

Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

See Page 18

Motor Vehicle Paper Asks Greater Promotion Chances; Hits CS Hiring Practices

ALBANY, Dec. 16—Is nation-wide civil service recruiting unfair to the State civil service employee?

That's the question raised in the current issue of "The Pulse," official organ of the State Motor Vehicle Department chapter of the Civil Service Employees Association.

The article, which was not signed, appears in the current issue of The Pulse. It was titled "Civil Service Topics" and it reached this conclusion:

"The practice of nationwide recruiting for NYS jobs is arbitrary, capricious, discriminatory, and above all—unnecessary."

Not "Official" View

The writer then added this note: "This column does not necessarily express the views of our advertisers, staff, CSEA members or the CSEA as an organization. It is merely a means of communication to advise chapter members of recent developments which may affect them by the very nature of their being employed by NYS."

In attacking the efforts of the State Civil Service Department to recruit nation-wide for beginning professional level jobs and for enrollment in the state's Public Administration Intern Program, the column declared:

"This practice deals another 'below the belt' blow to the NYS career civil servant in his seemingly futile struggle to seek stature in the vocation he has chosen."

Promotion

The writer then made a strong plea for greater promotion opportunities among present State workers, stating:

"There is no excuse for nationwide recruiting when a reservoir of thousands of capable, experienced and dedicated employees exist who could perform the major portion of these tasks as well as the college graduate. A shorter and less arduous training program is only one of the advantages in promoting lower

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At Budget Hearing

Monroe County Board Gets Strong Appeal From Alessi

(From Leader Correspondent)

ROCHESTER, Dec. 16—Vincent A. Alessi, president of the Monroe County chapter, Civil Service Employees Association, made a strong appeal here for inclusion in the 1964 county budget of a longevity pay plan and other benefits.

Alessi said at a hearing conducted by the Board of Supervisors in the County Courthouse that the chapter adopted resolutions urging:

1—Institution of a longevity pay plan based on total consecutive years of satisfactorily rated service after 10, 15 and 20 years, the plan to provide additional increments in proportion to the salary grade in which the employee is assigned. The chapter

(Continued on Page 20)

Proposed Dutchess County Salary Schedule Attacked Vigorously By Two Critics

(From Leader Correspondent)

POUGHKEEPSIE, Dec. 16—Members of the Board of Trustees of Dutchess Community College, here, along with Dutchess County Welfare Commissioner Delmar J. Lasher, have vigorously stated their "dissatisfaction" with the proposed Dutchess County salary schedule for 1964.

Lasher called the salary plan "ridiculous" and said it (the plan) "will increase the problems of competing with state institutions in the county and other employers in attempting to maintain our staffs at a reasonable wage. We are licked before we start."

Lasher called on the supervisors to review the schedule and make revisions "to assure an equitable and adequate salary scale for all county civil service employees."

Scale Next To Lowest

The Board of Supervisors had based its 1964 salary schedule on a report made by the County and State Civil Service Commissions. In making that report, the civil service submitted four proposed salary schedules, with different pay ranges, and the Board of Supervisors adopted the one that was next to the lowest.

Dr. James F. Hall, Community College president, described be-

ginning salaries for clerical and maintenance employees as low. He said the Board of Trustees felt it was not realistic to expect a mar-

ried man with a family to accept a maintenance position at the college when his take home pay will be only \$53 a week. He also said it is "virtually impossible" to lure clerical personnel when the beginning take home pay will be approximately \$45 a week.

Dr. Hall said the Board of Trustees pointed out that all county agencies would be affected by the adoption of a salary schedule that is in some cases \$1,000 lower than what is paid by local school systems, also under civil service, and area industry. Dr. Hall said the Board of Trustees objects to the existing policy of prohibiting college civil service employees from receiving overtime pay. The Board of Trustees concluded their statement with a plea to the Board of Supervisors to recognize the important role of the civil service employees in providing the county with competent service which in-

(Continued on Page 3)

Half Day Given On Christmas; New Year's Eve

Governor Nelson Rockefeller has announced that State aides will be allowed a one-half day holiday the day prior to Christmas, December 24, and the day prior to New Year's Day, Dec. 31. The aides will complete these two days at 12:30 p.m. Skeleton crews will be required to work in agencies which provide vital services to the State but those aides required to work during this time will be given compensatory time off in the future.

Ecker Asks Support From Chapter For CSEA Salary Drive

The Syracuse State School chapter of the Civil Service Employees Association held their last chapter meeting at Wallace's in Syracuse.

Charles Ecker, chapter president and State Mental Hygiene representative to the CSEA Board of Directors, conducted the meeting and urged chapter support for the CSEA salary campaign.

Clarence Laufer, Jr. Syracuse MHEA representative and Frank Costello, Marcy State Hospital MHEA representative, each gave reports on the recent conference meeting.

Other activities at the meeting included the election of Dorothy Bayard as publicity chairman. The meeting was concluded with a buffet lunch.



LEGISLATIVE GOALS — Charles Lamb, third vice-president of the Civil Service Employees Association and secretary of the Southern Conference of CSEA introduces speakers at the annual legislative dinner sponsored by the conference. Chapter representatives heard from members of the State Legislature and CSEA officials during the dinner at the Colonial Terrace in Peekskill. The speakers included, left to right, Grace Nulty, chairman

of the Association's Legislative Committee; Senator Ernest I. Hatfield; John Rice, assistant counsel, CSEA; Assemblyman Anthony Gioffree; Lamb; Nicholas Puziferri, president of the Southern Conference; Senator Clinton Dominick; Assemblyman George Van Cott; and Solomon Bendet, chairman of the SCEA Salary Committee. Missing from the picture was Assemblyman Daniel Becker. All legislators encouraged the Association members to show this work to the public by favorable newspaper publicity.

Don't Repeat This!

Young's Goal Is Repeat of Dewey's Convention Success

FRED A. Young, the energetic and much-traveled chairman of the Republican State Committee, has a number of goals he wants to accomplish before the 1964 elections. One of the major

(Continued on Page 2)



The Veteran's Counselor

By FRANK V. VOTTO

Director, New York State Division of Veterans' Affairs

Questions on veterans' and servicemen's rights will be answered in this column or by mail by the State Division of Veterans' Affairs. Address questions to Military Editor, The Leader, 97 Duane Street, New York 7, N. Y.

CIVIL SERVICE RIGHTS

VETERANS WHO are in public employment either for the state or one of its political subdivisions are entitled to certain protections against arbitrary removal from their jobs providing they are honorably discharged veterans of the Armed Forces of the United States who served **DURING TIME OF WAR.**

SECTION 75 of the Civil Service Law specifically states that a person holding a position by permanent appointment or employment in **THE CLASSIFIED SERVICE** of the state or the various political subdivisions shall not be removed or otherwise subjected to any disciplinary penalty excepting incompetency or misconduct which is proven after a hearing upon specified charges. It is interesting to note that exempt volunteer firemen, who are also public employees, are afforded the same protection.

A PERSON against whom removal or other disciplinary action is proposed shall have written notice thereof and other reasons for the charges. He shall be furnished a copy of all charges preferred against him and he shall be allowed **at least eight days** for answering the same in writing. Pending the hearing and determinations of charges of incompetency or misconduct, such an employee may be suspended without pay for a period **NOT EXCEEDING THIRTY DAYS.**

THE HEARING upon such charges shall be held by a duly authorized officer of the department or by his deputy or other person designated by the appointing authority in writing for that purpose. Such an officer shall make a record of the hearing and the record along with the hearing officer's recommendations shall be referred to the appointing authority for his review and decision. The employee, if he so wishes, can request that he be represented by counsel and he shall also be allowed to summon witnesses in his behalf. The burden of proving incompetency or misconduct shall be upon the person alleging the same.

AS A GENERAL rule no removal or other disciplinary proceedings shall be commenced more than **THREE YEARS** after the occurrence of the alleged incompetency or misconduct complaint and described in the charges.

IF SUCH A public employee is found guilty of the charges, the punishment may consist of:

- A reprimand,
- Suspension without pay for a period not exceeding two months (the time during which an officer or employee is suspended with pay **MAY BE** considered as part of the penalty),
- Demotion in grade and title,
- Dismissal from the public service.

IF SUCH AN employee is acquitted he shall be restored to his position with full pay for the period of suspension less the amount of moneys which he may have earned in any other employment or occupation during the suspension period and any unemployment insurance benefits he may have received during the period of suspension. In the case of an employee who has been found guilty of the charges, he shall upon making the request, be furnished a copy of the transcript of the hearing without charge. Such an employee may appeal the adverse decision to the Supreme Court under Article 78 of the Civil Service Practice Act.

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DON'T REPEAT THIS

(Continued from Page 1)
ambitions he has is to repeat Thomas E. Dewey's performance at the 1952 Republican national convention when Dewey, then still Governor, was able to deliver 92 of the then 96 New York State delegate to Dwight D. Eisenhower. Young wants to do the same kind of job for Governor Rockefeller next year.

As a matter of fact, Young's overall goal, as he has indicated in private conversation, is to get the party as unified and efficient as it was in the peak days of the Dewey Administration. But Young is a realist and he knows he has his work cut out for him in the coming months.

A Major Problem

One of the major problems facing the GOP chairman concerning next year's convention is the persistency of the conservative

Max Lehman Inducts Jewish State Aides Association Slate

Acting City Administrator Maxwell H. Lehman recently installed the officers of the Jewish State Employees Association of N.Y.

The largest attendance in years witnessed the installation of Abraham B. Shavelson as president, and Louis Berkower, Sylvia Greenbaum, Florence Polett, Sylvia Miller and Mollie Goldstein as vice-presidents; Abraham Garberg as treasurer; Rose Feuerman as recording secretary; Dorothy Rapkine and Hilda Adler, as corresponding secretaries; Gladys Stricoff as financial secretary; board of directors with immediate past president Alfred Grey as honorary chairman; Morris J. Soloman, chairman; and Nathan Rogers, Morris Gimpelson, Samuel Tannenbaum and Philip P. Wexner.

