

## Civil Service LEADER

America's Largest Weekly for Public Employees

## Model Essay Answers In Fire Lieut. Test

See Page 13

Vol. 7—No. 45

Tuesday, July 23, 1946

Price Five Cents

# STENO-TYPIST EXAM WILL BE RE-OPENED

## Postal Clerk-Carrier Test Postponed to Oct. 1

By ETHEL V. HARMON

The U. S. examination for Substitute Clerk-Carrier jobs in the Post Office will start on Thursday, August 1.

Seven consecutive days will be devoted exclusively to examining the candidates who are now occupying temporary positions in these titles. These will not be the first seven days of the extensive period set aside for the examination.

The present 11,000 employees, seeking to have their temporary positions made probationary, thus leading to permanency, have entered the examination practically 100 per cent. Not only have they much to gain, but they have an edge, in that they may attain within 5 points of the pass mark, and still get on the register.

### Capacity Crowds

There is no present information on when the rating of the papers in the written test could be completed, nor when the register of eligibles will be established.

Most of the candidates will be  
(Continued from Page 8)

## Patrolman Pass Mark

The pass mark in the examination for Patrolman (P.D.) is expected to be about 83, and the list composed of about 3,400 names. While the pass mark of the 3,000th candidate was to be determining, the number will be increased because of the many ties, and also to give consideration to veterans who were clamoring for the inclusion of all 3,889 who passed the written, medical and physical tests.

The list is expected to be promulgated late next month. Mayor O'Dwyer has shown an interest in having appointments made as soon as practicable. There is budgetary provision for the salaries.

## U.S. Local Boards Preparing Exams

Considerable early activity in announcing examinations is expected of U.S. Local Boards of Examiners, set up in individual departments and agencies, where personnel of specialized skills are required. Already a beginning has been made with the announcement of the examination for Radar Repairman, Port of Embarkation, 58th Street and First Avenue, Brooklyn, to which applications should be made. The pay is \$1.40 an hour. Applications in all instances of Local Board examinations are obtainable directly from the Local Board at its individual address. The operation is under the supervision and in the name of the U. S. Civil Service Commission.

### FIRE TEST ANALYZED

A penetrating comparative analysis of the recent NYC Fireman exam in on page 8. Serial publication of the full questions and answers begins on the same page.

## State is Asked To Analyze Cost Of Pension Aims

By WALTER T. McDEVIT

ALBANY, July 23—Following upon the intensive efforts of last year and previous years to bring about a liberalization of the State Retirement System, Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, and Charles C. Dubuar, Chairman of the Committee on Retirement Law of the Association,  
(Continued on Page 4)

## Bill Asks \$500 U.S. Raise

Special to The LEADER

WASHINGTON, July 23—Representative Neely (D., W. Va.) introduced a bill to grant a \$500 annual salary increase to Federal employees, including Post Office workers. He explained that the bill was intended to offset the effect of the rise in the cost of living on Federal personnel.

The bill has the support of the American Federation of Government Employees and the National Federation of Government Employees, but is opposed by the United Public Workers of America (CIO), which is seeking a 25 per cent salary increase for Government workers.

There has been a sudden switch

of sentiment in Congress on the subject of increasing Federal pay, as both Senators and Representatives who had expressed themselves against it, on grounds of economy in Federal spending, or inciting inflation, or both, are now actually receptive to proposals for increases.

The opinion expressed by some legislators was that any pay increase bill would be difficult to

pass now, because of the short time before adjournment, in view of the division of opinion among employee groups on what type of a bill to support, and the opinion difference in the Congress itself.

A Civil Service informant expressed his personal opinion that the Neely bill would be held over until the next session when the likelihood of obtaining a higher increase would be heightened.

## Nominating Group Meets

Special to The LEADER

ALBANY, July 23—The first meeting of the Nominating Committee of the Association of State Civil Service Employees was held, and recommendations were solicited from the Chapters and individual members on possible candidates for officers and members of the Executive Committee.

The Nominating Committee consists of Charles A. Brind, Mrs. Beulah Bailey Thull, Clifford C. Shoro and John A. Cromie.

