

Civil Service LEADER

America's Largest Weekly for Public Employees

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Promotion Exams See Page 15



TAKING THE OATH — Henry Shemin, of Brooklyn, left, is seen as he took the oath of office last week from Mayor John V. Lindsay, who swore him in as New York Labor Commissioner. (See story on Page 2.)

Conversion Privileges Open Now To CSEA's Group Life Plan Members

ALBANY—Any actively employed insurance member of the Group Life Insurance Plan of the Civil Service Employees Assn. who became age 50 on or after January 1, 1966, or whose 55th or 60th birthday is during 1966, may convert \$1,000 or \$2,000 of this Group Life Insurance to a permanent form of Individual Life Insurance, which contains cash and paid-up values, without medical examination. Group Insurance would be reduced by the amount converted, and the payroll deductions of such insurance would be reduced accordingly. The amount of insurance an insured member is entitled to in the future under the Group Plan would be reduced by the amount converted.

Premium waiver is available to female employees who attain age 50 and male employees who attain age 50 or 55 during 1966. Double indemnity is also available. These benefits can be obtained only at additional cost.

Sept. 1 Deadline

Requests for this conversion, on forms furnished by the Civil Service Employees Assn., must be received by the Association at its headquarters, 8 Elk Street, Albany, New York 12224, prior to September 1, 1966. The effective date of the converted insurance will be November 1, 1966, contingent on the premium payments for the converted insurance to be made directly by the individual to the Travelers Insurance Company.

Any insured member interested should secure information and the required form for conversion from CSEA.

Listed next are the current
(Continued on Page 16)

OGS to Hold Auto Auction In Evening

ALBANY—The Office of General Service's Bureau of Personal Property is trying something new in its public auctions in order to give area State employees an opportunity to participate.

The Bureau will auction off 45 used State automobiles at a night sale July 28 at Anspaugh's Auction Lot at 1906 Central Avenue. Previously, the auctions had been held during the day time, but because of requests by State employees for a night auction so they could attend, the bureau scheduled the 7 P.M. sale July 28.

Interested persons can obtain a listing of the cars to be auctioned by contacting the bureau at 194 Washington Ave. Terms of sales at the State-run auctions are 10 per cent down, and the balance within 24 hours.

New Salary Schedule Adopted

Broome CSEA Wins Hefty Pay Boosts; Sees Even Better Wage Improvement

(From Leader Correspondent)

BINGHAMTON—The Broome County Board of Supervisors has adopted a new salary schedule which will give higher salaries to virtually all of the county's 1,100 employees.

The schedule gives higher starting salaries for all jobs and raises the minimum county salary from this year's \$2,660 to a new \$3,080.

The major benefit provided by the new schedule is an increase in the increments for all jobs.

The amount of the increments varies from \$185 at grade one to \$1,395 at grade 30, the top step in the new schedule. Generally, employees at the lower steps will get a six per cent increase each year for six years, while those in the middle income jobs will receive five per cent a year and those at the top will get four per cent.

Earning Potential Up

The result is an increase in the future earning potential of all employees. In some cases the increase in the top pay is substantial.

As an example, a sheriff's deputy in Broome currently has a starting salary of \$4,490, with a potential to advance to \$5,520 with six yearly raises of \$206 each.

The new schedule means the job will have a \$390 increase in starting pay and an \$810 raise in top pay. The new increment is \$290. The range for deputy will be \$4,880 to \$6,330.

John E. Herrick, acting president of the Broome County chapter of the Civil Service Employees Assn., praised the new schedule.

"It gives the county employee more earning power," he said. "The employees can achieve higher salaries because of the increased increments."

Herrick said he had discussed the new schedule with Henry M. Baldwin, chairman of the Board of Supervisors. Baldwin conducted a comparison study of wages in six other counties and drafted the new schedule with the help of the Employees Committee of the board.

Some Jobs Need More

The Broome CSEA chapter recently urged Baldwin and other

county officials to raise the salaries for a number of jobs which it claims are "out of line" with pay in private enterprise and in other municipal jobs.

It based its claims on a study of salaries in Broome and how they compare with similar jobs elsewhere. The study was made by the Binghamton office of the New York State Department of Labor at the request of the county CSEA group.

"The new schedule is going to help everybody," Herrick said. "But we hope the county officials will go a little further now."

"We hope that adjustments will be made for those jobs which are still underpaid. I know Mr. Baldwin." (Continued on Page 16)

CSEA Member Will Attend Moscow Conf.

NIAGARA FALLS—A member of the Civil Service Employees Assn. will spend 10 days in Moscow later this month.

The Niagara County Board of Supervisors has authorized Ruth S. Bitter, a bacteriologist in the Niagara County Health Department, to attend the International Microbial Congress July 20-29 in the Soviet Russian capital.

The County will pay \$160 for Miss Bitter's expenses, the same amount it allows for attendance at conferences in this country.

She is a member of the Niagara County chapter, CSEA.

Reappointed

Governor Rockefeller has revealed the reappointments of two members of the State Council on Youth. The posts are unsalaried.

Reappointed were:

The Rev. Sandy Ray D.D. of Brooklyn and William J. Curtis of Yonkers. Both terms end July 1 1971.

CSEA And Ralph Caso Ring Up \$820,000 For Hempstead Employees

With no advance fanfare, negotiations between Town of Hempstead Supervisor Ralph G. Caso and the Nassau County chapter of the Civil Service Employees Assn. produced a \$820,000 package of benefits for all the town's regular 1,900 workers and 1,000 seasonal employees last week.

The funds will provide monies to pay time and one half for overtime work; pay the full cost of health insurance and retirement plans and allow a five per cent pay increase for other than the 9 a.m. to 5 p.m. work shifts. All are new benefits.

Caso explained the swiftness of his action by saying that "fringe benefits for public employees have lingered behind those in private industry. We are trying to bring them into line to improve service and the calibre of people attracted to government work."

Irving Falumenbaum, CSEA chapter president, noted that the money package does not cover everything needed by the town's workers but declared that "it certainly is a big step forward."

No Threats

He then noted that "what is of most interest here is that this was done without anyone even threatening to strike or slow down or anything like that. It only goes to prove that negotiations between honest and responsible people generally end up favorable to both sides."

Falumenbaum said similar negotiations are underway with the County administration and the towns of Oyster Bay and North Hempstead.

Don't Repeat This!

Future Candidates:

Democrats Have A Strong List Of Bright, Young Men

RECENTLY this column took note of three bright, young men who could form a "dream slate" for the Democratic Party in the State's gubernatorial election this Fall. The three—Stephen E. Smith, Clifford Alexander and Edwin Weisl, Jr.—

(Continued on Page 8)

Your Public Relations IQ

By LEO J. MARGOLIN



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

Self Examination

UNLESS PUBLIC relations is geared to reality, it is not public relations. Public relations must deal with the facts as they are, not what one thinks they should be.

TOO MANY civil service employee organizations kid themselves into thinking that "everything is great," "everybody loves them," "everybody respects them," "everybody thinks they are the greatest."

WE HAVE yet to find a civil service employees organization which uses the most elementary technique of public relations — finding out by a simple poll exactly what various publics think of them. On scores of occasions we have cautioned our readers that you cannot use public relations unless you know your problem.

AND YOU cannot know your problem unless you ask questions. Recently, one of the most knowledgeable men in public administration, Maxwell Lehman, former First Deputy City Administrator, asked some questions and received some startling answers.

HE SURVEYED a sizeable cross-section of eight different publics in a range of economic, racial and ethnic groups to find out what they thought of 14 different professions. The answers that civil service organizations had better ponder before continuing to pat themselves on the back are these:

- Among every one of the eight different publics, the civil service employee rated last—at the bottom of the list.

- Very significantly, school teachers as a group rated next to last on every single list.

THE EIGHT groups surveyed were asked their opinion of 14 different professions, including banker, chemist, civil servant, clergyman, newspaper reporter, physician, public school teacher, stock broker, writer, lawyer, college professor, city manager, etc.

WE DO not like being the purveyors of bad news, but as a public relations professional it is our duty to face facts, not dream wishful thinking.

WE HOPE that the civil service employee groups feel the same way, otherwise they will continue to be in serious public relations trouble.

LEHMAN'S SURVEY, which was made at New York Univer-

sity, revealed a strong feeling among the eight different publics surveyed that "the civil service employee is out for everything, while giving little or nothing in return." Remember, this is a feeling that people have. It does not mean that what they feel is really true.

FOR EXAMPLE, one recent incident mentioned by almost everyone interviewed, was the demand by City employees to continue the extra hour off during the summer months. We have said before that this did serious damage to the civil service employees as a group, but we never realized how great is the extent of this damage.

THREE OTHER points seemed to dominate the thinking of those interviewed:

- 1) THE CIVIL service employee fails to give service.
- 2) THEY ARE too arrogant.
- 3) THEY ARE discourteous.

IT WOULD seem from the survey that many civil servants have forgotten that it is their job and their duty to give service.

IT IS paradoxical that in this day and age the civil servant finds himself in a situation where his salary is at an all-time high, while his prestige is at an all-time low.

WE HOPE that the leaders of civil service organizations, particularly those in New York City, give serious thought to the most urgent problem they are facing. And contrary to what they may be thinking, that problem is not any future collective bargaining with the city. Their problem is a public relations problem which involves their organizations and their members.

WE SUGGEST civil service organization leaders stop patting themselves on the back and begin to do something about repairing their bad public relations with some solid performance by their members and a deep sense of responsibility to the publics they and their members serve.

Books In Review

YOUR CAREER IN CIVIL SERVICE by Robert A. Liston; Julian Messner Company; \$3.95.

Ten million jobs in city, state, local and federal government are described for the career-seeker in a new book called "Your Career In Civil Service" by Robert A. Liston published last week by Julian Messner Company, New York.

To clarify the concept of the range of opportunities offered by Federal Government, Liston emphasizes that government service is not made up of "an army of clerks." Jobs are described for almost every skill and experience from cartographer and cook to freight rate specialist, surveyor's technician and warehouse examiner. No small number of jobs deals with electricity, electronics, masonry, pipe-fitting, sewerage disposal, shipbuilding and a thousand fields of science.

The high-school graduate who is looking for an occupational way of life will find a wealth of information in this basic book.

What's Doing

Mrs. Annabelle Schwartzberg, a career civil servant, has been named business manager of the Queens College of the City University of New York, the first woman to hold that post.

Donald Schatz has been named secretary of the New York City Housing Authority. He succeeds Harold Klorfein who resigned.

The Department of Welfare ran their annual boatripe for senior citizens recently. Commissioner Mitchell Ginsburg greeted the participants. The boatripe was an all-day affair round the island of Manhattan.

Thirty New York City supervisors and secondary school teachers will begin a six-week course at the University of Illinois to help develop a new course of study in ninth grade mathematics.