Among the guests were officers and delegates from the Columbia Association, Dongan Guild, State Careerists, St. George Association, Brotherhood Council and the Council of Jewish Organizations.

wing of the party in central and upstate New York. In Syracuse, for instance, D. Alton Ridings, a prominent industrialist, is still working hard for the nomination of Sen. Barry Goldwater as the Republican Presidential candidate. Elmer Weil, an Erie County attorney, also is still pushing for Goldwater and some rural, conservative areas are just out and out against the more liberal political philosophy of Nelson A. Rockefeller.

This is one of the reasons why Young is probably the most-traveled GOP state chairman in recent history. He has visited every county leader in the State; he keeps a grueling schedule that starts early in the morning and ends late at night, every day of the week. (A reporter found Young still in his pajamas at 5 p.m. one day in his suite at the Schine Ten Syck Hotel in Albany. Young just hadn't been able to get away from his four telephones.)

100% Party Man

Young is a 100 percent party man and his acceptance by the "pros" is said to be phenomenal. One aspect of his devotion to the party is the fact that he resigned a secure judgeship that paid to \$32,000 a year for the uncertainties of the political battlefield. Friends of Young say that he took the arduous job because of a very real concern for the problems facing the GOP. These included a fall-off of the Republican vote in Westchester County; the party problems in Erie County and the tug-of-war between conservative and liberal elements in the party that Young felt were only helping the Democrats.

His Optimistic

On the whole, Young is re-

ported optimistic about the coming months. He is said to feel confident that Sen. Kenneth B. Keating will not only be re-elected but will be a powerful and respected figure in the New York delegation at the GOP convention next year. He is also sure that the State Legislature will still have a comfortable Republican majority after the elections next fall.

For the moment, he has set himself the major task of uniting the party leaders in the State solidly behind Rockefeller and ranks that as the Number One job to be done.

Thorough Preparation for Written Exam Mar. 21

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Madrid, Barcelona, Lourdes, Paris, London, Dublin. Depart New York June 4, return June 26. Price: \$718, including round trip jet transportation, meals, sightseeing tours, transportation abroad, guides, first class hotel rooms, etc. For application and brochure write to Mrs. Julia Duffy, 129 Altmar Ave., West Islip, N.Y. Telephone JU 6-7699, or to Mrs. Eve Armstrong, 1 Florence Ct., Babylon, N.Y., MO 9-6327.

Scandinavian - Great Britain

Ireland, Scotland, Norway, Sweden, Denmark, England, Holland. Depart New York July 13, return August 10. Price: \$1,051, including round trip jet transportation, first class hotels, meals, land and sea transportation abroad (with special canal tour) guides, sightseeing, etc. Write to Deloras G. Fussell, 111 Winthrop Ave., Albany, or call GR 4-5880.

Hawaii - Europe - Israel

Hawaii, San Francisco, Las Vegas. Depart New York July 18, return August 2. Price: \$595, including jet transportation (TWA and PAA), hotels, etc.

Holland, Germany, Italy, France. Depart New York July 27, return August 17. Price: \$734, including round trip jet transportation, hotels, meals, land transportation, sightseeing tours, etc.

Israel, France, Holland. Depart New York July 5, return July 27. Price: \$869, including round trip jet transportation, hotel rooms, sightseeing, etc.

For any of these three tours write to Samuel Emmett, 1060 East 28th St., Brooklyn 10, N.Y., or call Cloverdale 2-5241.

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For brochure and application write to Hazel Abrams, 478 Madison Ave., Albany, telephone HE 4-5347.

Morrill Named

ALBANY, Dec. 16—N. William Morrill of Westchester County has been named a member of the Board of Visitors for the Highland State Training School for Boys for a term ending in February, 1970.

Legislative Computers

ALBANY, Dec. 16—Use of computers in legislative research was demonstrated here this week under the sponsorship of the Joint Legislative Committee to Revise and Simplify the Education Law.

Erie Supervisors Boost Own Pay; Nothing For Aides; Burke Protests

(From Leader Correspondent)

BUFFALO, Dec. 16 — Civil Service Employees Assn. groups in Erie County protested vigorously to the Erie County Board of Supervisors on the Board's failure to grant 1964 pay increases to civil service employees.

Lewis County Ignores Civil Service Order On Payroll Records

(From Leader Correspondent)

WATERTOWN, Dec. 16 — Even a 1962 grand jury review of civil service law violations failed to move the great majority of municipal units in nearby Lewis county and some of them have not submitted payrolls to the Lewis County Civil Service Commission since 1943.

Farewell Said To Two Roswell Aides

Congratulations have been extended to two registered nurses at Roswell Park Memorial Institute, Buffalo, who have retired after a total of 58 years of state service.

Madeline Prozeller, of Diagnostic X-ray, originally came to work at the Institute in 1927. She left November 1, 1963 after 36 years of service. Her department honored her with a luncheon at which she was presented with a piece of luggage and a wallet.

Mrs. Gertrude Thomas of Urology Clinic left November 1 also, after 25 years of faithful service. She started to work at R.P.M.I. in 1938.

She was honored by a dinner party by the Out-Patient Department and was presented with a purse.

Dutchess Salary

(Continued from Page 1)

evitably will result in more economical county operations and a more efficient county government.

Commissioner Lasher called attention to various classifications and said that in some instances maximum salaries allowed after completing five steps of the new plan are lower than those at maximum after four steps of the old plan.

He said the laundry workers and food service helpers under the old salary plan started at \$3,400 a year, and after four steps reached a \$3,925 salary. Under the new schedule, he noted, the same workers start at \$2,850, and after five steps reach a maximum of \$3,650.

"Licked Before We Start"

Asserting that there are now 11 vacancies in the County Home and infirmary staff total, Commissioner Lasher said the normal complement is 47 persons. "I think," he said, "one of the mistakes they made in their so-called fixing of salaries on comparative level is that they must have chosen some up-state counties where they have no such comparable conditions as we face here. We just can't compete the way things are now. With salaries scaled down as much as \$500 in some classifications and an employee having to take five steps to reach maximum compared with the four steps under the old plan, we are licked before we start."

The continuing standoff is revealed in a survey report on activities in the county by the New York State Civil Service Commission. The report covers the period of April, 1961, to July, 1963.

The county commission, meeting monthly, promulgates regulations but get little response, according to the State Commission.

The county commission has a regulation requiring submission of payrolls for certification in each payroll period.

2 Out of 18

The State report says that of 18 towns in the county, only two submitted payrolls within a year of the 1961 survey. A number of village and school districts did submit them at least once in 1963. Most of the remaining 16 towns, according to the report, have not submitted payrolls since the installation of civil service in Lewis county in 1943.

Villages of Copenhagen and Lyons Falls, it was said, have not made reports in more than ten years. The West Leyden school district has not done so since 1943.

Motor Vehicles

(Continued from Page 1)

grade personnel into these positions."

Civil Service Position

The State Civil Service Commission on the other hand has maintained that through the use both of nationwide recruiting in colleges and in-service training programs the professional level of state government would be improved.

The writer in the Motor Vehicle chapter newspaper disagrees with this position. He sums up his opposition in these words:

"We as citizens of this State are undermining our own economy when we allow such practices to be continued. Not only are you as a career civil servant being discriminated against, but if your son or daughter is fortunate enough to be a college graduate this may be one of the reasons he or she may not be able to obtain a professional position with NYS."

Mrs. Steiner Appointed

ALBANY, Dec. 16—Mrs. Dorothy Steiner of Snyder has been appointed to the Board of Visitors of Gowanda State Hospital for a term ending Dec. 31, 1969.

The record \$97,692,087 budget contains a \$1,000 increase, to \$5,000 a year, for the 54 supervisors, who meet once a week.

Many CSEA groups pointed out that most supervisors have regular jobs in private life.

The new budget also provides a raise of about \$3,000 a year for County Executive Edward Rath. After Jan. 1, he will earn about \$28,000 a year.

Sees Loss to Tax Payers

Sharp disappointment over the budget was registered by Alexander T. Burke, president of Erie County chapter, CSEA, which represents most of Erie County's civil service workers.

Failure to grant upgrading of caseworker salaries in the Erie County Welfare Department "can only lead to continued loss of taxpayer dollars through high caseworker turnover," declared the Welfare Unit of the CSEA.

"Over the past eight years, the department has hired on the average of 100 caseworkers per year," the Welfare unit pointed out, "and at current starting salaries it means \$460,000 a year is spent just to train new caseworkers."

More than 25% of new caseworkers leave after training for better paying jobs, the Welfare Unit said.

"We feel it would be wiser," a statement said, "to upgrade the salary of the caseworker staff and maintain a trained staff rather than to continue to pour tax dollars down the drain."

Set Salary Survey For Poughkeepsie

POUGHKEEPSIE, Dec. 16—Executive Secretary William F. Moehrke said today that the Dutchess County and New York State Civil Service Commissions are undertaking a salary survey for all employees in the town of Poughkeepsie at the request of Town Supervisor Thomas D. Mahar.

Moehrke said he hopes the comprehensive survey can be completed by August 1.

"Supervisor Mahar has requested us to prepare the salary schedule for all employees in the Town of Poughkeepsie," Moehrke said, "and we plan to do it."

This year the County and State Commission prepared a salary survey for the County of Dutchess, and it has been used as the basis of the salary schedule adopted recently by the Dutchess County Board of Supervisors.

Foery Promoted

ALBANY, Dec. 16 — Governor Rockefeller has announced the promotion of Brigadier General Martin H. Foery, Rockville Center, to the rank of Major General, New York Army National Guard.

General Foery is the new commanding general of the 42nd Infantry "Rainbow" Division, New York Army National Guard.

U.S. Service News Items

By MARY ANN BANKS



SPACE AGE DESIGN — James M. Lowe, postal engineer, is shown explaining the new design of the Post Office's proposed Franklin D. Roosevelt Postal Station, which will be erected on Manhattan's East Side, to John A. Gronouski, postmaster general. The building, the first of its kind or design, was described later by Gronouski as representing the new "space age design" of future Post Office construction.

P.O. To Erect

F.D.R. Building And 'Working Exhibit'

Flanked by two scale models of the proposed four new projects for the New York Post Office, John Gronouski, on one of his first visits to New York City as Postmaster General, spoke last week of these projects as representing the "space age design" which the Post Office is now using.