The annual meeting of the Association will be held in Albany on October 15, when the election will take place.

### More State News

PP. 2, 3, 4, 5, 6, 7, 8, 9, 13, 16.

## U. S. Jobs Pay \$2,168 to 3,397

By BERNARD K. JOHNPOLL  
Special to The LEADER

WASHINGTON, July 23—The U. S. Civil Service Commission has decided to reopen the examination for Steno-Typist, the largest one held since before the war, so that an eligible roster can be established for the grades CAF-3 to CAF-7, inclusive (\$2,168.28 to \$3,397.20).

A register for CAF-1 and CAF-2 will be established as the result of the recent examination held throughout the country. In the Second Region alone (States of New York and New Jersey), 37,000 filed applications.

The official action is yet to be taken, but The LEADER learned from one of the very highest officials in civil service that the decision has been reached. This changes an earlier confidential proposal that the new examination should be only for the grades CAF-5, 6 and 7. The proposed inclusion of two lower grades was a surprise.

While no reason was given for the holding a new examination,

the decision was reportedly linked to a protest by Representative Rees that one examination for filling jobs in such a wide range  
(Continued on Page 13)

## Forand Bill Compromise

Special to The LEADER

WASHINGTON, July 23—The Forand bill to allow all U. S. employees who left the Federal service involuntarily after 25 years' service to be retired on full annuity is expected to be reported out tomorrow by the Conference Committee. The Senate version, dropping the requirement of attaining age 55, is said to be acceptable now to House members of the Committee.

The bill had previously been passed by the House. Then opposition arose in the Senate to the limitation of benefits to persons over 55.

## NYC Promotions Hit Money Snag

Money difficulties menace NYC promotions in clerical, stenographic, bookkeeping and accounting titles. The prospect of more than 500 promotions, with raise effective July 1 last, looks dimmer, budget examiners stated.

NYC is being pressed by departments for more money for new personnel, supplies and equipment. Extra money, beyond the budget, afforded 108 Inspectors to the Health Department to prosecute the restaurant clean-up drive. Added appropriations are desired by Sanitation for covering scows and getting new incinerators under way.

Promotions would apply if not requiring more than \$120 and, if granted, would benefit many employees who lost out under this rule the last time. The present move is intended to atone for the lack of January 1 promotions, and the postponement of the July 1 promotions.

The Board of Estimate on July 25 is expected to postpone action on the promotions.

# Social Welfare Teachers Seek End of Inequality

Want Same Vacations as in Mental Hygiene, Health and Education and No More Working Out of Title—Get Some Official Backing

By F. X. CLANCY  
Special to The LEADER

ALBANY, July 23—The practice of having employees work out of title, under conditions that impose inequalities, has caused increased adverse comment among teachers in the State Department of Social Welfare, especially because of failure to obtain redress when it seemed almost at hand.

The employees feel that the final step is to get the proposals approved by Budget Director John E. Burton.

In the Departments of Mental Hygiene, Health and Education the teachers get the summer off. In Social Welfare the teachers get a one-month vacation, and say

required to work out of title, except in emergencies, and state that the year-to-year conditions cannot be termed emergencies in any sense.

The vacation question is reported to have been considered by the Budget Director. No official word has come from him or from Social Welfare Commissioner Robert L. Lansdale, who is said to favor modification of the vacation disparity. Employees in Social Welfare are informed that Commissioner Lansdale recognizes the injustice. They have confidence that he will do all within his power. He is known to be adverse to publicity on the subject.

#### Confidence in Lansdale

On a showdown between added compensation and extra vacation, to accomplish equalization, most of the Social Welfare teachers interviewed preferred the extra vacation, as they pointed out, the out-of-title work then would end.

The problem was before the Personnel Council, of which Mary Goode Krone is Chairman, and Charles L. Campbell and Charles H. Foster members. It is reported that the Council sympathized with the plea of the employees and made its first major decision when it voted in their favor.