Dr. Grace McLean Abbate was honored last week with a resolution of the Community Mental Health Board for her 12 years of service to that body as a board member.

Police Trainee

The New York City Department of Personnel made public an eligible list July 19 with 666 names in the title of police trainee. Of the 3,385 who filed for the exam 2,233 appeared.

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Shemin Sworn In As Labor Commissioner

Henry Shemin, a Brooklyn resident who has served as unemployment insurance referee for the State Unemployment Board since 1943 and has a long record of experience in the field of labor relations, was named New York City Labor Commissioner by Mayor John V. Lindsay and sworn in to the office in a City Hall ceremony last week.

IRS Presents Incentive Awards

Forty-six employees of the headquarters office of the North Atlantic Region of Internal Revenue Service, received recognition under the Service's incentive awards program for the period April 1, 1966 through June 30, 1966, regional commissioner Harold R. All announced recently.

- Award recipients were:
- Superior Work Performance**
Eugene A. Amelio, Raymond Boylan, Elmira C. Brown, Margaret M. Connors, Kenneth F. Fagan and Irwin Feigelman.
 - Robert Ginley, Thomas J. Higgins, Dorothy M. Lamb, Michael J. LaPerch, Jr., Vickey S. Moutso and Nicholas J. Natale.
 - Helen M. O'Brien, Henry D. Pyla, Emil Reiner, Charles E. Sommis, Jr., Anthony P. Varcos and Donald Zimmerman.

Special Act or Service
Theodore D. Bennett, John Condon (deceased), Mario De-Cristofaro, Walter Drummond and Herbert E. Hagan.

Edward Harder, Ann Mazza, Reuben H. Saideman, Murray L. Townsend and James E. Vaughn.

Adopted Suggestions
Carole Butler, Carroll P. Dalute, Donald C. Diehl, William H. Eth Frank Frattolillo, Jr., and Edward L. Hoban.

Eileen C. Hutt, Helen S. Hyland, Marvin L. Kaye, Thomas J. Kehoe, Samuel Kowler and Peter J. Licari.

Joseph Marcheggiani, Bernard Morris, Rae Schoen, Irving Seftel and Royale L. Steele.

Fred Dubitsky received the Commissioner's Letter of Commendation for his submission of five incentive awards of significant merit.

Shemin will deal with manpower training programs, the development of human resources on various levels and, when necessary, will serve as mediator in labor disputes.

The 61-year-old London born Commissioner has been a member of the New York Bar since 1930 and practiced law privately until 1934 when he was appointed to the State Insurance Fund as a supervisor of its Claims Division.

Active In CSEA

Shemin served as president of the Metropolitan Conference of the Civil Service Employees Assn. and was chairman of the state-wide organization's labor relations committee. Over the years he has written numerous articles on labor law, workmen's compensation and unemployment insurance. He also has lectured widely on the subject of labor-management relationships.

In a press conference following the oath of office given to Shemin, Mayor Lindsay noted that the new appointment was the second step in creating a reorganization of the City's labor relations and manpower development programs. He pointed out that Herbert Haber and his Office of Collective Bargaining would do the actual negotiating between the Administration and City labor unions but that Shemin could be called in as a third party to arbitrate should such negotiations get stalled.

Shemin and his wife, Bessie, a teacher at Hunter College, reside in Brooklyn. They have two sons, Barry and Paul, both of whom are graduates of Brown University.

BUY
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BONDS

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Continual Filing For Fed. Correction Officer Jobs

Applications are being accepted on a continual basis by the United States Department of Justice, Bureau of Prisons, for correctional officer jobs. Both men and women are desired for these positions, which are located in Federal institutions throughout the country and pay a starting salary of \$6,269.

All candidates will take a written examination, as well as being interviewed by a panel of specialists. Character and other personal attributes will be considered in the light of the applicant's ability to adapt to discipline and perform the arduous duties connected with the job. No height or weight specifications have been announced, but applicants must be in

good physical condition and vigorous in relation to size.

Further information may be obtained at New York Region Office of the Civil Service Commission, 220 East 42nd Street, New York City. The application number is 5000-AB.

Send applications to Executive Secretary, Board of U.S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kansas, 66048.

Senior Attorney Job With State

New York State is accepting applications until Aug. 8 for an examination for senior attorney. Salary in this position is \$10,895 to start.

For further information contact the State Department of Civil Service, the State Campus, Albany.

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CSEA's Special Mental Hygiene Committee & Commissioner Miller Discuss Improved Work Conditions

Twelve points affecting working conditions of employees within the Department of Mental Hygiene were discussed recently here by Dr. Alan D. Miller, commissioner of Mental Hygiene and the Special Committee of the Civil Service Employees Assn.

The committee has met regularly with the commissioner and the department since its formation.

Items discussed were:

Eliminate Deletion of Mental Hygiene Hospital Items (positions)

—CSEA asked that the Department of Mental Hygiene cease the practice of deleting items (positions) from State hospitals and State schools, except in situations where wards or buildings are actually closed down or services cut back, until such time as the department can survey each State hospital and State school to determine the actual number of employees required by each institution, based on post staffing.

The commissioner indicated that the elimination of positions in State hospitals and State schools has ceased, and that post staffing surveys are continuing and will continue until each institution has been surveyed. The old procedure or method used in determining the number of positions necessary, namely, patient-staff ratios, are not being used under the post staffing procedure. As a matter of fact, under

the post staffing procedure, it appears that the problem evolving at the present time is the need for more positions, and not less.

Hour Work Week For Institutional Office Employees 37½

—CSEA asked for renewed action for the solution of this problem at the earliest possible date.

Commissioner Miller indicated that he is greatly concerned about this problem and will continue departmental efforts with the Division of the Budget to seek a solution. CSEA suggested that the Division of the Budget be requested to approve the 37½ hour work week for institution office employees on a trial basis. The Commissioner indicated that this suggestion could be a possibility. Dr. Miller indicated that he would have a further report on this matter for CSEA at our next meeting with him in Sept.

Post Staffing at Brooklyn State Hospital

—CSEA asked for a report on post staffing at Brooklyn State Hospital which would include a report of the central office survey team, headed by Dr. Leonard Lang, who visited Brooklyn State Hospital during the month of May, to review in detail the progress made by the hospital and to institute whatever measures are necessary to complete the project. Mr. Bryon, who was part of the survey team, indicated that the hospital was doing a better job in hiring employees to fill positions, and that not too many vacancies were left

to be filled. The survey also found that the four intensive treatment wards have now been set up at Brooklyn, and progress with respect to the staffing of such wards and the operation of such wards is approximately half completed. The survey found that detail attendant items still exist, and that action to eliminate such items is presently pending with the Division of Classification and Compensation.

The Commissioner indicated that he will send SEA a formal letter on the progress being made at Brooklyn.

Additional Food Service Personnel at West Seneca State School

—CSEA asked for a progress report on the acquisition of food service items at West Seneca State School in order to eliminate the necessity of having attendants perform the functions of food service personnel. The department reported that it had requested the establishment of 13 new food service positions at West Seneca State School, with the result that six such positions have been granted by the Division of the Budget and seven more are needed.

The commissioner indicated
(Continued on Page 14)



CONGRATULATIONS — Joseph F. Felly, left, president of the Civil Service Employees Assn., is seen as he congratulated Henry Shemin following the latter's appointment as New York City Labor Commissioner. Felly attended swearing-in ceremonies at City Hall in New York last week.

Nassau County Crossing Guards Install Officers

MINEOLA — The Nassau County School Crossing Guard unit of Nassau County chapter, Civil Service Employees Assn., held their installation of officers recently at Stouffer's Restaurant in Garden City.

Officers installed were: president, Mrs. Frances Peper; first vice president, Mrs. Albert Sartor; second vice president, Mrs. Robert Tebbins; recording secretary, Mrs. Roger Rodriguez Jr.; corresponding secretary, Mrs. Theodore Kopczynski, and treasurer, Mrs. Ernest Warro.

Toastmaster for the luncheon was Nassau chapter president, Irving Flaumenbaum.

County Executive Eugene Nickerson was represented by Sheriff Joseph Maher. CSEA was represented by field representative Arnold Moses.

Rochester State Hosp. Has Tree Planted By American Legion Post

ROCHESTER — Members of Knab-Troutman Post 1495 of the American Legion, most of whom are members of the Civil Service Employees Assn., have presented Rochester State Hospital with a large blue spruce, which was planted in ceremonies in front of the Medical-Surgical Building.

Under Kenneth Manktelow, post commander, a color guard stood at present arms while Dr. Guy Walters, hospital director, and Robert Benedict, president of the hospital's board of directors, planted the tree.

The CSEA was represented by Ellen Stillhard, president of the Rochester State Hospital chapter, and by Claude E. Rowell, a chapter delegate. More than 50 doctors and nurses also attended the ceremonies.

Monahan Re-elected Armory Employees Chapter, President

Peter Monahan has been re-elected president of the Metropolitan Armory Employees chapter, Civil Service Employees Assn.

Elected to serve with him were: Raymond McLean, vice president; Frank Wallace, executive secretary; William Wright, corresponding secretary; Bernard O'Reilly, recording secretary; George Fisher, treasurer and Henry Schmitz, sergeant-at-arms.

Following the recent elections, Colonel Herman L. Lutz, super-

intendent of the State Armory at 68 Lexington Ave., New York City, installed the new officers. Michael Seward and Leonard Smith were presented with longevity awards at the installation dinner.

Speakers at the affair were Jack DeLisi, a member of the CSEA Board of Directors, who discussed the progress made in the State Legislature, and Frank Wallace, chairman of the CSEA Human Rights Committee who gave a resume of committee projects.



C. I. OFFICERS — Olek Riznyk, right, personnel administrator at Central Islip State Hospital served as installing officer for the new officers of the hospital's chapter, Civil Service Employees Assn., recently. Others left to right, are: Lawrence Lazarus, treasurer; Dorothea Militello, recording secretary; Ben Militello, corresponding secretary; Thomas Purtell, president; Lawrence Martinsen, first vice president and Michael Murphy, second vice president.

Miss Loustalot Named

MINEOLA — Nassau Welfare Commissioner Joseph S. Barbaro has announced the appointment of Miss Lorraine Loustalot as Director of Children's Services. She succeeds Miss Margaret M. Kirby, who retired.

3-Grade Boost For Psychiatric Nurses Sought

ALBANY — An application for a three-grade salary reallocation for supervising nurses (psychiatric) in State Institutions, prepared by the Civil Service Employees Assn., has been transmitted to the Department of Mental Hygiene for endorsement and submission to the Division of Classification and Compensation.

The request, accompanied by an 11-page statement in support of CSEA's arguments for an immediate reallocation, was sent last week to Dr. Alan D. Miller, commissioner of Mental Hygiene.