Gronouski, at a press conference in the main branch of the post office, said that the projects—the World's Fair "working exhibit" and the new Franklin D. Roosevelt branch office—will help to resolve the ever increasing mail handling problems of New York City.

The "working exhibit" at the World's Fair will serve the dual purpose of acting as the post office for the fair and will also exhibit methods of new design which the Post Office has incorporated for better and more efficient mail handling. The total cost for this project has been paid by the World's Fair Corporation and as Gronouski said, "If any of you are familiar with Robert Moses, the president of the Corporation, that was no mean trick." The exhibit will allow normal post office function and also give the opportunity to the hundreds of thousands of visitors to observe these functions, according to Gronouski.

East-Side Post Office

The second project, the 42-story building at Third Ave. and 54th and 55th Streets in Manhattan, will cost an estimated \$35 million dollars and will represent the new multi-purpose concept which the Federal Government has adopted.

The design, which has been authorized under the new lease policy, will allow the Government

to lease post offices from private contractors who build the construction and then utilize the space above the post office for schools, apartments or office space. This building will have 38 floors of office space above the post office. The new concept will constitute for the Post Office a considerable savings of money.

Suffolk Offers Two Promotion Exams Till Dec. 27 For Filing

The Nassau County Civil Service Commission has announced that two positions will remain open for filing until December 27. The titles, both of which fall under the auspices of a promotional examination, are head custodian and supervisor of operations.

The head custodian's salary depends upon location for its determination as does supervisor of operations.

For further information and application forms contact the Civil Service Commission at West Wing, New Court House, Old County Road & County Seat Drive, Mineola.

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12 Promotional Exams Are Offered By State

The New York State Department of Civil Service has announced that 12 exams are now open for filing. The titles, the exam numbers, the salary, the closing filing date and the relating departments are listed below for these promotional exams.

Senior public information specialist; Interdepartmental; exam no. 1150; \$7,350 to \$8,895.

District ranger; Conservation (except for Division of Parks); exam no. 1144; \$5,910 to \$7,205.

Senior clerk (Compensation); Labor Department, Workmen's Compensation Board; exam no. 1147; \$3,990 to \$4,955.

Senior clerk (Compensation - Spanish speaking); Labor Department, Workmen's Compensation Board; exam no. 1148; \$3,990 to \$4,955.

Senior clerk (Compensation - Italian speaking); Labor Department, Workmen's Compensation Board; exam no. 1148; \$3,990 to \$4,955.

Senior librarian (Medicine); Mental Hygiene Department; exam no. 1149; \$8,586 to \$8,895.

Assistant civil engineer (physical research); Public Works Department; exam no. 9081; \$7,740 to \$9,355.

Senior civil engineer (physical research); Public Works Department; exam no. 9082; \$9,480 to \$11,385.

Senior corporation tax examiner; Department of Taxation and Finance; exam no. 1140; \$6,965 to \$8,435.

Associate corporation tax examiner; Department of Taxation and Finance; exam no. 1141; \$8,130 to \$9,815.

Supervising corporation tax examiner; Department of Taxation and Finance; exam no. 1141; \$8,130 to \$9,815.

All of the above examinations close December 23. The senior unemployment insurance hearing representative closes January 6, 1964.

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99	8:05	8:14	8:23	8:32	8:35	8:44	8:53	9:02
11	8:25	8:34	8:43	8:52	8:55	9:04	9:13	9:22
12	8:35	8:44	8:53	9:02	9:05	9:14	9:23	9:32
13	8:55	9:04	9:13	9:22	9:25	9:34	9:43	9:52
14	9:05	9:14	9:23	9:32	9:35	9:44	9:53	10:02
15	9:15	9:24	9:33	9:42	9:45	9:54	10:03	10:12
16	9:25	9:34	9:43	9:52	9:55	10:04	10:13	10:22
17	9:45	9:54	10:03	10:12	10:15	10:24	10:33	10:42
18	9:55	10:04	10:13	10:22	10:25	10:34	10:43	10:52
19	10:05	10:14	10:23	10:32	10:35	10:44	10:53	11:02
20	10:15	10:24	10:33	10:42	10:45	10:54	11:03	11:12
21	10:25	10:34	10:43	10:52	10:55	11:04	11:13	11:22
22	10:45	10:54	11:03	11:12	11:15	11:24	11:33	11:42
23	10:55	11:04	11:13	11:22	11:25	11:34	11:43	11:52
24	11:05	11:14	11:23	11:32	11:35	11:44	11:53	12:02

Notes: 1. The time interval between buses at a given point is called the headway.
 2. The time interval between the arrival and departure of a bus at a terminal is called its layover.
 3. P indicates that a bus is not already in passenger service at the time and place shown.
 4. L indicates that a bus is taken out of passenger service at the time and place shown and is sent to the garage.
 5. Lv. means "leave", and Arr. means "arrive".

Questions 50 to 59 are based on the portion of a bus timetable shown above. Refer to this timetable in answering these questions.

50. The minimum headway shown between buses leaving Mack St. is:
 (A) 8 minutes. (B) 10 minutes. (C) 12 minutes. (D) 15 minutes.
51. The actual scheduled running time from Burr St. to High St. is:
 (A) 14 minutes. (B) 32 minutes. (C) 40 minutes. (D) 64 minutes.
52. The layover time for bus no. 16 at Burr St. is:
 (A) 9 minutes. (B) 12 minutes. (C) 15 minutes. (D) 17 minutes.
53. Bus no. 11 is scheduled to:
 (A) follow bus no. 12 from Burr St. to Mack St., northbound. (B)

leave Ace St. exactly 20 minutes after it leaves Mack St., southbound. (C) leave Burr St. for the garage after 8:49. (D) be placed in service to begin its day's run at Mack St. at 8:09.

54. The time shown in the timetable for any bus to make the run from Mack St. to Burr St. and return is:
 (A) 40 minutes plus the layover time at Burr St. (B) 40 minutes minus the layover time at Burr St. (C) 80 minutes minus the layover time at Burr St. (D) 80 minutes plus the layover time at Burr St.
55. The total number of northbound buses passing High St. between 8:00 and 8:45 is:
 (A) 2. (B) 3. (C) 4. (D) 5.

(Continued on Page 14)

Begin Study Now For Fireman Test

Each of questions 58 through 65 consists of a quotation which contains one word that is incorrectly used because it is not in keeping with the meaning that the quotation is evidently intended to convey. Determine which word is incorrectly used. Then select from among the words lettered A, B, C or D the word which, when substituted for the incorrectly used word, would best help to convey the meaning of the quotation. Indicate in the correspondingly numbered row on your answer sheet the letter preceding the word you have selected.

58. "The lack of emphasis upon fire prevention has helped to promote the purpose for which the

McNally Renamed

ALBANY, Dec. 16—Supreme Court Justice James B. M. McNally has been redesignated an associate justice of the Appellate Division in New York City. Justice McNally has been serving on the appellate court since 1957, when he first was designated by Governor Harriman and redesignated by Governor Rockefeller in 1959.

Transit Authority Filing

There were 10,811 applications received by the New York City Department of Personnel during the September filing period for the position of transit patrolman.

department exists—that of preventing loss of life and property from fire."

(A) defeat (B) disaster (C) extinguishment (D) excess.

59. "A general rule when discovering a fire is to call the fire department at once, simultaneously with the use of extinguishers, so that in case the fire is not promptly reported the fire department will be available for such rescues and major fire-fighting operations as may be necessary."

(A) extinguished (B) preparatory (C) tactics (D) training.

60. "Considerable research by psychologists indicates that rest periods and uniformity in work assignments tend to reduce the harmful effects of fatigue and monotony."

(A) cause (B) morale (C) stimulating (D) variations.

61. "The advantage of the automatic fire detection system is that although it gives warning of fire, it does nothing toward checking it."

(A) alarm (B) emergency (C) manual (D) shortcoming.

62. "Unfortunately, we have become accustomed to letters which are unclear, pamphlets which are models of concise prose and books which do everything except illuminate their subject."

Answers

58.A; 59.A; 60.D; 61.D; 62.B; 63.A; 64.A; 65.C.

(A) clarify (B) muddled (C) poetic (D) to.

63. "Large fires are seldom destructive enough to enable a fire department officer to develop, through experience alone, real proficiency in handling them."

(A) frequent (B) planning (C) preventing (D) study.

64. "In this modern age, progress and growth of our communities have been most rapid and counterbalanced by vast industrial, commercial and residential expansion."

(A) accompanied (B) economy (C) deterioration (D) technology.

65. "Often a fire investigator has been encouraged to introduce evidence he obtained at the fire scene because the courts have held that the premises were not guarded; and that anyone could have entered after the fire was extinguished and before the investigators arrived."

(A) cross-examine (B) police (C) unable (D) witnesses.

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TUESDAY, DECEMBER 17, 1963

Democratic Government And The Civil Service

"AMONG advanced democracies, we alone have no professional career civil service. Top jobs in the bureaucracy seldom go to an experienced civil servant; they go to outsiders."

These were the words of Admiral Hyman Rickover, a career Navy man credited with fathering the atomic submarine and an outspoken critic on education. His words were delivered in Beverly Hills, California, at a symposium sponsored by the Center for the Study of Democratic Institutions.

While Rickover was referring primarily to the Federal service, his remarks on a "professional bureaucracy" apply to all branches of government operation. His theme was that "a hierarchy based purely on merit diminishes no man."

The admiral's words will stir a sympathetic chord among public employees but it should stir the public as well. A call for top professional competence among career people has much more significance in democracy than mere governmental efficiency. It is time that citizens in general understood that the civil service is a great part of the very fiber that contributes to the successful functioning of democratic societies.

Less than a month ago, this entire nation was stunned by the shock of Presidential assassination. Less than two hours after the tragedy occurred a new President was at the head of government. That this transfer of leadership in one of, if not, the most powerful countries in the world occurred without any dangerous tremors was due largely to two factors—the support of the American people for orderly, democratic processes and the operation of government by a highly-trained, loyal civil service that could keep so complicated an instrument as government functioning in the worst of crisis. Unlike the Moscow arena after the death of Stalin, there were no tanks in the streets, no palace revolutions, no secret police in the halls of Congress to enforce a succession of the strongest.

