rev. Richard M. McDermott, O.P., Pastor and Prior of the Dominican Church, at St. Catherine of Siena Priory. Petitions will be placed on the altar of the Shrine of St. Jude and must be received in time to be remembered at the services.

Father McDermott has asked his parishioners to offer their intentions for universal peace.

CUSTODIANS TO DANCE

The Post Office Custodial Local 822 N.P.F.E., will give an entertainment and dance on May 10, at Werdermann's Hall, at Third Avenue and 16th Street. The Post Office Players will perform.

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Amusement

By J. RICHARD BURSTIN

There is something majestic and almost holy about the entire make-up of "The Yearling." It's one of those things you don't quite believe until you've pinched yourself a few times and rubbed your eyes to make certain what you're seeing isn't a dream. And it isn't. "The Yearling" is at the Music Hall in glorious Technicolor for all to view with wonder. Gregory Peck, Jane Lyman and Claude Jarman, Jr., give superb performances and contribute toward making the entire film one that escapes comparison and description. All we can say is DONT MISS IT! You have to see it to believe it.

It's no snap judgment the critics are handing out about "Dead Reckoning" being Bogey's best. The Criterion has a hit on its hands starring a pair of fine performers: he-man Humphrey and sultry Lisbeth Scott.

When June rolls around "Life With Father" will have achieved 3,183 performances, breaking the record held by "Tobacco Road" and becoming the American theatre's longest-run play. A giant celebration is being planned for "der tag."

Tito Guizar will do "La Traviata" at the City Center in April. Attention Baseball Fans: If anyone knows how to explain the famous "Double-Shoot" thrown by "Frank Merriwell," tell it to

Ruth and Gil Braun, writers of the NBC serial.

After completing several more guest appearances on top radio shows, Al Jolson expects to start negotiations for one of his own.

Bea Lillie has guested very successfully on the Burns & Allen and Crosby shows since her arrival in this country. She's a very welcome visitor.

Josh White is back at Cafe Society Downtown these days.

There's another outstanding stage revue at the Paramount plus easy-to-see, easy-to-laugh at "Easy Come, Easy Go."

Barry Fitzgerald's characterization of a lovable but incurable horserace addict is excellent and Diana Lynn as the daughter with Sonny Tufts for love interest are easy enough to like. Ella Fitzgerald, Cootie Williams and his band, the incomparable Ink Spots, Stump and Stumpy and Tip, Tap and Toe share spotlight honors on the stage and rave notices in the reviews.

Health Insurance

Monthly rates established for NYC employees under the Health Insurance Plan of Greater New York follow:

1. One employee — no dependents \$1.80
2. Employee with one child. 3.50
3. Employee and spouse — couple (without AHS maternity benefits) ... 3.60
4. Employee and spouse — couple (with AHS maternity benefits) 3.90
5. Employee with two or more dependents (no limit) 5.10

2 POLICE VETS RETURN
R. L. Lee and J. R. McDermott, State Police, have returned to duty from military service.

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in **"EASY COME, EASY GO"**
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'HI! JINX' GETS LOWDOWN ON HISTORY OF BROOKLYN

Coney Island was named after a man called Coleman, first to set foot on Brooklyn's favorite beach.

This and many other interesting and odd facts about Brooklyn were aired over the "Hi! Jinx"

program by John V. Kelly, Deputy County Clerk and official historian of the borough, last Thursday morning as a guest of The Civil Service LEADER.

Mr. Kelly was interviewed along with Mayor O'Dwyer by Jinx

Falkenburg, former model and screen star, and her husband, Tex McCrary, former Chief Editorial Writer of the New York Mirror and Executive Editor of the American Mercury, co-stars of the program, as part of the annual cele-

bration of "Brooklyn Day" over the facilities of the National Broadcasting Company.

Dr. Sam Parker, Chief Psychiatrist for the NYC Department of Hospitals, will appear on the "Hi! Jinx" program Thursday morning,

February 13, at 8:30 o'clock over WNBS as another in the weekly series of LEADER guests from city, State and Federal services.

Suggestions for future guests are welcome. Address Herbert M. Friedland, care of The LEADER, 97 Duane Street, New York 7, N. Y.



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