In its request, CSEA outlines the history of the supervising nurses' (psychiatric) salary history and relates it in detail to other comparable positions in State service.

The application also presents detailed comparisons with comparable titles in other public jurisdictions which compete with the State for nursing personnel.

It also examines closely the duties and responsibilities of the position and gives extensive examples of the duties in a number of specific areas, including: direct patient care, supervision and management of patients; patient care and treatment; nursing supervision; training and orientation of ward personnel; ward organization and administration; time-keeping and record maintenance

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☆ U. S. Service News ☆
President Expected To Sign Pay Bill This Week

Last week the Congress gave its final approval to the pay raise legislation for Federal employees. The 3.2 pay raise and fringe benefit bill went to the White House where it should be signed by the President this week.

Once the Senate members overcame their hesitation to pass the legislation its procedure was stepped up considerably. Rep. James H. Morrison made a motion in the House that it accept the Senate's amendments to the basic

House bill and speed its approval. One point made by Morrison was that the Senate's changes were relatively minor and that it had reduced the over-all cost of the bill by \$24 million annually. The bill will cost \$505.8 million annually.

It was decided that there was little to be gained by sending the bill to a Senate-House conference for further negotiation, although many in the House felt that the Federal employees should have received more than the actual 2.9 across-the-board raise.

The pay raise bill provides a flat increase of 2.9 per cent for more than 1.8 million classified, postal, Foreign Service, VA medical and District government employees, retroactive to July 1. Exceptions to the flat rate are the few thousand Federal workers in the super-grade positions. Their raise will amount to approximately 1.5 per cent.

The maximum super-grade is raised to \$25,890 by the bill.

Also included under the bill as of a last minute amendment are 150,000 white collar workers in the Central Intelligence Agency, Defense Intelligence, the National Security Agency and the Tennessee Valley Authority, among others.

Some of the improvements in the benefits section of the bill made by last minute amendments are:

- Overtime pay for classified workers who are ordered to work in excess of the regular eight-hour day. Also, the maximum rate on which classified overtime can be paid will be raised from the minimum rate of Grade 9 (now \$7,479) to the starting rate of Grade 10 (\$8,421 in the bill).
- Increased Government contributions toward the premium costs of the Federal employee health benefits program which will be raised from \$1.30 to \$1.68 each two-week pay period for single employees, and from \$3.12 to \$4.10 for family coverage.
- A 25 per cent differential for Sunday work by classified and wage board employees.
- Postal supervisors through Level 10 must be paid cash for overtime work at regular penalty pay rates. At present, supervisors above Level 7 can be given compensatory time off in lieu of overtime pay.
- Higher allowances for employees required to wear uniforms on the job, such as letter carriers, nurses, elevator operators and the like. Those now receiving \$100 a year would get \$125; those getting \$75 to \$100 would be given a 30 per cent increase; from \$50 to \$75, a 35 per cent increase, and a 40 per cent boost for those getting less than \$50 a year.

A number of other provisions in the bill are retroactive to July 1, such as those to permit employees to retire on full annuities at 55 after 30 years of service, and also to retire at 60 after 20 years.

The final agreement eliminated a House provision to allow 93,700 employees who retired before

(Continued on Page 6)

Where to Apply For Public Jobs

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

CITY

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or if stated otherwise in the examination announcement.

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

STATE

STATE—Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BARclay 7-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

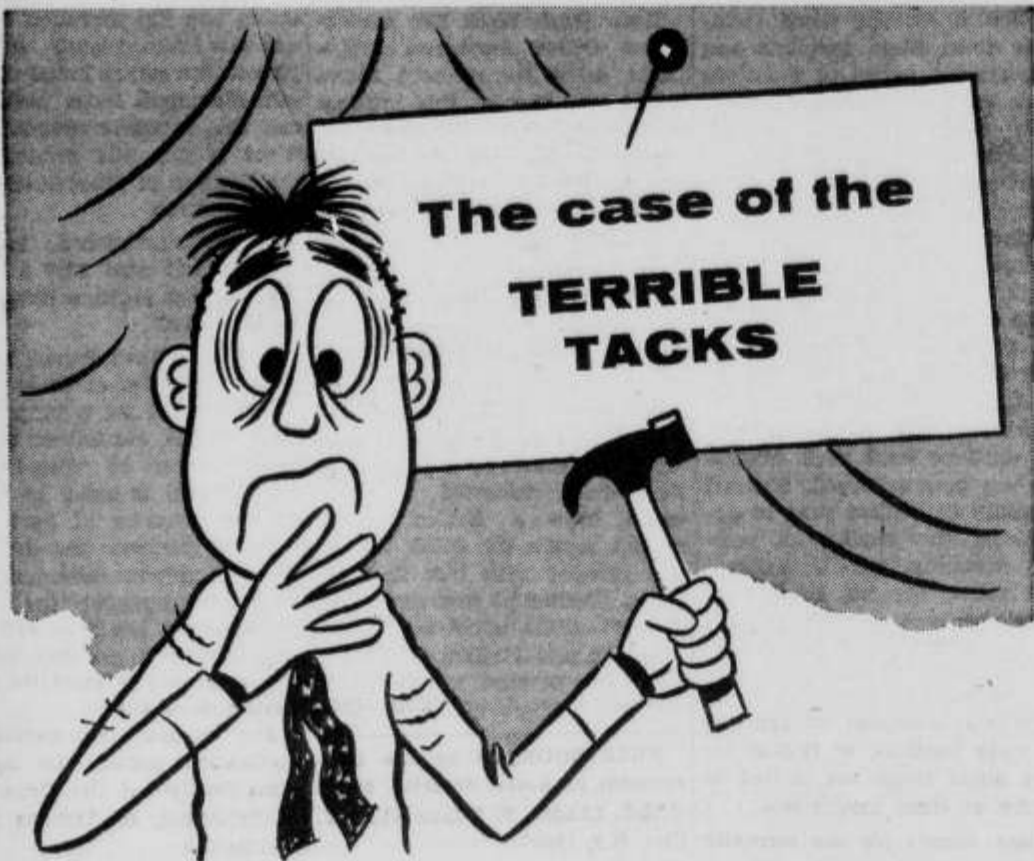
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

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

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturday. Telephone YU 6-2626.

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



A storekeeper was decorating his show-window with his mouth full of tacks when a passerby knocked sharply on the window to attract his attention. This so startled the storekeeper that he swallowed the tacks. The resulting medical bills, which could have been a heavy tax on his bank account, were covered by his Accident insurance policy.

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

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P.S. If you have the insurance, why not take a few minutes and explain it to a new employee.

Immediate Openings

Hospital Attendant Jobs Paying To \$100 Are Open; No Test, No Requirements

A large number of career positions as attendants working with mentally ill and retarded are available at New York State Department of Mental Hygiene hospitals and schools throughout the state.

Dr. Alan D. Miller, Commissioner of Mental Hygiene, points out that these positions include extensive training programs and offer all benefits of State service, plus excellent opportunities for promotion.

"Moreover," Dr. Miller said, "the person entering this field has a real opportunity to help others, and to experience the rich personal rewards of such service. Through working with patients, offering them understanding and encouragement, the psychiatric attendant can help them along the way on their road to recovery."

Beginning psychiatric attendants are paid \$4,225 a year with progressive, automatic salary increases to \$5,260. They may qualify for promotions through Civil Service tests, and may rise to the level of chief supervising atten-

nant, with a salary range of \$7,905 to \$9,580 annually.

"Because of the expansion now under way in the Department of Mental Hygiene," Dr. Miller said, "opportunities for advancement will occur often and promotions will be made frequently."

Applicants should be in good health, be U.S. citizens and have a real interest in helping sick people. There are no special educational or experience requirements and applicants do not have to be residents of New York State.

Beginning attendants are given a 250-hour basic training program, including a three-week orientation, 50 hours of formal classroom instruction and demon-

strations in nursing techniques and clinical practice. Classes deal with such topics as prevention of mental illness, treatment of the mentally ill and the mentally retarded and care of patients with special needs such as children, people suffering from alcoholism or narcotic addiction, the deaf and the blind. In addition, there are in-service training programs for aides in State service.

Those selected for the positions will receive all the benefits of civil service employment, including year-round job security, liberal vacation and sick leave, eleven paid holidays, state-financed retirement and health insurance programs, Social Security coverage and regularly scheduled pay increases.

Persons interested in applying for these positions, or finding out more about them, are invited to inquire at these institutions:

State schools for the mentally retarded — Letchworth Village, Thiells, Rockland County; Rome State School, Rome; Wassaic State School, Wassaic; and Wiltonbrook State School, Staten Island.

State hospitals for the mentally ill — Brooklyn State Hospital, Brooklyn; Harlem Valley State Hospital, Wingdale, Dutchess County; Hudson River State Hospital, Poughkeepsie; Kings Park State Hospital, Kings Park, Long Island; Manhattan State Hospital, Ward's Island, New York City; Pilgrim State Hospital, West Brentwood, Long Island; Rochester State Hospital, Rochester; and Rockland State Hospital, Orangeburg.

While the greatest number of vacancies for psychiatric attendants exist at these facilities, there also are positions open at other state hospitals and schools. Information is available from: Office of Personnel, State Department of Mental Hygiene, 119 Washington Avenue, Albany, New York 12225.

NYC Social Worker Jobs

Applications for an examination for social worker jobs are being accepted on a continual basis by the New York City Department of Personnel.

This position is salary grade 17 with a pay range of \$6,750 to and including \$8,550 per annum.

Applicants will not be required to take a written test.

For further information and applications contact the Applications Section of the Department of Personnel, 49 Thomas Street.

State Jobs Open For Two-Year College Grads

Applications are being accepted by the State of New York Civil Service Commission until November 10 for examinations open to two-year college graduates and upperclassmen in two-year colleges.

There are many openings throughout the State in administrative, professional and technical fields.

Salaries vary but are in the range of \$4,725 to \$6,300 to start.

It is expected that the test for these positions will be held on December 3.

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

Draftsman Test Is Open Continually

The New York City Department of Personnel is accepting applications on a continual basis for an examination for civil engineering draftsman.

Salary in this position is \$7,100.

The written test is expected to be held in December of this year.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street, New York City.

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Gov. Nurse Jobs Here And Abroad

The United States Government is accepting applications on a continual basis for a variety of career jobs for professional nurses. Positions will be located throughout the U.S. and abroad.

Salary ranges from \$4,345 to \$10,635. There are positions as staff nurse, head nurse, nurse supervisor, operating room nurse and many more.

There is no closing date for this announcement.

For further information, contact the New York City Regional Office of the U.S. Civil Service Commission at 220 East 42nd Street, and ask for announcement 123.