In line with this, it should be noted that most Americans following the recent elections in Venezuela were delighted that a democratic government was elected in the face of assassination threats by pro-Castro elements in that country. It is to be hoped that those following the outcome of that election noted one of the new government's major goals—steady additions (in personnel) and improvement in the civil service in order, as one spokesman said, to "stabilize democratic government."

To go further back, let us recall the difficulties faced by new countries such as the Congo which actually were paralyzed through lack of an efficient and established civil service.

When Americans recount with pride the stability of our political society in the face of the gravest of conditions, let us hope that they will begin to recognize the contribution of the civil service to that stability. One way of recognition would be to heed Rickover's admonition to use properly the career service professionals and the fruit of their experience and talent by placing them in the top ranking positions in government.

LEADER BOX 101

Letters To The Editor

Invites Protests To Procedures In C.S. Testing

Box 101:

The letter of Martin J. Ross which appeared in this column on December 10, 1963, calls attention to some of the serious defects in the State Civil Service Department's rules for the review of examination questions.

Several members of the Supreme and Surrogate's Court Attaches Association have called our attention to another evil of the rules and have asked to try to effect a change.

To illustrate, we offer this fictitious case:

Assume you have total memory recall, and that you were extremely well prepared. If you made application therefore, you will be called in on the Saturday after the examination, or shortly thereafter, to see the questions and the tentative key answers. You will not see your own paper; nor will you have a written list of your answers because that is forbidden by the examination rules. That is why you need "total recall."

Assume Correct

Assume your excellent preparation plus your fine memory assures you that all your answers are correct. You will walk out happy in the belief that you have a perfect paper.

Naturally, you will have protested no questions and no tentative key answers. But, this is your only chance to protest questions and answers!

Many months later you receive notice of your mark which is something less than perfect. You send for your paper and the final key answers. Now, for the first time, you learn that the key answers have been changed. But the rules say that now you may correct only "clerical or mechanical errors made in rating your paper."

Of course, at the time you saw the tentative key, you would not protest questions or answers which were in your favor; and you are not given any later opportunity to protest changed key answers.

We believe this is an arbitrary procedure. On behalf of our members who participated in a recent promotion examination, we have asked for a meeting with Civil Service Department representatives to prevail upon them to change the procedure.

The undersigned would welcome communications from individuals and civil service organizations who may wish to participate in such a meeting.

M. L. REIN, President
Supreme & Surrogate's Court
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Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

Stay Out Of The Fight

STORM WARNING to government officials: Don't get caught in the now open warfare between newspapermen and microphone reporters!

THIS INTERNECINE conflict between journalists representing the opposite poles of media—the printed word vs. the taped or filmed spoken word—could have disastrous public relations results for government executives.

TO GET CAUGHT between the opposing forces of the press, can put the best disciplined government officer in serious public relations trouble. He could be doing his public duty to inform, explain and clarify, only to be trapped in a rough-and-tumble press scrimmage which could easily cause him to panic.

THE RESULT IS that the highly competitive forces within the microphone press perform a grave public disservice by making a government official look like a nincompoop. "When did you stop beating your wife?" "Are you guilty of moper?" "Are you going to run for re-election even in face of accusations that you refuse to eat rubber chicken?"

WE'VE SEEN THE war clouds forming for some time, but only recently has the undeclared war of the press come out into the open. First, there was a two-page article in "Editor & Publisher," the newspaper trade bible, by Thomas Del Vecchio, the highly competent veteran of the Associated Press at Idlewild Airport.

MR. DEL VECCHIO deploras the mob-style interviews as a "disgrace." He tells of shoving, shouting, pushing microphones into an interviewee's teeth, and screaming "When-did-you-stop-beating-your-wife" questions. A total shambles!

"THE MOB-STYLE interview of the combined media would frighten the most hardened nightclub trouper," Mr. Del Vecchio reports. "It must be stopped, before we lose the remaining, hard-fought-for privileges."

THEN THERE were the nightmarish series of events in Dallas, which began with the assassination of President Kennedy, followed by the shooting of his accused killer, Lee Harvey Oswald, in the basement of the Dallas Municipal Building.

"THE NEW YORK Times" pointed a long finger of blame for Oswald's demise at "Dallas authorities, abetted and encouraged by the newspaper, TV and radio press."

THE KEY TO the Dallas-Oswald fiasco are these sharp words in "The New York Times" editorial:

"IT (THE SHOOTING of Oswald) was an outrageous breach of police responsibility—no matter what the demands of reporters and cameramen may have been . . ."

THE SIGNIFICANT phrase deals with the press. In effect, it means that the Dallas police are no iron men when pressured by the press. Even as with other well-disciplined government officers, the best trained police officials can also weaken when standing in a no man's land while newspapermen and microphone reporters exchange high explosive shells.

TO THE EMBATTLED press, we say: The right to know does not include the right to pervert justice. And while pondering that one, settle your war or you'll do irreparable damage to your own public relations.

WHAT DOES THE conscientious government official do under these wartime conditions imposed by the press?

OUR ADVICE IS this: If there is the slightest hint of a free-for-all between the two warring factions of the press, avoid it like a plague. Only you—the man in the middle—will get hurt.

IF YOU DO GET enmeshed in their flying wedge, pantomime an attack of laryngitis and speedily make for the nearest exit.

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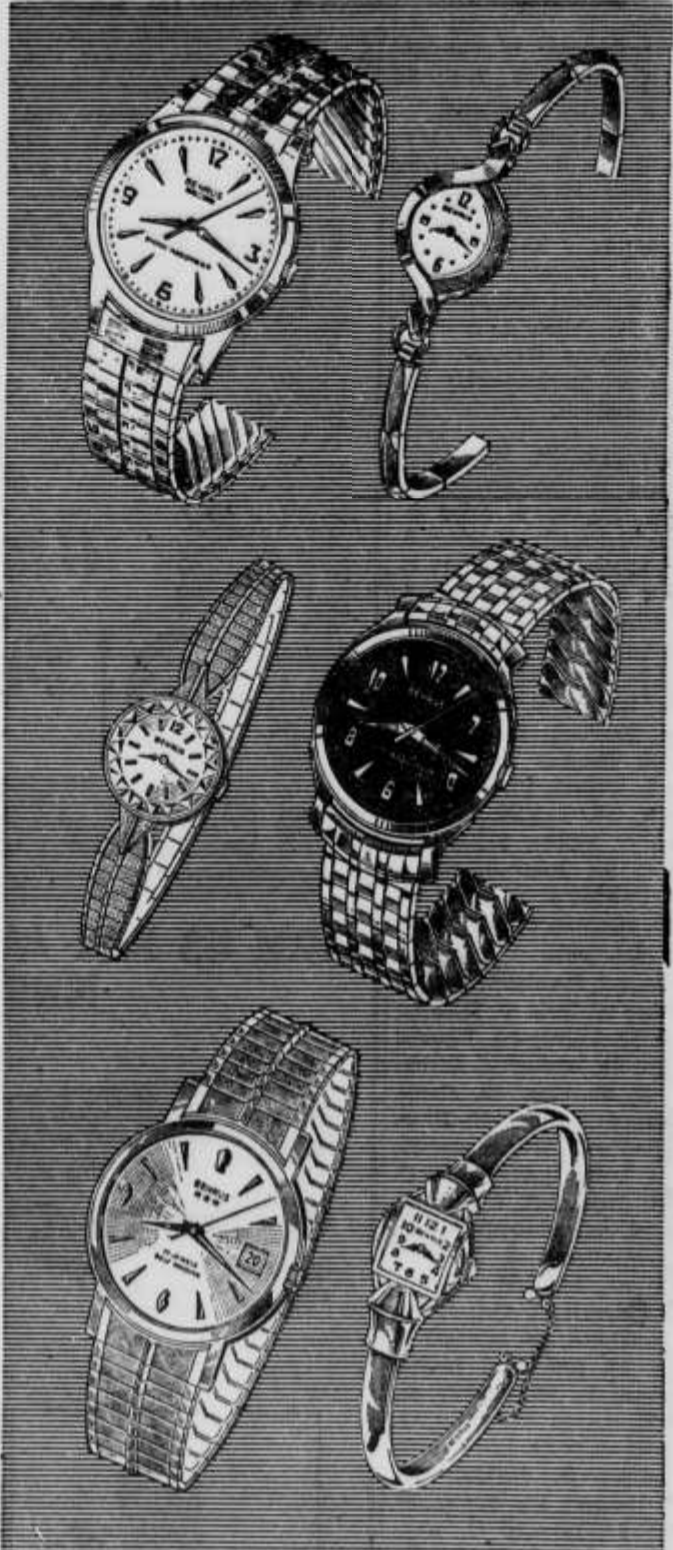
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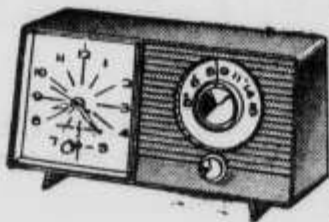
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226. Frederick Lagno; 227. Gilbert A. Penney; 228. Robert F. Meyers Jr.; 229. James N. English; 230. Elmer L. Hammond; 231. Raymond J. Muchow; 232. Frank W. Stewart; 233. Santo LaTora; 234. Ira L. Loraine Jr.; 235. Robert F. Hammersmith; 236. Stephen R. Gilroy; 237. Anthony J. Demoro; 238. Peter E. Cahill; 239. John J. Bellantoni; 240. Robert M. Richter; 241. Herman Jones; 242. Jerold G. Moltmann; 243. Arthur F. Paty; 244. Paul V. Elmstrom; 245. Cornelius Collins Jr.; 246. James T. Gillespie Jr.; 247. Richard K. Fruin; 248. Warren M. Chamberlin; 249. Jerome

D. Mullin and 250. Richard F. Molyneaux.
251. Edward J. Brennan; 252. Edward F. Costigan; 253. John Deamara; 254. Ivory C. Whitmiel; 255. Walter L. Hunt Jr.; 256. Morton Kahn; 257. James C. McGovern; 258. Dennis M. Cleary; 259. Gebhard G. Erler; 260. James Gilligan; 261. John J. Donaghey; 262. Donald W. Sabo; 263. Anthony Iannone Jr.; 264. Frederick Victor; 265. Russell C. Braun;

266. William J. Shea Jr.; 267. Joseph R. Adams; 268. Thomas F. Walsh; 269. Jeremiah S. Suppes; 270. Thomas S. Vandean; 271. Daniel C. Sullivan; 272. Kevin J. Hartigan; 273. Blaise A. Braccia; 274. Leon Groman and 275. Francis J. Whitney Jr.
276. Edwin A. Gibbs; 277. Roy White; 278. James M. Casteluzzo; 279. Emil W. Rajdl; 280. Kenneth G. O'Neill; 281. Patrick A. Quinn;
(Continued on Page 10)

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MID-TONES
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301. Robert Snyder; 302. Warren Nallor; 303. Peter B. Major; 304. George M. Monks; 308. James Doran; 309. Joseph V. Pozzolano; 310. Jay B. Kulick; 311. Timothy Murphy; 312. Gerard R. Kenny; 313. Earl A. Warfield; 314. James P. Conway; 315. George D. Bullock; 316. Jeff R. Balsam; 317. Larry Polesuk; 318. Thomas P. O'Connell; 319. Vincent J. Ciccia; 320. James J. O'Connor; 321. Charles P. O'Connor; 322. Anthony G. Muldoon; 323. Jack Scimone; 324. Michael J. Sicignano and 325. Thomas E. Raymond.