Printing Buyer Opens In City

Applications will be accepted from now through July 26 for an examination for printing buyer, the New York City Department of Personnel announced.

Salary in this job is in grade 10 with a pay range of \$7,800 to \$9,600.

The training and experience test is expected to take place in November but is tentative and is subject to change.

For further information and application contact the Applications Section of the Department of Personnel, 49 Thomas Street, Manhattan.

Shoppers Service Guide

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Tuesday, July 19, 1966

Transit Police Equality

IN order to correct inequities in tour assignments, the Patrolmen's Benevolent Assn. of the Transit Authority Police Department has successfully guided through the State Senate and Assembly, a bill which would mandate more equitable working hours for its 2,700 members.

But this legislation must be signed into law by the Governor before the Transit Authority is mandated to stop setting hours which allow for only one week of day duty to every six week of night duty.

The State's only larger department, the New York City Police Force, has already received this guarantee as the result of similar legislation in a former session.

We urge Governor Rockefeller to sign this bill so that these policemen can enjoy the same rights as their fellow officers who work above ground. Policemen everywhere face the same problems and perform the same service—be it in the subway system or in the street.

A Lesson In Logic

GOVERNMENTS ranging from the size of New York City to the State's smallest town might examine with some profit the recent worker benefits produced for employees in the Town of Hempstead after negotiations between the town supervisor, Ralph G. Caso, and Irving Flaumenbaum, president of the Nassau County chapter of the Civil Service Employees Assn.

The same can be said for negotiations on benefits recently concluded by Broome County officials and the local unit of the CSEA.

In both cases, public employees won good, solid gains in the area of salary improvements, health insurance, retirement and other benefits. The important factor is that these negotiations were conducted with patience, mutual understanding and without any need to resort to strike threats or work slow downs.

We think this was possible because of the logic of a statement made by Mr. Flaumenbaum when he said that "It only goes to prove that negotiations between honest and responsible people generally end up favorable to both sides."

When Mr. Caso announced that all the Town of Hempstead's employees would receive fully-paid health insurance and retirement plans, cash for overtime and night work differential pay, his reasoning was equally logical. "Fringe benefits for public employees have lingered behind those in private industry," he said. "We are trying to bring them into line to improve service and the calibre of people attracted to government work."

We suggest that any city, town or county now engaged in employee negotiations take a lesson in logic from those two statements.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Sunday, July 24

4:00 p.m.—City Close-Up—Patricia Marx interviews Charles Abrams, city planner.

7:30 p.m.—Safe Driving—"Stay Alive" and "Mickey's Big Chance."

9:00 p.m.—New Dimensions of Education—George Probst, host.

9:30 p.m.—Viewpoint on Mental Health—"Psychiatric Services for Children and Adolescents."

Monday, July 25

4:00 p.m.—Around the Clock—New York City Police training program, "Resuscitator."

6:00 p.m.—Community Action—"Wiltwyck School: Its Approach to Troubled Boys."

7:30 p.m.—On the Job—New York City Fire Department training program, "Resuscitator."

8:30 p.m.—Safe Driving—"Pedestrians" and "The Smith System."

Tuesday, July 26

4:00 p.m.—Around the Clock—New York City Police training program, "Public Morals Law Enforcement."

7:00 p.m.—Viewpoint on Mental Health—"Alcoholism."

Wednesday, July 27

3:30 p.m.—Viewpoint on Mental Health—"Alcoholism."

4:00 p.m.—Around the Clock—New York City Police Department training program, "Public Morals Law Enforcement."

5:30 p.m.—Safe Driving—"Pedestrians" and "The Smith System."

7:30 p.m.—On the Job—New York City Fire Department training program, "Resuscitator."

Thursday, July 28

4:00 p.m.—Around the Clock—New York City Police training program, "Public Morals Law Enforcement."

7:30 p.m.—On the Job—New York City Fire Department training program.

8:30 p.m.—City Close-Up—Patricia Marx interviews Dr. Efram Ramirez, Director of Narcotics Control Commission.

Friday, July 29

4:00 p.m.—Around the Clock—New York City Police training program, "Public Morals Law Enforcement."

Saturday, July 30

7:00 p.m.—Community Action—"Wiltwyck School: Its Approach to Troubled Boys."

7:30 p.m.—On the Job—New York City Fire Department training program.

U.S. News

(Continued from Page 4)

1962 to recompute their annuities under the more liberal 1962 formula. However, the House agreed to a Senate amendment giving a 10 per cent increase to 3,330,000 widows and widowers of employees who retired before the '62 act. The House measure originally provided an increase for only 273,700 such survivors.

Civil Service Law & You

By WILLIAM GOFFEN



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

Salary Insufficiency

SALARY RANGES of civil service employees do not keep track with inflationary trends. Consequently, it becomes increasingly difficult to recruit people on the basis of established rates of compensation. When better starting salaries are offered, the recruitment problem is solved.

SOMETIMES THE Civil Service Commission erroneously concludes that difficulty of recruitment is due to an inadequacy of well qualified applicants, when the real problem is inadequate salary. The Commission may resort to the continuous recruitment procedure authorized by an amendment to the Civil Service Law which became effective March 11, 1963. The amendment authorizes the establishment of a continuing eligible list in which names are inserted from time to time on the basis of successive examinations. Manifestly, the procedure is of doubtful constitutionality in that it wrecks havoc with the merit system requiring that civil service employees competing for appointment be selected on the basis of successful participation in the same competitive examination. While one may attempt to excuse the disregard of the merit system on the assumption of inadequacy of qualified persons, it is often more likely that there is no shortage of well qualified persons, but rather a failure to pay salaries at the market rates.

SOLVING THE problem of recruitment by paying going rates may require adjustments of salaries of other employees who have been doing the same work for lesser compensation. Section 131, subdivision 1a, of the Civil Service Law authorizes appointments in certain cases above the minimum salary when the appointee presents training or experience substantially in excess of the minimum requirements of the position. The appointments may not be at rates in excess of four increment steps above the minimum salary of the grade. Such authorization is applicable to technical, administrative, and scientific positions in skilled and semi-skilled trades. Appointments at higher than minimum rate must be authorized by regulations promulgated by the Director of the Budget.

IN EISEN v. Adler (New York Law Journal, June 24, 1966) Justice Hoyt of the Westchester County Supreme Court considered a petition under Article 78 to compel the City of Yonkers to upgrade the salary of the petitioner, an assistant corporation counsel, to equal the rate of compensation of another assistant corporation counsel who was subsequently appointed.

IT WAS conceded (1) that the petitioner has been performing all work assigned to him by the corporation counsel ever since his appointment in 1962; (2) that another assistant corporation counsel was appointed in September 1965; and (3) that the subsequent appointee was paid a higher salary.

IN DEFENSE, the respondents pleaded the four months' statute of limitations and that, in any event, the position is legally insufficient.

IN SUPPORT of the defense of the statute of limitations, the respondents concluded that the cause of action arose on September 24, 1965, the date of the subsequent appointment. The Court noted that the petitioner demanded a salary adjustment on October 13, 1965. As the court proceeding was instituted on February 2, 1966, it certainly was brought within four months of an adverse determination of petitioner's request for equal pay.

IN SUPPORT of the defense of legal insufficiency, the respondents submitted affidavits purporting to show that the petitioner had lesser responsibility than the subsequent appointee, in that the former handled Workmen's Compensation claims and the latter litigation.

IN SUSTAINING the petition, Justice Hoyt observed that the only relevant fact was that both lawyers held the same title calling for the same qualifications, experience and duties. Therefore, the respondents should have increased the petitioner's salary to bring it up to the salary of the new appointee. The salary increase is required by Section 131, subdivision 1a, which states that "the salaries of other employees serving in the same title in the same geographical area or location having qualifications of training or experience equivalent to those of the person appointed shall be increased by such amount as may be necessary to equal the rate of compensation of the person appointed."

(Continued on Page 15)

Housing Patrolman Exam Filing Now

Applications for an exam for housing patrolman will be accepted through July 26 by the New York City Department of Personnel. The job is not open to women.

The starting salary in the position is \$7,032 per annum with additional uniform allowance, sick leave, health insurance and retirement benefits, as well as other fringe benefits.

The tentative date for the written examination on Oct. 22, but is subject to change.

For further information contact the Applications Section of the Department of Personnel, 49 Thomas Street.

Dietitian Jobs With U.S. Gov. Open Continually

The United States Civil Service Commission is accepting applications on a continual basis for an examination for dietitian. Salaries range from \$4,690 to \$7,690 a year.

These positions are at Veterans Administration Hospitals and outpatient clinics throughout the

United States.

For further information and applications contact the Executive Secretary, Central Board of U.S. Civil Service Examiners, Veterans Administration, Washington, D.C., and ask for announcement number 221 B.

PHN's Needed In Nassau County

Nassau County is holding continual examinations for public health nurse. Salary in this position is \$6,324 to \$8,148.

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

Prison Social Work Jobs For Correctional Treatment Specialists

Applications are being accepted on a continual basis by the United States Department of Justice for correctional treatment specialists, who will do social casework in the Federal prison system. The positions are in Grade GS-7 or GS-9, according to experience.

No written tests are required. Experience ratings, plus physical fitness and aptness of residency to jobs will determine eligibility. The position offers liberal promotion and retirement opportunities and benefits.

For further information and

applications write to the New York Region Office, U.S. Civil Service Commission, 220 East 42nd Street, New York City, New York. Ask for Standard form 57, plus card form 5001-BC. Send application forms to the Execu-

tive Secretary, U.S. Civil Service Board of Examiners, U.S. Penitentiary, Leavenworth, Kansas.

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DON'T REPEAT THIS

(Continued from Page 1)
by no means comprise the total list of strong, youthful talent available to the Democrats this year.

Steve Smith, brother-in-law of Sen. Robert F. Kennedy, is an ideal candidate for governor, we reported some Democrats as saying, with Edwin L. Weisl, Jr., an assistant U.S. Attorney General, as lieutenant governor and Clifford Alexander, young attorney born in Harlem and now serving as associate counsel to President Johnson, as attorney general on the ballot. All are in their thirties.

But the roster doesn't stop there. Without attempting to place

any particular person as a candidate for any particular office, here are some more bright, young men who could serve the Democrats, now and in the future.

CHARLES MALOY: Maloy entered Monroe County politics six years ago at the age of 28 and when he later was elected a Rochester city councilman he was the youngest man in the history of the city to be named to that office. His brilliant rise in these few years has led to the chairmanship of the Monroe County Democratic Committee, one of the most important party committees in the State.

VICTOR ANFUSO, Jr., son of

New York City's Supreme Court judge. He did an outstanding job as the chairman of Young Citizens for Johnson in 1964. The younger Anfuso is a graduate of St. John's Law College.