326. James J. O'Sullivan; 327. Thomas McKenna; 328. Frank C. Lella; 329. Thomas A. Vogel; 330. Francis J. Kennedy; 331. Thomas J. Haggerty; 332. John F. Sullivan; 333. Paul J. Cruise; 334. Patrick K. Moloney; 335. Joseph S. Roberto; 336. Edward S. Degon; 337. Thomas F. Connelly; 338. Robert F. Mazza; 339. Harold I. Maybloom; 340. Rudolph L. Mesaros; 341. Eugene A. Rao; 342. William R. Robinson; 343. Ferdiaud Preda Jr.; 344. Richard Preston; 345. Terry A. Zagon; 346. William R. Easton; 347. Thomas J. Mullen; 348. Robert F. Murray; 349. Paul Evans Jr.; and 350. James A. Bethea.

351. Joseph E. Fitzgerald; 352. Stephen J. Delcorso; 353. Richard L. Monaski; 354. James J. Mangan; 355. William F. Walsh Jr.; 356. Emil P. Angel; 357. David Shelton Jr.; 358. Arthur W. Thiele; 359. Bruce M. Pollett; 360. Donald J. Bianco; 361. Daniel P. Roarty; 362. Eugene T. Neaman; 363. Ernest L. Maier; 364. Harvey Bausner; 365. Edward Ward; 366. Clifford A. Harris; 367. John A. MacDonald; 368. George J. Coutsakis; 369. Arthur T. Kenniff; 370. James E. O'Toole; 371. Robert E. Oldaker; 372. Thomas P. Sheridan; 373. Dennis Greer; 374. Patrick T. Carney and 375. Robert A. Turnbull.

376. John B. Borghese; 377. Robert E. Hansen; 378. James F. Nourican; 379. Terence M. O'Malley; 380. Thomas J. Gavin; 381. Edward R. Kummer; 382. John L. Gore; 383. Joseph A. Freedman; 384. Albert R. Mendleris; 385. Frederick Rescigno; 386. John J. Glooney; 387. Anthony R. Mascia; 388. Arnold D.

(Continued on Page 16)

LEGAL NOTICE

SECOND SUPPLEMENTAL — CITATION — FILE No. P2935, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, by the Grace of God Free and Independent, To Olga Booth Caines, and the unknown heirs at law, next of kin of Mary A. Caines, deceased, the names of whom are unknown, and if any of them be dead, to their respective heirs at law, next of kin, surviving spouses, personal representatives, devisees, legatees, and successors in interest, all of whom and whose names are unknown and cannot be ascertained after diligent inquiry. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 30th, 1963, at 10:00 A.M., why a certain writing dated March 3rd, 1956 which has been offered for probate by John Caines, residing at 288 Convent Avenue, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Mary A. Caines, deceased, who was at the time of her death a resident of 455 West 144th Street, in the County of New York, New York, Dated, Attested and Sealed, November 22nd, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk (L.S.)



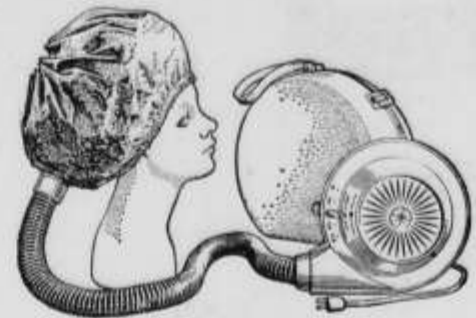
MERRY CHRISTMAS — The spirit of Christmas is outlined by these two employees of the surface division of the Transit Authority. Employees in this division have again inaugurated a Christmas toy collection for orphaned and underprivileged children. The toys, bought from money donated by employees, are being stacked up by Mrs. Augusta Kameron and Gloria Roehrich who is placing a Santa Claus doll on top.

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Some bauble! This elegant wristpiece is carved from 14 kt. yellow gold. It has a sapphire-faceted crystal. The slender imported French mesh bracelet is woven from 14 kt. gold. That's the outside. Inside is a tiny, precise movement; so precise that nothing short of hypnosis will convince the gentlemen that you have any excuse for being late. Outside and in, this is a Rolex, which makes it not just a watch, but a possession. \$230.00 (f.t.i.). This and other price-less Rolex baubles await you at



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 You're so right when I want to know the exact time.
 I love your little round face... your slim black strap.
 Don't ever leave me, Rolex. I need you.

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TEST AND LIST PROGRESS — N. Y. C.

Below are the eligible lists from which certifications were made during the past week. A complete listing of all valid eligible lists and the last number certified from them will appear on this page the first Tuesday of each month.

Administrative asst., prom., (Public Works), 24 certified Dec. 5	245
Administrative asst., prom., (Licenses), 29 certified Dec. 19	239
Asst. accountant, 1 certified Dec. 5	3
Asst. bridge operator, 3 certified Dec. 4	59
Asst. chemist, prom., (Public Works), 2 certified Dec. 10	12
Asst. chemist, 35 certified Dec. 10	44
Asst. electrical engineer, 5 certified Dec. 9	29
Asst. gardener, prom., (Parks), 1 certified Dec. 4	22.5
Asst. supervisor (child welfare), prom., (Welfare), 8 certified Dec. 4	71
Asst. train dispatcher, 4 certified Dec. 4	79
Asst. youth guidance technician, 15 certified Dec. 5	25
Bridge operator-in-charge, prom., (Public Works), 5 certified Dec. 9	28
Bridge & tunnel sergeant, 1 certified Dec. 9	2
Cashier, 35 certified Dec. 5	280
Civil engineer, 1 certified Dec. 4	194
Civil engineer, prom., (TA), 3 certified Dec. 9	7
Cleaner, (women), 69 certified Dec. 5	440
Clerk, (male), 33 certified Dec. 9	2650
Collecting asst., prom., (TA), 3 certified Dec. 9	7
College office asst., "B", prom., (Ed. of Higher Ed.), 13 certified Dec. 6	34
College office asst., "B", prom., (Bklyn College), 3 certified Dec. 5	22
College office asst., "B", prom., (City College), 11 certified Dec. 9	31
College sect. asst., "A", group 1, 17 certified Dec. 9	67
College sect. asst., "A", group 2, 15 certified Dec. 9	28
College sect. asst., "B", 13 certified Dec. 5	23
College sect. asst., "A", group 2, (City College), 25 certified Dec. 9	59
Correction officer, (men), 30 certified Dec. 9	581
Fire alarm dispatcher, 1 certified Dec. 9	33
Foreman, prom., (TA), 4 certified Dec. 4	50
Housing inspector, 20 certified Dec. 9	127
Inspector of Borough Works, 10 certified Dec. 5	47
Jr. chemist, 17 certified Dec. 4	74
Maintenance man, 11 certified Dec. 9	114.5
Marine stoker, 1 certified Dec. 9	89.5
Motor vehicle dispatcher, prom., (Parks), 3 certified Dec. 9	32
Numeric key punch operator (IBM), 14 certified Dec. 10	59
Office appliance operator, 27 certified Dec. 3	2004
Office appliance operator, 2 certified Dec. 5	996
Pharmacist, 1 certified Dec. 9	36
Power distribution maintainer, prom., (TA), 13 certified Dec. 9	12
Principal storekeeper, prom., (Hosp.), 3 certified Dec. 3	4
Railroad signal specialist, prom., (TA), 4 certified Dec. 10	18
Senior accountant, prom., (Highways), 7 certified Dec. 5	119
Senior clerk, prom., (TA), 3 certified Dec. 3	3
Senior clerk, prom., (Highways), 18 certified Dec. 9	18
Senior investigator, prom., (Personnel), 4 certified Dec. 4	7
Sr. mechanical engineer (air conditioning), 4 certified Dec. 9	4
Station supervisor, prom., (TA), 3 certified Dec. 9	8
Storekeeper, prom., (HA), 10 certified Dec. 6	19
Structure maintainer — Group G, prom., 12 certified Dec. 4	12
Supervising photostat operator, prom., (City Register), 3 certified Dec. 4	5
Title examiner, 1 certified Dec. 4	9
Train dispatcher, prom., (TA), 6 certified Dec. 4	87
Uniform court officer, 41 certified Dec. 4	970

New Officers Are Announced By State-Wide Ins. Co.

State-Wide Insurance Company, a multiple-line casualty company specializing in automobile insurance, has announced several changes in its executive structure. The changes, made known by Milton D. Felson, presi-

dent, are as follows:

Bernard J. Gordich, formerly Assistant Secretary has been elected Secretary; Harry Berck, from Assistant Treasurer to Treasurer; and Harold Goldstein, from Treasurer to Vice-President.

Main offices are located at 90-16 Sutphin Boulevard in Jamaica, with branch offices in Brooklyn, the Bronx, Manhattan and Valley Stream, L.I.

Miami Tour Offered By Nassau Chapter

Members of Civil Service Employees Association are responding strongly to the Miami Beach holiday package put together by Irving Flamenbaum, president of the Nassau County chapter, CSEA.

Available to the Civil Service Employees Association members and their families only, the holiday offer is \$175 for 9 days, 8 night, (January 2 to January 10), at the deluxe oceanfront Casablanca Hotel in Miami Beach and includes round-trip pure fan jet transportation from New York to Miami Beach and round-trip transportation from airport to hotel.

Included are three meals a day, free cocktail parties every night, a banquet with open bar, free chaise lounges and mats, free sightseeing tours and free TV in every room.

Guests are also invited to see

free Cavalcade of Stars shows where American's greatest entertainers appear in person, including Jack Carter, Billy Daniels and George Jessel. Golfers may carry their golf clubs aboard plane at no extra charge and can play unlimited golf free at an 18-hole championship course with guaranteed starting times.

Golf tournaments and trophies are planned for golf enthusiasts, players and spectators alike.

CSEA members seeking further information about this Holiday-in-Miami offer, may telephone LT 1-2596 in New York City.

CSEA Supports Industrial Safety Title Appeals

ALBANY, Dec. 16 — The Civil Service Employees Association has supported a departmental reallocation bid for titles in the Industrial Safety Series of the State Department of Labor.

Thomas Coyle, of the research staff of CSEA, appearing on behalf of Joseph F. Feily, Association president, urged a favorable determination on the appeal. CSEA contends that the Department of Labor is justified in requesting reallocation of the titles.

Kenney's 653 Paces Western Armory Win

BUFFALO, Dec. 16 — Joe Kenney, president of the Western New York Armories Civil Service Employees Assn. chapter, paced his Connecticut St. Armory team to a win recently over the Masten Armory unit.

Joe put together scores of 225-230-198 for a 653 total, season's 3-game high in the Buffalo Armed Forces Bowling League.

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Watch out for that skate, Santa. And, Dad, whether you dress for the part or not, make certain that Christmas will be a happy, safe day.

For instance, when you're trimming the tree, check the lights before you put them up. Inspect each set for frayed wires and broken sockets... replace any that look defective.

Keep the base of your tree in water... don't place it near a radiator... and be sure the stand is firm and steady. Important, too... make sure your tree lights are turned off when you go out or go to bed.



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POWER FOR PROGRESS

Nat'l Guard Lends P.O. Santa A Hand

ALBANY, Dec. 16 — If your Christmas package isn't delivered on time, don't blame the New York National Guard.

Following its yearly custom, the Guard has announced it will loan more than 270 vehicles to post offices throughout the state to

assist in mail deliveries during the holiday rush.

Major General A. C. O'Hara, chief of staff to the Governor, declared:

"The New York Army National

Guard is proud of this annual service to the communities of New York State. The opportunity to assist in speeding delivery of holiday mail is a welcome chance to repay, in a small way, the co-

operation and support of the people in these communities, of our National Guard units."

Many of the larger trucks will have National Guard personnel assigned to drive them

PACKARD Electronics suggests

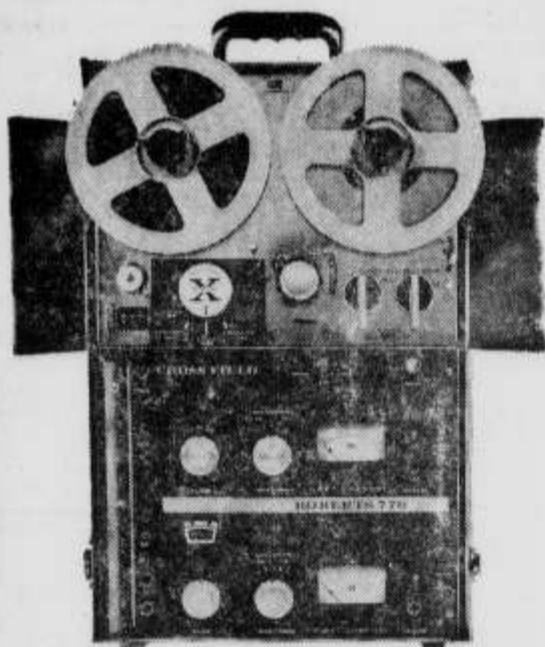
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Big Sound in a compact recorder — 2 stereo 5"x7" elliptical extended range heavy magnet speakers.

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Bus Driver Test Questions

(Continued from Page 5)

56. The total number of buses which is scheduled to leave Mack St. between 7:45 and 8:45 and is also scheduled to return to Mack St. is:

(A) 4. (B) 5. (C) 6. (D) 7.

57. The most northerly street on this line is:

(A) Ace Street. (B) Mack Street. (C) High Street. (D) Burr Street.

58. A passenger boarding a bus at Burr St. and wishing to get to Hight St. as close as possible to 9:30, should board the bus which leaves at:

(A) 8:51. (B) 8:55. (C) 9:06. (D) 9:10.

59. The number of buses which is shown in the timetable as making two complete round trips is:

(A) 2. (B) 3. (C) 4. (D) 6.

(To Be Continued)

Shoppers Service Guide

Help Wanted - Male

LINEN Class, \$6,700; Village of Freeport, write: Attn. Mr. Charles Whitty, 220 West Sunrise Highway, Freeport, L.I., N.Y.

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Willowbrook Forms Credit Union, Sets Membership Drive

The Willowbrook State School chapter of the Civil Service Employees Association recently held a supper meeting with Ben Sherman, New York City field representative, as the honored guest. Announced at the meeting was the formation of a credit union which will be sponsored by the chapter.

The credit union is now functioning and a charter has been granted to this purpose. Officers and a board of directors have been selected for the credit union.

Sherman, at the meeting, announced the plans for a forthcoming membership drive and explained to the officers and the 28 members of the membership committee the program.

More than half a million veterans visit the Veterans Administration's outpatient clinics each month for medical care.

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KI 7-0200

JAMAICA—90-15 Sutphin Blvd., Jamaica 35
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Date Policy Expires _____

Send information on your LOW COST Fire-Insurance.

LEGAL NOTICE

SUPPLEMENTAL — CITATION — File No. P3158, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Mrs. Patsy Herring, Mrs. Carlotta Rozar and Mrs. Mariba Grant, if living, and if any or all of them be dead, in her heirs at law, next of kin and distributees whose names and places of residence are unknown and if she died subsequent to the decedent herein, to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Ina Sigrid Lindman, also known as Ina S. Lindman, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on December 27, 1963, at 10:00 A.M., why a certain writing dated August 17th, 1961, which has been offered for probate by Mila Miloradovich, residing at 235 East 73rd Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of INA SIGRID LINDMAN, also known as INA S. LINDMAN, deceased, who was at the time of her death a resident of 52 Grammercy Park North, in the County of New York, New York. Dated, Attested and Sealed, November 29th, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)



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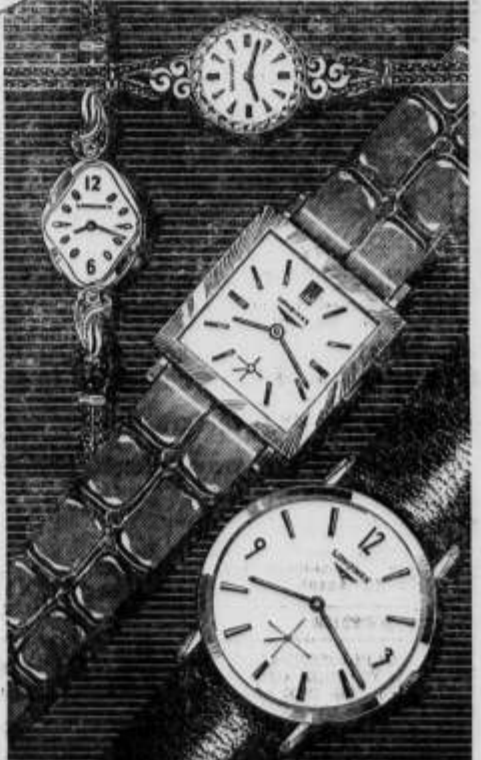
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- Huge bedrooms with separate entry to bathroom
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INTEGRATED

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CAMBRIA HGTS. - VACANT

DETACHED 6 rooms, finished basement, 1 car garage, wall to wall carpet. \$800 Cash. Owner. FI 1-1950.

ADDISLEIGH PARK

Detached brick English tudor, 7 rms, 3 full baths, dropped living rm, log-burning fireplace. Finished basement. Detached garage. Large garden plot. \$22,500.

LONG ISLAND HOMES
108-13 Hillside Ave. RE 9-7300

RIVERSIDE DRIVE, 1 1/2 & 3 1/2 private
apartments. Interracial. Furnished. Telephone 7-4118

CAMBRIA HTS—Detached brick 8 rms,
1 1/2 baths, garage. 115-18 222 St. Sat. & Sunday. Agnt.

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4 down, 3 up, Stucco, oil heat, modern as tomorrow. Must Be Sold To Settle Estate

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4 ROOMS — \$100. COUPLE
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LEGAL NOTICE

should not be probated as the Last Will and Testament, relating to real and personal property, of MAY TRAVERS YARD, deceased, who was at the time of her death a resident of No. 167 East 67th Street, the City of New York, in the County of New York, State of New York. Dated, Attested and Sealed, November 27, 1963.
(L.S.) HON. JOSEPH A. COX,
Surrogate of New York County
Philip A. Donahue, Clerk

Farms & Acreages

Orange County

8 ACRES, frontage, barn, farmhouse, leaf bath, \$14,700.

6 RM HOUSE, utilities, \$7,500.

Chet Dunn, Bkr, Walden, NY, FR 2-5684

Suffolk County, L.I., N.Y.

BRENTWOOD foreclosure, 3 bedroom ranch, \$9,400. \$290 down, \$78 month. Many others. McLAUGHLIN REALTY, 32 First Ave. (open Sun.), 510 BR 8-8415.

CAMBRIA HEIGHTS

DETACHED brick English Tudor, 7 rms, 1 1/2 baths, garage. Finished basement. 115-18 222 St. Agnt.