SARAH and VICTOR KOVNER: We have to include one bright young woman here because Sarah and Victor Kovner have been a successful team in Greenwich Village politics. Mrs. Kovner is a former Democratic State Committee woman and her husband is a district leader in the Village. They are a bright, attractive couple. Mrs. Kovner is a Vassar College graduate and Mr. Kovner holds degrees from Yale and Columbia

Universities.

JAMES FARLEY, Jr.: At 38, the younger Farley is president of Central State Bank and active in Democratic politics. A resident of New Rochelle, he ran the Congressional campaign of Frank Coniff and was recently appointed to the 1966 Democratic Platform and Resolutions Committee in the State. He is also very active in many religious and charitable organizations.

CHARLES RANGLE: This young district leader in Harlem is considered a "comer" by many Democratic pros. Bright, young and articulate.

WILLIAM VANDEN HEUVEL: A former assistant of the U.S. Attorney General's office when Robert F. Kennedy held the post, Vanden Heuvel continues his close

association with the Kennedy team. He received wide publicity when fighting school segregation in Virginia during the days of President Kennedy's administration and is considered to have wide intellectual and liberal support.

More On List

It is impossible to give a detailed sketch of all the potential gifted young men in the Democratic ranks and, certainly, we cannot name them all. But here are some other, "star" material names of men, all in their 30s or early 40s:

Percy Sutton, Assemblyman from Harlem who gave an outstanding performance in his freshman year in the Assembly and is now slated to be named Manhattan Borough President when Constance Motley Baker is named to a Federal judgeship; Frank Carns, active in Broome County politics; Joe Fallon, president of the U.S. Youth Council; John Kearney, president of the New York State Young Democrats; James Glavin, III, chairman of the Saratoga County Democratic Committee; Congressman John Murphy, whose district includes part of Kings County and Staten Island; Paul Mundt, Clarkstown Supervisor in Rockland County and,

Richard Ottinger, Jr., Congressman from Westchester; Paul Rao, Jr., former New York City Tax Commissioner; R. Peter Straus, president of Radio Station WMCA; Anthony Di Falco, son of a Manhattan Surrogate and popular New York attorney; William Thompson, prominent Negro attorney and State Senator from Manhattan; Edwin Wesley, a prominent New York City attorney, and Richard Ravitch, head of the H-R-H Construction Co.

Many of the aides of Senators Robert and Ted Kennedy would make valuable additions to the list. Brilliant, young Alan Novak, legal counsel to Ted Kennedy happens to be a New York resident. And one of the many highly qualified men associated with Robert Kennedy is New York attorney Peter Fishbein, who served as an aide to the Senator and is now an associate in one of New York's top law firms.

While other names could certainly be added to the this list, it is not going too far afield to predict that out of these ranks will come some of the strongest candidates of the future.

Five Days — \$199

Puerto Rico And Virgin Island Tour Now Open

Civil Service Travel Club has launched its 1966-67 travel program with a five-day Columbus Day trip to San Juan, Puerto Rico, and St. Thomas in the Virgin Islands at a price of only \$199.

Included in the offering is round trip jet transportation, hotel accommodations in the deluxe Conrado Beach Hotel, in Puerto Rico and the Virgin Isle Hilton Hotel at St. Thomas, sightseeing tours and parties.

The tour will depart from Kennedy Airport in New York City on Oct. 12 and return there on Oct. 16.

An application blank and full details of the trip may be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y.

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By V. RAIDER WEXLER

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MULTILITH OPERATORS with experience in printing and offset commercial shop will earn from \$90 to \$110 a week . . . Experienced **TRANSCRIBING MACHINE OPERATORS** are needed at various Manhattan locations. The work is mostly with electric typewriter with some manual. Salary ranges from \$85 to \$95 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., near 51st St., Manhattan.

Needed in Queens is a fully experienced **TELEVISION SERVICEMAN** with a driver's license. The pay is \$110 to \$125 a week . . . **AIR CONDITIONER INSTALLERS** will earn from \$100 to \$140 a week. Must be experienced in installing and repairing window air conditioners. Driver's

license is necessary for most jobs. . . . A **WRAPPING MACHINE OPERATOR** experienced on the S & S paper box machine will get \$75 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

An experienced **JOB PRINTER** will earn \$85 a week and more. He will be 2/3rd compositor; do make-up work, hand composition; make ready and hand feed Kluge

and Chandler and Price . . . A **SAMPLE CARD CUTTER** experienced on Lawson and Seybold paper cutters will get \$98 a week and up to cut sample cards using guillotine. Will cut fabric and plain and printed cardboard . . . Apply at the Manhattan Industrial Office, 255 West 54th St between Broadway and Eighth Ave.

Needed in Brooklyn are **REPAIRMEN** to do general body and fender repairs on automobiles. Must have own tools. The pay is \$100 to \$125 a week . . . **AUTO MECHANICS** with own tools and operator's license are needed to do general automotive repair. Work includes ignition, brake and rear end, some alignment, engine repair and drive train, clutch and standard transmission. The pay

is \$90 to \$125 for a 5 to 6-day, 40 to 48-hour week . . . Experienced **SERVICE STATION ATTENDANTS** are needed to sell gas and oil, fix flats, some minor repairs, car lubrication. Must have New York State driver's license. The pay is \$70 to \$90 for a six-day week including weekends . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn St. in downtown Brooklyn.

FARM WORKERS are needed for six to eight months in New York, New Jersey and Connecticut. Those with recent farm experience are preferred, but any person able to do heavy manual labor may apply. The pay range is \$1.20 an hour plus five cents an hour end-of-season bonus up to \$1.40 an hour for a 40 to 60-hour, six-day week. Free government-ap-

proved housing is provided . . . Apply at the Farm Unit of the Manhattan Service Industries Office, 247 West 54th St. between Broadway and Eighth Ave.

Actuarial Job Closes Sept. 10

New York State is accepting applications until Sept. 10 for positions as supervising actuary (life). There will be no written examination for this job.

Salary is \$16,655 to \$19,590. For further information contact the State Department of Civil Service, the State Campus, Albany.

THE BILL OF OUR RIGHTS



STATE OF NEW YORK

Intro. S. 662
Print S. 662

Intro. A. 1388
Print A. 1388

SENATE — ASSEMBLY

January 10, 1966

IN SENATE—Introduced by Mr. MACKELL—read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions

IN ASSEMBLY—Introduced by Mr. MARESCA—read once and referred to the Committee on City of New York

AN ACT

To amend chapter three hundred sixty of the laws of nineteen hundred eleven, re-entitled "An act to promote the health and efficiency of policemen in certain cities, counties, towns and villages of the state," in relation to tours of members of the uniformed transit police force of the New York city transit authority

The People of the State of New York

This is an actual reproduction of first page. Now passed by the Senate and Assembly. Refer to the numbers when writing to the Governor.

THIS advertisement tells a story of profound importance to every New Yorker. It is the story of the terrific beating our Transit Policemen have been taking these many months.

Overburdened by a system that requires five weeks of night tours in every six weeks; 130 members of the Transit Authority Police Department have resigned since December. During the month of June about 60 members have resigned.

You will be interested to know that the 600 City policemen assigned to work in the subways have gradually returned to the streets. We are confident that they do not choose to return or will they be ordered to return.

Seven hundred, or more, young policemen (average age 23 years) are seriously inconvenienced and the working hours play havoc with their family and home life. These men arrive at their posts at 8 P.M. and toil until 4 A.M. In the morning. It is understandable that because of the bewitching hours they cannot enjoy family life—yes, not even time for their religious duties.

At this point their morale is at the lowest—they need instant relief. We urge the Governor, the Mayor, and the Transit Authority to take immediate steps to adjust this one-sided duty chart. Why should our men be second-class citizens?

The CRISIS that prevailed has passed! The serious emergency that existed is over and the return to normalcy is here.

Our three Commissioners: Joseph E. O'Grady, John J. Gilhooly and Daniel T. Scanell have stated that crime on the subways has been drastically reduced and curtailed to the extent of a 64% reduction. You can now ride the subways in confidence.

Featured in this advertisement is the "mast-head" of "The Bill of Our Rights"—it would make the THREE platoon measure Law. This bill has been passed by both the Senate and the Assembly. Your legislators know our problem. It certainly smacks of discrimination. The enactment of the MACKELL-MARESCA BILL is awaiting the Governor's signature. Our great City firefighters and City police enjoy a two and three platoon system. WHY NOT US?

We want your help. We need your help. Please write to the Governor today—request him to sign this all important bill.

Patrolmen's Benevolent Association New York City Transit Police

299 BROADWAY, NEW YORK, N. Y. 10007 TELEPHONE 964-6953-6992

JAMES B. ROONEY, President

William G. Otterbeck Julian Aschendorf Henry Nelson Julius Pieper Arthur P. Murphy Rudolph Skeete
1st Vice-President 2nd Vice-President Executive Secretary Treasurer Financial Secretary Recording Secretary

This is the initial advertisement of a series



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Low cost course, 2 nights w/ky for 12 wks. (Sat. classes also). Exciting secure future. No age or education requirements. Free advisory placement service. Call now.

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Recreation Resource Specialist Positions

Applications are being accepted on a continual basis for recreation resource spe-

cialists jobs by the United States Civil Service Commission. Work will be for the Department of the Interior and other U.S. agencies.

Recreation resource specialists assist governmental and non-governmental organizations in lo-

cating and establishing needs for recreation facilities.

For further information contact the Executive Secretary, Board of U.S. Civil Service Examiners, Office of the Secretary, Department of the Interior, Washington, D.C. 20240.

Need Probation Officers In Many Areas Of State

Applications for probation officers in various counties of the State are being accepted on a continual basis by the New York State Civil Service Commission.

Starting salaries are as high as \$8,440 per year.

Applicants must be either college graduates or college seniors. To be appointed, candidates must have received their bachelor's degree.

Written examinations are given periodically and therefore no appeal or review of test papers will be allowed.

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

Shelter Inspector

The New York City Department of Personnel made public an eligible list July 19 with 17 names in the title of shelter inspector (CD).

GOOD NEWS FOR CIVIL SERVICE EMPLOYEES MUNICIPAL CREDIT UNION

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- Bev Control Insp. \$4.00
- Janitor Custodian \$3.00
- Clerk-Typist-Steno \$3.00
- Motor Vehicle Operator \$4.00
- Engineering Aide \$4.00
- Vacation Playground Asst. \$3.00
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Public Health Advisor; Pays \$7,200 A Year

The United States Civil Service Commission is accepting applications for the position of Public Health Advisor in order to fill jobs in this category throughout the United States.

Starting salaries for this position begin at \$7,220 through \$15,460, from grade GS-9 through GS-15, to be determined according to experience.