LEGAL NOTICE

PS893-1963 — SUPPLEMENTAL — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, JOSEPHINE MCCARTHY, DORIS FORBES, VIVIENNE LONG, THE PUBLIC ADMINISTRATOR OF THE CITY OF NEW YORK, THE ATTORNEY GENERAL OF THE STATE OF NEW YORK; and All persons, other than any and all the persons specifically named and described above, who may be or claim to be heirs at law, next of kin or distributees of May Travers Yard, deceased, or who may in some wise be or claim to be interested in this proceeding or in the estate of said May Travers Yard, all of whom and whose names, places of residence, post office addresses and whereabouts are unknown and cannot with due diligence be ascertained by petitioner. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at the Hall of Records in said County, on January 6, 1964, at 10:00 A.M. why a certain writing dated March 17, 1961 and a First Codicil thereto dated October 26, 1962 and a Second Codicil thereto dated April 18, 1963, which have been offered for probate by Schroder Trust Company, with offices located at No. 87 Broadway, New York, New York,

The Woman's Angle

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

We understand MARIE STEWART, NYC Department of Welfare, is doing "double-duty." In addition to her work as Director of Training, she is carrying on as Acting Assistant to the Commissioner (Training 3). In this capacity, she acts as an overall training officer for the various department bureaus and as a consultant of such matters to Commissioner James R. Dumpson.

In a recent address before the Governor's Conference on the Status of Women in Indianapolis, Assistant Secretary of Labor ESTHER PETERSON urged that legislation similar to the federal Equal Pay Act of 1963 (the Kennedy Act which provided equal pay for women) be enacted on a state level.

MRS. PETERSON, who is also Executive Vice Chairman of the President's Commission on the Status of Women, pointed out that although the Equal Pay Act's coverage was limited, it did establish the concept of equal pay as a national policy. She urged that state laws be enacted to assume equal pay practices for women at the state level.

New York City METER MAIDS are doing their fair share to help the Christmas rush in accommodating the additional 20,000 shoppers who will find parking spaces because of the extended parking meter time. Traffic Department crews began marking those meters with time extended to 10 p.m. last week and since then, the METER MAIDS have been busy making sure that those lucky parkers share their good fortune with other Christmas shoppers, instead of staying in a space longer than the meter provides. The MAIDS expect things to return to normal after the holidays.

Hinkle To Retire

ALBANY, Dec. 16 — Walter C. Hinkle, president of the Agricultural and Technical Institute at Alfred, has announced he plans to retire at the end of the 1963-64 academic year. He joined the Alfred faculty as an instructor.

Eligibles On New York City Lists

(Continued from Page 10)

- Dansky; 389. James Lieberman; 390. Robert A. Schroeder; 391. Joseph A. Rinaldi; 392. William V. Daly; 393. Phillip S. Mogilefsky; 394. Jerome J. Halligan; 395. Richard H. Teuten; 396. James J. Larkin; 397. Thomas F. Harrigan Jr.; 398. Dennis Bosco; 399. George C. Holmgren and 400. James M. Byrne.
401. Ronald Stein; 402. Frederick Reinhart; 403. Orazio R. Russo; 404. Marvin Peters; 405. Peter R. Ravel; 406. Gerald V. Boyle; 407. Daryl J. Sheppard; 408. Victor K. Marchon Jr.; 409. Wallace B. MacDermott; 410. James P. Lane; 411. Allan Schulman; 412. George F. Reich; 413. Bill R. Baranck; 414. Anthony J. Zucco; 415. Vincent J. Chiarella; 416. William Kiecka Jr.; 417. James G. Nauwens; 418. William J. Menech; 419. Dennis M. Edmonds; 420. Herbert C. McQuestion; 421. Joseph F. Nallan; 422. Daniel L. Fawley; 423. Robert J. Shanahan; 424. Morton Lavan and 425. John A. Crawford.
426. Claude C. Wilkes Jr.; 427. John McCormack; 428. James A. Biggin; 429. John J. Sheehan; 430. John C. Lescott; 431. Martin P. Ryan; 432. Heino Borchardt; 433. Joseph C. Zarb; 434. Leonard Klemm Jr.; 435. Michael J. Derkowitz; 436. Kenneth K. Crane; 437. Joseph J. Mersincavage Jr.; 438. Edward A. Fischer; 439. Albert E. Stanley; 440. Brian X. McCormack; 441. John B. Dickerson; 442. Richard P. Granville; 443. Andrew G. Karklin; 444. Herbert J. Ris, Jr.; 445. Anthony L. Cimato; 446. Steven L. Greenburg; 447. Michael J. Cleary; 448. John F. Filla; 449. William G. Wagner Jr.; and 450. Clarence J. Lake.
451. Edward D. Rogers; 452. Edward Codella; 453. Arnold Feldman; 454. James M. Sweeney; 455. Joseph L. Walthour; 456. Edward T. O'Rourke; 457. Philip J. Flohenton; 458. Russell J. Shay; 459. Barny S. Dubrow; 460. Robert M. Edwards; 461. Michael J. Gumliak; 462. Robert H. Pease Jr.; 463. Leonard Maniscalco; 464. Dominic J. Giorgio; 465. Joseph A. Angersome; 466. Peter Zappulla; 467. Michael J. Morrissey; 468. Robert P. Vance; 469. Terence K. Buckley; 470. Donald R. Hill; 471. Robert S. Faryna; 472. Louis A. Russo; 473. John J. Fahey; 474. John J. Bucalo and 475. Donald F. Smith
476. Edward C. Grabowski; 477. John Hawkins; 478. Thomas McNicholas; 479. Robert A. Noble; 480. Marcellus Hofes 3rd; 481. Andrew C. Muccillo; 482. Pasquale C. Daleo 483. William F. Herz; 484. Jose Vives; 485. John J. McCarthy; 486. Agostino Galio; 487. Arthur Somner; 488. Gary Denise; 489. James J. McCutcheon; 490. Preston A. Goodwin; 491. Benjamin Bernknopf; 492. William H. Verhagen; 493. Cuen-ther E. Ruppcent; 494. Charles J. Muratore; 495. Edward J. Musco; 497. Gaetano R. Villari; 498. Eugene R. Schoenleber; 499. James R. McMahon; and 500. Heinz K. Graumann.
501. Ronald J. Law; 502. Alfred Marina; 503. Gerald C. Vohrer; 504. John Robinson; 505. William F. Martin; 506. John R. Martin; 507. Clark R. Lassiter; 508. Warren M. Hennessey; 509. William J. Vancuyk; 510. Angelo M. Dangel; 511. Paul H. Unper; 512. Kenneth L. Ware; 513. William F. Schnabel; 514. Joseph Juny Jr.; 515. Frank A. Luceri; 516. John J. Hughes; 517. John F. Clarke; 518. Jeremiah J. Cadiyan; 519. Richard J. Bell; 520. Robert F. Ridder; 521. Daniel J. Mullaly; 522. John T. Walsh; 523. Sylvester Buchalski; 524. Everett A. Easton and 525. James J. Joyce.

(To Be Continued)

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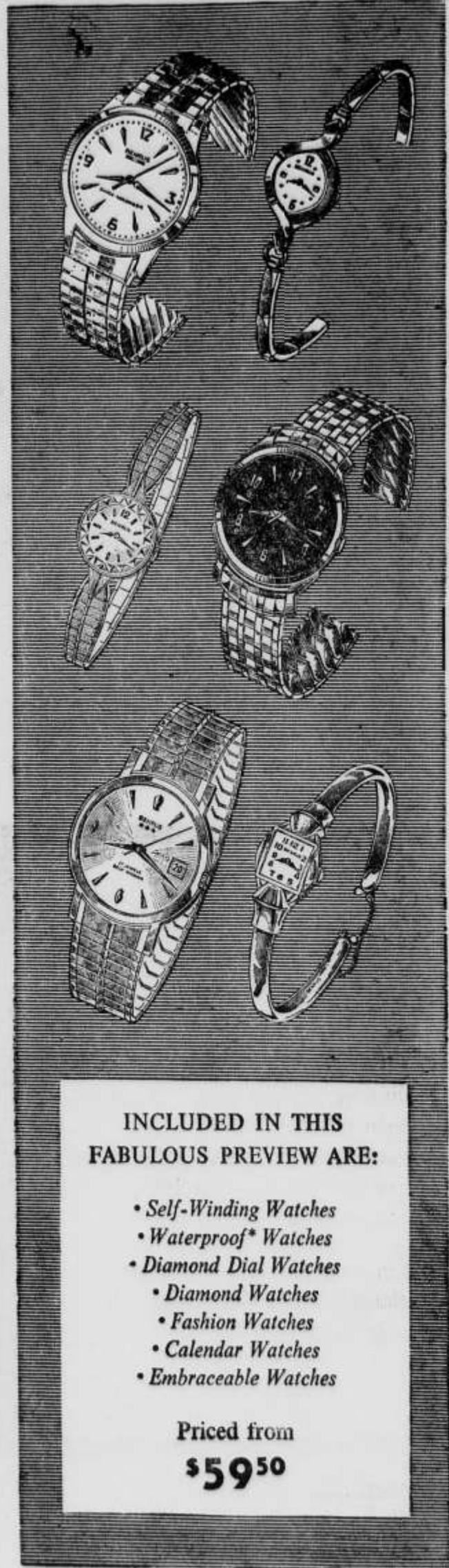
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This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

Tuesday, Dec. 17

- 9:30 a.m.—Career Development—Police Dept. promotional course. "Uniform Crime Reports and Court Procedures."
- 4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."
- 5:00 p.m.—Nutrition and You—Nutrition Bureau series.
- 8:00 p.m.—Nutrition and You—Nutrition Bureau series.
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Wednesday, Dec. 18

- 4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."
- 7:30 p.m.—On the Job—Fire Dept. training course. "Rescue Breathing."
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Thursday, Dec. 19

- 4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety."
- 7:30 p.m.—On the Job—Fire Department promotional course.
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Friday, Dec. 20

- 4:00 p.m.—Around the Clock—Police Dept. training program. "Traffic Safety."
- 9:30 p.m.—World's Fair Report—Bill Berns interviews key staff members, exhibitors, and others on the World's Fair.
- 10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Saturday, Dec. 21

- 4:30 p.m.—World's Fair Report—Bill Berns interviews.
- 7:30 p.m.—On the Job—Fire Dept. training course.
- 8:00 p.m.—Citizenship Educa-

All State Institutions Urged—'Check Fire Prevention Practice'

ALBANY, Dec. 16—All State institutions, hospitals, private nursing homes and homes for children and the aged have been notified to check their plants and operations for possible fire hazards, especially those of a seasonal nature.