Competitors will be required to pass a written test and show experience in administrative, professional or other responsible work which gives evidence of ability to assume responsibility in the field of public health. Some educational advances may be substituted for experience. Specialized experience requirements are also demanded.

For further information and applications write to the New York Region Office, U.S. Civil Service Commission, 220 East 42nd Street, New York City. Ask for form 57.

Stenos Needed By Board of Education

The Board of Education has a number of openings for stenographers at \$4,000 per annum with vacation, sick leave, health plans and other fringe benefits. The positions are located in all boroughs except Richmond.

Apply in person at the Office of Personnel, Room 103, 110 Livingston Street, Brooklyn, N.Y.

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3rd Floor

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— Bill & Johanna Bauer — Hosts —

Constant Job Openings For Office Workers With State

Filing is open on a continuous basis for stenographer, typist and key punch operator examinations, which are held periodically by the New York State Employment Service. Job openings exist throughout the State, with some in New York City.

Starting salary for the stenographers is \$3,810 per annum with five annual increments to a maximum of \$4,755. Typists and key punch operators will receive a starting annual salary of \$3,635 with annual increases to \$4,535.

Examinations for these positions are given regularly at offices of the State Employment Service. In New York City, the office to contact for the exam is at 575 Lexington Avenue, Manhattan, except for the key punch operator. That test is given by the State Civil Service Commission and that agency should be contacted for the time and place of that exam.

There are no education or experience requirements for these exams. However, candidates will have to pass a spelling and vocabulary test and a practical test in typing, stenography or key punch machine operation, whichever one applies to your position.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings in New York City, Buffalo and Syracuse, or any local office of the State Employment Service.

School Custodian

The New York City Department of Personnel established an eligible list July 19 with 150 names in the title of school custodian engineer.

Al & Ethel Stapchuk's EDGEWOOD FALLS FARM

- New deluxe motel, W to W carpet, Air-con. & T.V. in every room. Also rooms in main house with H & C water.
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Telephone Operator Exam Set For Sept. 10 In State

Telephone Operators are needed by New York State to work in various institutions and agencies in New York Counties. A civil service examination to fill the vacancies is scheduled for Sept. 10. Applications must be filed by Aug. 8.

Telephone operators earn \$3,810 to start, with five annual increases to \$4,755. To qualify, candidates must have at least six months experience in operating a telephone switchboard by the date of the test.

A telephone operator completes calls and keeps related records. An operator may work alone or with others, under an immediate supervisor. An operator may also answer inquiries, direct visitors, operate teletype equipment, or do clerical work.

The written test will cover clerical aptitude, telephone operator record-keeping and principles of good telephone service.

For more information and an application, write Field Recruitment Unit No. 251, New York

State Department of Civil Service, 122 Washington Avenue, The State Campus, Albany 12226.


Local Librarian Positions Open Throughout NYS

New York State is accepting applications until Oct. 17 for librarian positions in municipalities, school districts and cooperative library systems.

Salaries vary according to location.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany, or any local office of the State Civil Service Department.

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Accountant Jobs Open With State

The New York State Department of Civil Service is looking for senior accountants and principal cost accountants. A state civil service examination to fill these positions will be held September 10. Applications must be filed by August 8.

A principal cost accountant is responsible for the cost accounting system of the Department of Public Works. Senior accountants perform professional accounting work that involves considerable responsibility for financial records and systems.

At present, there are six vacancies for senior accountant in New York City and one for principal cost accountant in Albany.

A principal cost accountant earns from \$13,500 to \$16,050 in five annual increases. Senior accountants earn from \$8,365 to \$10,125.

To qualify for principal cost accountant, candidates need a bachelor's degree, with specialization in accounting and six years in cost analysis, with two years in an administrative position. For senior accountant, candidates must have a bachelor's degree, with 24 hours in accounting and three years appropriate experience, or a satisfactory equivalent.

For further information and application forms, write Recruitment Unit 258, New York State Department of Civil Service, The State Campus, Albany, New York, 12226.

Specialist Needed In New York State

New York State is accepting applications until Aug. 8 for an examination for education television equipment specialist. Salary is \$7,065 to \$8,590.

For further information contact the State Department of Civil Service, the State Campus, Albany.

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CHEMIST	4.00	POLICE PROMOTION, Vols. 1 & 2 (boxed set)	10.00
CIVIL SERVICE ARITHMETIC	2.00	PORT PATROL OFFICER	4.00
CIVIL SERVICE HANDBOOK	1.00	POST OFFICE CLERK-CARRIER	3.00
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HOSPITAL ATTENDANT	3.00	STENOGRAPHER, SENIOR AND SUPERVISING (Grade 34)	4.00
HOUSING ASSISTANT	4.00	STENOGRAPHER-TYPIST, GS 1-7	3.00
HOUSING CARETAKER	3.00	STENO-TYPIST (N.Y. State)	3.00
HOUSING GUARD	3.00	STENO-TYPIST (Practical)	1.50
HOUSING INSPECTOR	4.00	STOREKEEPER, GS 1-7	3.00
HOUSING MANAGER-ASST HOUSING MANAGER	5.00	STUDENT TRAINEE	3.00
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FIRING LINE — Deputy Inspector Irving Masonson of the Transit Authority Police Department is the latest member of the TAPD to graduate from the FBI National Academy in Washington, D.C. He is shown on the firing line at the academy's firing range at Quantico, Virginia.

Thruway Needs Radio Engineer; Test Is In Sept.

The State of New York is accepting applications for a position as radio engineer with the State Thruway Authority. This position entails the handling of the Thruway's communications systems.

The job pays from \$13,500 to \$16,060 in five annual increases.

A civil service oral test for the position will be held in September. To qualify, candidates must have a bachelor's degree in electronic, electrical or communications engineering; possess a first-class Federal radio-telephone license and have six years' experience with complex communications systems. Additional experience may be substituted for the college training on a year for year basis.

New York State residence is not required.

For more information write Recruitment Unit No. 255, New York State Department of Civil Service, The State Campus, Albany 12226.

New York State Draftsman Jobs

The State Department of Civil Service is accepting applications until Aug. 29 for an examination for draftsman (cartographic). Two exams will be held one for principal draftsman, exam number 27-231, and senior draftsman, exam number 27-230.

Salary for the positions range from \$5,615 to start for the senior position, \$7,065 to start for the principal position.

New York State residency is not required for this test. The examination is going to be held on Oct. 1.

For further information contact the State Department of Civil Service, the State Campus, Albany.

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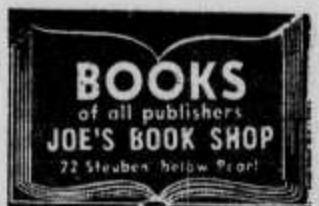
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Mental Hygiene Meeting

(Continued from Page 3)

that the department is continuing to work on this problem of obtaining adequate food service personnel at West Seneca State School and is presently attempting to acquire the additional seven needed positions.

Overtime Employment of Nurses (Including Licensed Practical Nurse and Attendants)—CSEA requested, as it had in the past, that registered nurses, licensed practical nurses and attendants who are required to work overtime be paid for such overtime work.

The department reported that it has obtained an agreement with the Division of the Budget under which paid overtime for nurses and attendants, when necessary and approved, is now granted under a formula wherein monies allocated for vacant items in excess of 10 percent of the total number of items in these titles can be used for such paid overtime. This means that in an institution where more than 10 percent of the registered professional nursing items in each title and where more than 10 percent of the psychiatric attendant items are vacant, the money appropriated to fill vacant items above and beyond the first 10 percent of such vacant items can be used to pay for overtime work by employees in these titles. Thus, some institutions have been allowed to pay overtime to registered professional nurses and attendants, while other institutions have not been allowed to do so because the percent of vacancies in these titles does not exceed 10 percent.

The agreement with the Division of the Budget does not include licensed practical nurses because of the lower vacancy rates in these positions.

Amendment to the Qualifications for Eligibility for Appointment to the Position of Recreation Instructor—CSEA reported that many of its members in positions of assistant recreation instructor strongly feel that they should be afforded a promotional opportunity through a change in the qualifications in the eligibility requirements for the examination for recreation instructor. Presently, minimum qualifications for the position of recreation instructor are college graduation, and either six months of experience in recreation or physical education, either 15 credit hours in positions appropriate to recreation such as physical teaching, music, arts and crafts, or the dramatic arts.

The department indicated that it was not in a position to recommend that individuals lacking a formal academic background be made eligible for the examination of recreation instructor. The department also indicated that it was aware of the need for promotional opportunities for assistant recreation instructors and that it will probably attempt to have a new title or titles created to afford assistant recreation instructors such promotional opportunities.

CSEA will take up this item in the future with the commissioner, to determine what progress is being made in creating promotional opportunities for assistant recreation instructors.

Improvement in Communications and the Time Required in Receiving Answers to Employee Problems at the Institution Level—CSEA reported that very often our mental hygiene institution chapters meet with institution administration officials and bring to their attention many of the problems

involving employees. In many instances, the problems are heard, a solution or decision promised, thus, terminating the situation. Institution administrators should provide a solution to such problems or at least inform CSEA chapter representatives of their decisions on employee matters within a reasonable length of time. We requested that steps be taken to bring about better and more prompt communications regarding the solution of employees' problems at the institution level.

The commissioner indicated that he would like to have particular instances, where such problems exist, brought to his attention. If such instances are brought to his attention, he further indicated that the situation would be handled through discussions with the particular institution directors, and the commissioner.

Snow Time Allowances—CSEA asked for further satisfaction with respect to the inequities involved in allowing snow time with reference to the actual days allowed and the geographical locations covered on the basis of county borders.

The department indicated that it had made strong requests to the Civil Service Commission and to other state officials for a more equitable solution to this problem. Such departmental requests, which included liberalization of the actual days allowed and a more definitive liberalization of the geographical locations of the State covered have been to no avail. As a result of this experience, the department is resurveying its institutions with respect to emergency overtime requirements and has asked for payment in cash for such overtime.

Supervisory Substitution on Surgical Wards—CSEA reported that, at certain institutions, staff attendants are required to substitute for a supervising registered nurse on the evening or night shift when the supervising nurse is on vacation or absent for any reason. Since the usual supervision of surgical wards requires the service of a registered professional nurse, who normally supervises the staff attendants on the evening and night shifts, CSEA took the position that it is essential that the substitute supervisor of such wards be a registered professional nurse rather than a staff attendant. This problem was primarily reported at the Edgewood Division of Pilgrim State Hospital.

The commissioner reported that post staffing provides for "relief on level," and that this problem at Edgewood should be eliminated by the end of this fiscal year under post staffing procedure. He also indicated that paid overtime for professional nursing duty should help to eliminate this problem.

Clarification of the Status of Positions in the Mental Health Information Service—CSEA asked for clarification of the status of the positions in the mental health information service with respect to competitive civil service examinations and minimum qualifications for such positions.