The State Department of Social Welfare has urged the institutions to check particularly any hazards because of Christmas trees and other holiday decorations.

The department said it was imperative that all institutions have an emergency evacuation plan. Those who do not have such a plan should contact local fire-fighting officials for aid in preparing one.

The State, the department said, has had a good fire safety record in both public and private institutions, and it urged that the practice of daily inspections should be maintained.

tion—Film lectures in civic studies

Sunday, Dec. 22

4:00 p.m.—Citizenship Education—Film lectures in civic studies produced by the New York State Education Department.

8:30 p.m.—City Close-up—Seymour N. Siegel interviews Hortense Gabel, Commissioner of Rent and Rehabilitation.

Monday, Dec. 23

4:00 p.m.—Around the Clock—Police Dept. training program. "Traffic Safety."

5:30 p.m.—Career Development—Police Dept. promotional course. "Personnel Management," Sgt. Ryback.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

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

Three Big City Exams Set For Winter Filing

Three of the biggest examinations in the City civil service are expected to open during the first two months of 1964.

Clerks — the opening title in the clerical administrative service — will be tested in May after a February filing. Clerks are eligible for promotion to titles, up to and including chief administrator at a salary of \$15,000.

Policewomen, for which the filing will open in January and testing in March, are also eligible for promotion through the ranks, up to and including captain. The right of promotion for policewomen was won recently in a Supreme Court decision after litigation brought by Policewoman Felicia Schpritzer.

A special officer examination for guard positions will also be given in March, according to a

tentative schedule of the Department of Personnel. Filing will also be in January.

These positions are not open

at the present time and applicants are required to wait until the official notice of filing is released.

Municipal Lodge B'nai B'rith Sets Anniversary Fete

Mayor Wagner and City Council President Paul R. Screvane are among the invited guests for the 120th anniversary celebration of the founding of the B'nai B'rith sponsored by the Municipal Lodge on Wednesday. The celebration will take place at the Civic Center Synagogue, 81 Duane St., according to Emmanuel Targum, lodge president. Membership in the lodge is composed of employees in City government.

The charter members of the Municipal Lodge will be honored during the ceremonies. These members include: Comptroller Abraham Beame, Brooklyn Borough President Abe Stark; Milton Mollen, chairman of the Housing and Redevelopment Board; Dr. Theodore Lang, City personnel director; Acting City Administrator Maxwell Lehman; Kings County District Attorney Edward Silver and other members of the Judiciary. A reception will follow in the social hall.

LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. — TO: LESLIE ROBERT FIELD and RICHARD GORDON FAIRBAIRN, as Executors of the Will of Alfred Field, Deceased; ROBERT W. JOHNSTON; PAULINE C. SCHOCK; ROLF GUENTHER SCHOCK; HUGO ROHLMANN and JESSE KNIGHT, as Executors of the Will of Teresa M. Johns, Deceased; ST. ROSE'S SETTLEMENT OF THE CATHOLIC UNION OF THE STATE OF NEW YORK; LENOX HILL HOSPITAL; INSTITUTE OF THE FRANCISCAN MISSIONARIES OF MARY; H. DUNSCOMBE COLT, EDNA P. BOPKINS and HENRY PURETZ, as Executors of the Will of Harris D. Colt, Deceased; being the persons interested as income beneficiaries, remaindermen, appointees or otherwise in the Trusts under the Last Will and Testament of CAROLINE H. FIELD, deceased, who at the time of her death was a resident of London, England, which Will was duly admitted to probate in the Surrogate's Court of New York County on June 4, 1961. SEND GREETING:

Upon the petition of Eugene W. Goodwille, who resides at 304 Highland Avenue, Montclair, New Jersey, and Dudley R. Bussall, who resides at Bedford, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 17th day of January, 1964, at ten o'clock in the forenoon of that day, why the Final Account of the Proceedings of the Petitioners as Surviving Trustees and of Robert W. Johnston under Paragraph Eighth of said Will, through September 30, 1963, should not be judicially settled; why a determination should not be made of the construction and effect of the provisions of Paragraph Fourth of said Will and of the persons to whom the proportions in which the balance of the principal of the Trust for the benefit of Alfred Field, now deceased, should be distributed; why leave should not be granted Petitioners to abandon as worthless certain securities listed in Schedules B-1, Part II and III of said Third Intermediate Accounts; why the compensation of Petitioners' attorneys should not be fixed pursuant to S.C.A. §285-a in the amount of \$35,000 plus their necessary disbursements in this proceeding in addition to the amounts heretofore paid to them out of income from time to time with the approval and consent of the income beneficiaries, including the \$550 and \$500 shown in Schedules C-2, Part II and III, as paid to them on July 29, 1963 and why such other and further relief as the Court may deem just and proper should not be granted. In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Surrogate's Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 6th day of December, in the year of our Lord one thousand nine hundred and sixty-three. PHILIP A. DONAHUE, Clerk of the Surrogate's Court

LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. To HERBERT WILLNER and KARL STRAUSS.

Send GREETING: STRAUSS, who resides at 715 Park Avenue, Borough of Manhattan, City and State of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 17th day of December, 1963, at ten o'clock in the forenoon of that day, why the petitioner should not be adjudged to the owner and an title to the possession of the securities referred to in Exhibit "B" annexed to the petition or the proceeds of the investment, retention and of any change or sale of said securities including all income received thereon and the sum of \$50,000.00 plus all income and increment on said sum from the executor of the estate of ALFRED B. STRAUSS who, at the time of his death, resided at 140 Riverside Drive, Borough of Manhattan, City and County of New York. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, Hon. S. SAMUEL DI FALCO, a Surrogate of our county, at the County of New York, the 1st day of November, in the year of our Lord one thousand nine hundred and sixty-three. Philip A. Donahue, Clerk of the Surrogate's Court

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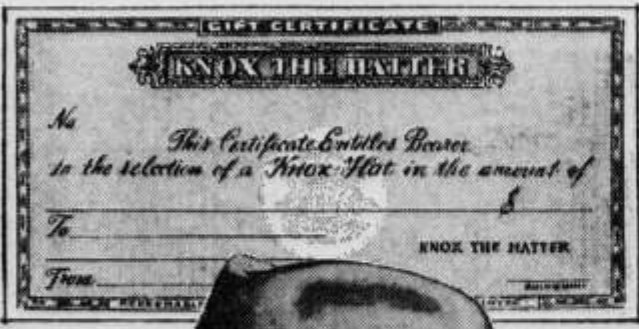
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TO BUY, RENT OR REAL ESTATE — PAGE 11

METRO CONF. LEGISLATIVE LUNCHEON



(Leader photo story by Paul Thayer)

PROGRAM: Discussing the program of the legislative luncheon featured recently by the Metropolitan Conference of the Civil Service Employees Association are, from left, Charles E. Lamb, CSEA third vice president; William Blom, CSEA research analyst; Harry W. Albright, Jr., CSEA counsel; Salvatore Butero (rear) Conference president, and Solomon Bendet, chairman of the CSEA Salary Committee.



BIG TURNOUT: Seen here is a part of the large turnout at the Fort Hamilton Officers Club where the Metropolitan Conference of the Civil Service Employees Assn held its recent legislative luncheon, attended by Conference members, CSEA guests and members of the Legislature. CSEA legislative goals for 1964 were described—and debated.



SENATORIAL GUEST: State Sen. Samuel Liebowitz, center, is flanked by Henry Shemin, left, chairman of the CSEA Resolutions Committee, and Grace Nulty, chairman of the CSEA Legislative Committee, at the luncheon.



SETTING THE MOOD: Harry W. Albright, Jr., at microphone, CSEA counsel, spoke of the relationship between the Legislature and the civil service in remarks that opened the program.



ATTENDING: Among those attending were, seated, Mary Bussing, Brooklyn State, and Vernon A. Tapper, CSEA second vice president. Standing, from left, Leon Wallace, Gouverneur; Seymour Shapiro, New York City chapter; Andrew Prainito, Brooklyn State; John LoMonaco and Robert Daily, Division of Employment.



ASSEMBLY SPOKESMAN: Conference luncheon meeting. Others were Assemblymen Harold W. Kohn, Robert F. Kelly, Luigi Marano, Joseph Cottler, Leonard Yosewein and Salvatore Greco.

Alessi Pushes CSEA Program

(Continued from Page 1)
suggested adoption of the plan in three steps because of its cost—the 20-year group in 1964, the 15-year group in 1965 and the 10-year group in 1966.
2—Amending the personnel rules to provide that at time of retirement or separation from service employees be paid in cash for unused sick leave credit.
3—Payment annually in cash for sick leave credit earned and unused in excess of 120 days.
4—That the board contribute

the full cost of Blue Cross/Blue Shield coverage to retired county employees.
5—Amending personnel rules to permit payment in cash for employees required to work on legal holidays if requested by department heads.
6—Amending personnel rules to permit county departments to work on skeleton staff basis on the Friday preceding or the Monday following holidays which fall on a Saturday.
The board approved a down-

ward revision in County Manager Gordon A. Howe's proposed budget. The budget will total \$52.3 million and impose an increase of 84 cents per \$1,000 of assessed valuation. The new basic tax rate will be \$12.94 per \$1,000.
Observers believe improvements in working conditions, wage scales and fringe benefits sought by the CSEA will be more

difficult to attain than heretofore, especially since Howe's proposal was cut from \$53.4 million. It was the first time since 1936 that significant changes were made in a county manager's proposed budget, and both Republicans and Democrats took credit for the reduction.

Pass your copy of the Leader To a Non-Member

Galiano Promoted

ALBANY, Dec. 16—Governor Rockefeller has announced the promotion of Colonel Michael C. Galiano of the Bronx to the grade of Brigadier General.
General Galiano is assistant division commander of the 42nd Infantry "Rainbow" Division of the New York Army National Guard.