Commissioner Miller indicated that these positions are under the jurisdiction of the courts, and that as such, they come under the jurisdiction of the Judicial Conference.

CSEA will take this matter up with the Judicial Conference.

Special Classification at the Grade 12 Level, for Psychiatric Attendants Required to Care for Inmates Transferred from Cor-

rection Institutions—CSEA pointed out that a recent Supreme Court decision provided that convicted criminals may not be held in correctional hospitals beyond the time of their original sentences. Compliance with this Supreme Court decision has resulted in the transfer of inmates from correctional hospitals at Dannemora and Matteawan to State mental hospitals under the jurisdiction of the Department of Mental Hygiene. As a result, psychiatric attendants caring for what could be termed "inmate patients," are now faced with all of the responsibilities and hazards encountered formerly by their counterparts at Dannemora and Matteawan, but at a considerably lower salary grade. CSEA asked for the department's support in reclassifying and reallocating upward psychiatric attendants who are charged with the responsibility of caring for "inmate patients." The commissioner indicated that the department could not factually support such a request for two primary reasons. First, that after examination, if such a patient is found to have a condition which would tend to make him violent, he would immediately be transferred back to Matteawan State Hospital under the jurisdiction of the Department of Correction. Secondly, such patients who remain in institutions under the jurisdiction of the Department of Mental Hygiene do not present basically different problems to the hospital staff than the problems presented by other mentally ill patients.

Institutional Bulletin Boards—CSEA reported to the commissioner that it had received responses for some of its mental hygiene institution chapters with respect to the use of institutional bulletin boards. The commissioner indicated that this matter would be discussed with the institution directors, and that he would have the information for us presumably at our next meeting with him in September.

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

24 Award Winners Under State Suggestion Program

ALBANY—Sydney Forster, a clerk in the State Conservation Department, has earned \$200 for a money-saving suggestion he submitted to the Civil Service Department's Employee Suggestion Program, Mary Goode Krone, president of the New York State Civil Service Commission has announced. Twenty-three other merit awards were made to State employees during June.

Forster lives in Schenectady. He won his merit award for suggesting a way to simplify the process for recording changes of address of motor boat registrants. The suggestion results in a first-year saving of about 2,000 man hours or \$4,500. In addition an estimated saving of 10,000 mailings will reduce postage expenses by \$500.

Other Winners

Mrs. Rose Labuda, of Climax, a public information specialist with the Department of Agriculture and Markets, Albany, received \$50 for showing how her Department could save about \$1,500 by purchasing a section of the consolidated laws of New York, rather than printing the law themselves.

Another \$50 award went to Edward Powers, Latham, senior clerk, Department of Motor Vehicles. He suggested that his agency use a lighter weight paper for envelopes, at an annual saving of \$800.

There were two \$40 awards. They were earned by Fred Starler, Ossining, correction officer at Sing Sing Prison and Mrs. Madelyn Rickes, Albany, senior clerk, Department of Agriculture and Markets.

Walter Kutzuk, River Edge, New Jersey, workmen's compensation examiner, Workmen's Compensation Board, earned a \$30 award.

\$25 Awards

Four \$25 awards were made. They went to Sharon Connell, Schenectady, stenographer, Department of Motor Vehicles; Joseph Spero, Brooklyn, tax examiner, Department of Taxation and

Finance; Benjamin Davidow, Brooklyn, license investigator, Department of State; John R. Noonan, Watervliet, laboratory technician, Department of Agriculture and Markets.

A joint award of \$20 was earned by Anthony DiMatteo, New York City and Arthur Liff, White-stone, both file clerks, Workmen's Compensation Board.

Shirley Scott, Troy, senior clerk, Department of Taxation and Finance, received a \$15 award.

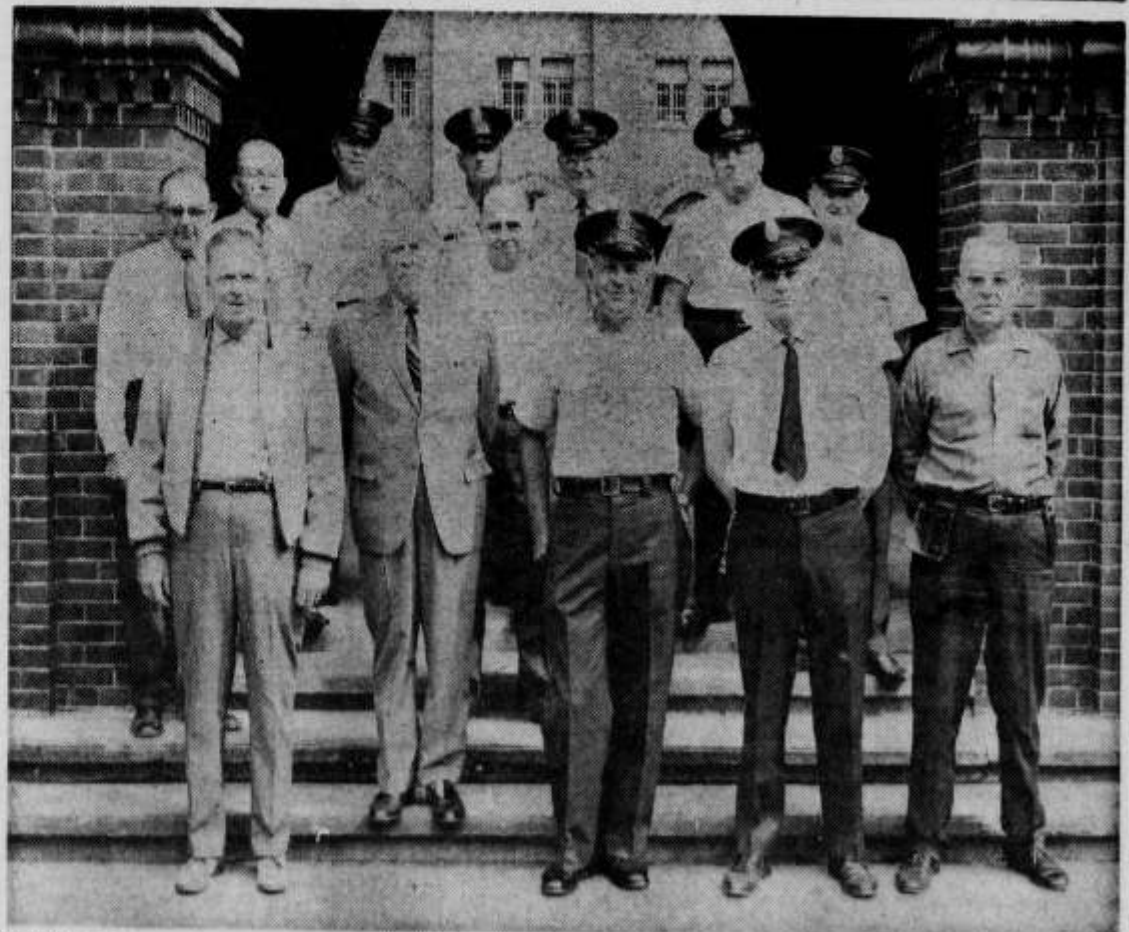
-10 Awards

Ten dollar awards went to Sam Marks, Albany, publications production assistant, State Health Department; William Comerford, Niagara Falls, employment security manager, Division of Employment; May Petrone, Brooklyn, assistant examiner; Dinah Markman, Rockaway Beach, typist, and Mrs. Sylvia Gelman, Brooklyn, typist, all with the Workmen's Compensation Board.

Certificates of merit without cash grants went to Donald McCarthy, Albany, principal clerk, Department of Motor Vehicles; Mrs. Dorothy Bell, Albany, senior clerk, Department of State; David Gelb, New York City, sales finance representative, Banking Department, and to five employees of the Department of Taxation and Finance: Maurice Kaplan, Malverne, principal tax collector; Joseph Unger, Albany, offset printing machine operator; William Laudise, Webster, William Murphy, Schenectady, and Robert Hauke, Troy, all tax examiners.

On Art Council

ALBANY—Hy Faine of New York City, national executive secretary of the American Guild of Musical Artists, has been named by Governor Rockefeller to the State Council of the Arts.



AWARDS — Service awards were recently presented to several members of the personnel of the Woodbourne Correctional Institute by Henry T. Murphy, superintendent, as follows: left to right, front row; Fred McCarthy, Murphy, Irwin

Boxberger, Wesley Sontag, Edward Wichern, and Thomas Loughlin. Back row, same order; Hugh Deuman, William Fenn, Rockwell Hill, Kent Van Nostrand, Donald Harvie, George Myers and Bertram Smith.

Promotion Examinations Are Announced By State; Filing Will Close Aug. 8

The State Department of Civil Service is accepting applications until Aug. 8 for a series of promotion examinations. These jobs are open only to qualified candidates who are permanent employees in the Department or promotion unit for which the exam is announced.

Following are the exam numbers, titles and salaries:

- Interdepartmental**
- 32-128, Senior accountant, \$8,365—\$10,125
 - 32-129, Associate accountant, \$10,895—\$13,080
 - 32-160, Senior identification clerk, \$4,725—\$5,855
 - 32-161, Principal identification clerk, \$5,940—\$7,280
 - 32-163, Senior identification officer (male), \$5,295—\$6,525
 - 32-089, Senior accountant (employment security), \$8,365—\$10,125
 - 32-195, Associate Accountant (employment security), \$10,895—\$13,080
- Audit and Control**
- 32-112, Assistant chief mortgage, investment examiner, \$12,140—\$14,505
 - 32-196, Senior state accounts auditor, \$8,365—\$10,125
 - 32-197, Associate state accounts auditor, \$10,895—\$13,080
 - 32-198, Principal state accounts auditor, \$13,500—\$16,050
- Commerce**
- 32-191, Travel information aide, \$3,295—\$6,525
- Education**
- 32-021, Assistant in education research, \$9,290—\$11,215
- Executive**
- Division of Budget**
- 32-172, Associate Budget Examiner, \$13,500—\$16,050
 - 32-186, Senior budget Examiner, \$10,895—\$13,080
 - 32-187, Senior budget examiner (management), \$10,895—\$13,080
- Division of Housing and Community Renewal**
- 32-194, Principal accountant, \$13,500—\$16,050
- Office For Local Government**
- 32-184, Senior accountant, \$8,365—\$10,125
- Insurance**
- 32-086, Insurance examiner, \$8,365—\$10,125
 - 32-102, Associate insurance examiner (property), \$12,790—\$15,255
 - 32-120, Senior insurance examiner, (complaints), \$10,985—\$13,080
 - 32-121, Senior insurance examiner (life), \$10,895—\$13,080
 - 32-122, Senior insurance examiner (property), \$10,895—\$13,080
 - 32-123, Senior insurance examiner (rates), \$10,895—\$13,080
 - 32-124, Senior insurance examiner (report auditing), \$10,895—\$13,080
 - 32-125, Senior insurance examiner (welfare funds), \$10,895—\$13,080
 - 32-173, Associate insurance examiner, (complaints), \$12,790—\$15,255
- Labor**
- 32-185, Senior boiler inspector,

- \$7,475—\$9,070
- Division of Employment**
- 32-126, Employment specialist (testing), \$8,825—\$10,670
- Workmen's Compensation**
- 32-176, Senior workmen's compensation rehabilitation representative, \$7,905—\$9,580
- 32-182, Associate budgeting analyst, \$10,895—\$13,080
- 32-189, Associate workmen's compensation rehabilitation representative, \$9,290—\$11,215
- Law**
- 32-199, Supervising attorney (realty), \$14,900—\$17,740
- 32-204, Associate attorney (securities), \$13,500—\$16,050
- Mental Hygiene**
- 32-171, Associate budgeting analyst, \$10,895—\$13,080
- Public Service**
- 32-167, Senior accountant (public service), \$8,365—\$10,125
- 33-168, Associate accountant (public service), \$10,895—\$13,080
- 32-169, Principal accountant (public service), \$13,500—\$16,050
- Public Works**
- 32-170, Associate budgeting analyst, \$10,895—\$13,080

- 32-200, Assistant right-of-way agent, \$8,825—\$10,670
 - 32-201, Senior right-of-way agent, \$10,895—\$13,080
 - 32-202, Associate right-of-way agent, \$13,500—\$16,050
 - 32-203, Principal right-of-way agent, \$16,655—\$19,590
 - 32-164, Assistant civil engineer, \$8,825—\$10,670
 - Taxation and Finance**
 - 32-193, Sales tax accounts supervisor, \$12,140—\$14,505
 - Thruway**
 - 32-165, Assistant civil engineer, \$8,825—\$10,670
 - 32-190, Toll serviceman, \$5,000—\$6,180
- For further information contact the State Department of Civil Service, the State Campus, Albany.



COMMITTEE MEETING — The social committee of the Metropolitan Division of Employment chapter, Civil Service Employees Assn. met recently at Gasner's Restaurant to discuss plans for the coming year. Seated around the table are, from right: Geraldine Young, chairman; Grace Allen, Thelma Holder, Rosemary Lyons, Julia Rudel, Ann Bass and Jack Gasner, host at the meeting.

State Budget Examiner Test Closes Aug. 8

The State of New York is accepting applications until Aug. 8 for an examination for associate budget examiner (management). Salary in this position is \$13,500 to start.

For further information contact the State Department of Civil Service, the State Campus, Albany.

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NYS Transportation Analysts' Exam Closes On Aug. 8

The State of New York is accepting applications until Aug. 8 for examinations in the transportation analyst series. There are openings for senior, associate and transportation analysts.

Salaries range from \$8,717 to \$13,500 per year to start.

When applying for information, refer to exam numbers 27-220, 27-221 and 27-222. New York State residency is not required.

For further information contact the State Department of Civil Service, the State Campus, Albany.

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Civil Service Law & YOU
(Continued from Page 6)

THE COURT observed that if there is a substantial difference in the duties of the two attorneys involving different degrees of training, ability and responsibilities, the positions should be given different titles. In the absence of such a distinction, the Civil Service Law entitles the petitioner to the same compensation as the new appointee.

All Broome County Aides To Receive Salary Hikes

(Continued from Page 1)

win and members of the Employees Committee are aware that adjustments must be made between now and October to satisfy us."

Seeks Other Benefits

The county CSEA chapter has asked for an increase in travel allowance for those using their own cars on county business from the present 8 to 11 cents a mile. A Board of Supervisors Committee is studying the request.

The chapter also is seeking fully-paid retirement benefits although the request never has been formally made to Baldwin.

"If Mr. Baldwin and the committee agree to make the adjustments in some salaries we hope they will make, the Association will be more than happy this year," Herrick said.

Herrick is filling the unexpired term of Phillip Bell, who recently left the county to take a job in Newburgh.

In drafting the new schedule, Baldwin combined the 50-grade regular salary schedule and the 60-step professional salary schedule which have been used by the county. Baldwin said the many-grade schedules had become "too cumbersome to work with."

Reasons Cited

Other reasons he gave for formulating the simplified, 30-step schedule which covers all county jobs were these:

ONE—to raise salaries in lower grades to a "satisfactory level." He noted that the new system means that the county will meet the new \$1.50 an hour minimum wage law, although, he said, the county is not now obligated to do so. The lowest hourly pay will be \$1.54, based on a 2,000-hour work year.

A \$3,000 minimum wage has been a Broome CSEA goal for

several years. Former supervisor Richard H. Knauf of the 12th Ward sponsored a resolution aimed at the goal last year, but the measure was turned down.

Baldwin explained that most board members, in his opinion, favored the Knauf suggestion but believed the only equitable method of raising the pay for the lower grades was to adopt a new schedule.

The employees who will benefit with a direct salary raise plus an increase in increments will be primarily hospital aides and food service helpers.

Baldwin told board members that with the increased demand for hospital workers caused by Medicare, the pay of aides may have to be boosted even higher than the new \$3,080 starting salary.

TWO—To put salaries in line with those in comparable counties. He studied salaries in Oneida, Chautauqua, Monroe, Chemung, Orange and Onondaga counties.

The board chairman said the comparison showed that some Broome jobs—particularly at the lower steps—were underpaid.

THREE—To "raise increments to more realistic figures under the present conditions of inflation."

Baldwin said that in most cases a county employee will have his salary raised to meet the new minimum for his job or by the amount of the new increment, whichever figure is larger.

He indicated that some jobs would receive "special consideration" if he and the Employees Committee believed the pay offered under the new schedule was still too low.

New Pay Examples

Some of the salary range changes under the new plan are these:

Cleaners would be in the \$3,-

080-\$4,005 range compared to this year's \$2,780-\$3,530, with the increment raised from \$154 to \$185.

Typists and labor foremen would be raised from \$3,270-\$4,120 to \$3,440-\$4,465, with an increment raise from \$170 to \$205.

Secretaries, engineering aides, X-ray technicians and tabulation machine operators would be raised from \$3,930-\$4,880 to \$4,040-\$5,240.

A sheriff's sergeant would be raised from \$5,570-\$6,740 to \$5,960-\$7,735, with an increment increase from \$234 to \$355.

Welfare caseworkers would go from \$5,070-\$6,160 to a new \$5,360-\$6,960, with an increment raise from \$218 to \$320.

Probation officers would be in the range of \$5,960-\$7,735, compared with this year's \$5,540-\$6,700. The increment would be \$355 instead of the current \$232.

The CSEA committee which is conferring with Baldwin on salary raises and benefit increases includes Herrick, Joseph Gabor, Mrs. Marion K. Olstad, and Mrs. Mary E. Simmons.

Cass Renamed

ALBANY—Edward R. Cass of New York City, a noted penologist, has been reappointed to the State Correction Commission. He first was named to the board by Governor Lehman in 1936 and has been reappointed by Governors Dewey, Harriman and Rockefeller.

Caldwell Reappointed

Governor Rockefeller has reappointed Frank Leonard Caldwell of Syracuse as a member of the Board of Parole for a term ending June 18, 1972. Members of the Board of Parole receive \$23,840 annually.



RETIRING—Ken Darby, president of the Garden City unit of the Nassau chapter, Civil Service Employees Assn., right, congratulates Peter Horan who is retiring from village service after a 29-year career. The former village weighmaster, he was presented with a 21-inch portable television set at the testimonial dinner in his honor at the New Hyde Park Inn.

CSEA Members Can Now Convert Group Life Plan

(Continued from Page 1)

premiums being charged by the Travelers Insurance Company at certain ages for those whose occupations do not require extra premiums. These premiums are for a plan of individual life insur-

ance which will be paid up at age 70.

Conversion to other forms of permanent insurance will be allowed and information concerning cost at particular ages will be furnished any insured member.

Age Nearest Birthday	MALE			
	Annual		Quarterly	
	\$1000	\$2000	\$1000	\$2000
50	\$ 45.98	\$ 91.96	\$11.98	\$23.96
51*	48.48	96.96	12.62	25.24
55	61.58	123.16	15.95	31.90
56*	66.83	133.66	17.30	34.60
60	93.59	187.00	24.10	48.20
61*	103.11	206.22	26.54	53.08

Age Nearest Birthday	FEMALE			
	Annual		Quarterly	
	\$1000	\$2000	\$1000	\$2000
50	\$ 42.60	\$ 85.20	\$11.12	\$22.24
51*	45.03	90.06	11.74	23.48
55	57.69	115.38	14.96	29.92
56*	62.53	125.06	16.21	32.42
60	87.18	174.36	22.49	44.98
61*	96.50	193.00	24.86	49.72

*If date of birth prior to May 1st.

Rates will apply when confirmed by the converted insurance contract.

Premiums for the converted insurance must be paid on at least a quarterly basis.

Any insured member of the CSEA Group Life Insurance Plan who on or after January 1, 1967 reaches 50, 55 or 60, may, during the calendar year in which he attains such age, convert the same amounts of insurance, \$1,000 or \$2,000 by filing a request form prior to September 1 of such year with the Association. The converted policy would become effective as of November 1 of such year. Accordingly, the amount of insurance the member is entitled to under the group plan is reduced by the amount of insurance converted.

Benefits Grow

During the 27 years the CSEA Group Life Plan has operated, it has been underwritten by the Travelers Insurance Company, Hartford, Connecticut, and the

agent has been Ter Bush and Powell, Inc. The plan has grown to cover more than 75,000 CSEA members. Ten percent additional insurance has been provided without increase in cost—premium costs have been reduced—triple indemnity for accidental death has been added—and a premium waiver in the event of total disability prior to age 60 has also been added—without additional cost.

Insured members interested in this new conversion privilege should write to CSEA Headquarters promptly to secure the necessary information and request forms which they can use to apply for the converted insurance. Remember—such request forms must be filed with the Association's Albany Headquarters prior to September 1, 1966, for the converted insurance to take effect on the following November 1.



STATE U. OFFICERS—Officers of the Civil Service Employees Assn. at the State University College at Geneseo were installed by installation officer, Melba Binn, president of Western Conference CSEA, at a dinner recently. Back row, left to right: Helen S. Weber, alternate delegate; Jo-

anne E. Dodd, secretary; Harriet McCaughey, vice-president; Arthur Lantz, member of the CSEA executive council; Melba Binn, installing officer; and Edna Randall, delegate. Front row, left to right: Mary Montemarono, member of CSEA executive council; Angela B. Saunders, treasurer; and Florence Beckwith, president.