#### Pay Different, Too

Pay of teachers in Mental Hygiene and Correction is higher



ROBERT L. LANSDALE

than that of teachers in Social Welfare, which has about 70 teachers, covering from the fourth grade through the second year of brackets are not a matter of per-brackets are not a matter of personnel administration, but of salary classification, and would have to be considered by the Salary Standardization Board, which is now making a survey of pay in private industry compared to State employ, and comparing pay for similar or equal work in State employ.

The Social Welfare teachers say that they are not much interested in a few hours more or less a day, but in the number of working days in the year, pointing out that in Mental Hygiene there are 190 six-hour days in a work year, and also noting that teachers of problem children in the public schools get \$500 to \$600 a year more than other teachers in that system. The Social Welfare teachers point out that they teach problem children.

"Social Welfare could hire a dozen teachers to solve the problem," said one teacher in that department. "No other employees than us are consistently asked to work out of title."

## Municipal Officers Recommend Tailor-Made Retirement Plans

CHICAGO, July 23—Municipalities are warned of financial pitfalls in the operation of retirement plans for public employees in a study just published by the Municipal Finance Officers Association.

The Association states that municipalities cannot copy retirement plans in use in other cities without making alterations to fit their own particular requirements. The hiring of a trained actuary is recommended as a means of gathering sound cost figures in advance.

The creation of separate retirement funds for small municipalities with fewer than 500 participants is not encouraged by the Association for several reasons. Studies show that mortality and disability data are not reliable when applied to small groups. Also, administrative costs of re-

irement plans for small communities are high in proportion to the number of participants.

#### State-wide Plan Favored

A recommended solution of this small-community problem is the adoption of State-wide retirement plans for public employees which include all political units in the State except large cities having enough public servants to permit effective operation of local retirement plans.

State plans now in effect vary considerably. Ohio's retirement plan applies to all full-time State and local government employees and is mandatory for different municipalities. On the other hand,

## NEWS ABOUT STATE EMPLOYEES

### NYC Chapter

Kilmer J. McLaughlin, the starter at 80 Centre Street, is on a three weeks' vacation at his summer home in Virgennes, Vt.

Joseph J. Byrnes is on a three weeks' vacation at his summer home at Pleasant Plains, Staten Island.

Kenneth A. Valentine is on a month's vacation.

Patrick McDermott, the fireman at 8 Centre Street, is on a month's vacation.

Herbert B. Wharton, elevator operator at 80 Centre Street, is off on a hre weeks' auto cruise with Mr. and Mrs. Gissentanner and an uncle.

The Chapter wishes to send its best wishes for a speedy recovery to Mr. Dawson, District Chief of Income Tax, who was struck by a truck at Chambers Street and Broadway, and is at the Beekman Street Hospital.

Employees of the Department of Public Works are congratulating Anthony J. Veriulla, a veteran of two years in the ETO and now a building guard at 80 Centre Street, on his marriage with Rose Colalucci.

State School was host to D. V. Warwick

Kulkarmi, of India, who is Superintendent of a school for delinquent and neglected children. Mr. Kulkarmi cited some very interesting points about India. His home is 100 miles from Bombay

### ZONING AIDS VETERANS

An emergency amendment to Pittsburgh's zoning law now permits houses in present single-family districts to be occupied by as many families as possible, provided health, safety and welfare standards are met. City council enactment was made to provide additional housing for veterans in existing dwellings, the National Association of Housing Officials reports.

and he's been on a tour of our country for eight months. He has been taking some university courses at various institutions and when not attending classes he has been visiting institutions like ours.

The problems of children in his country are very similar to those in ours and reactions are likewise comparable. The delinquency among girls is very low, however, since most girls are married by 16, he said. Domestic problems are quite serious. There is no refrigeration or electricity so it is necessary to purchase their food daily to avoid spoilage. The middle class people get along very nicely on their salary of about \$600 yearly. This would be on par to \$1,800 American money, he explained.

He claims that very little psychiatric and psychological work is being done in India and our psychological tests would not fit his people because of the big difference in culture.

Mr. Kulkarmi is quite homesick, but it will be another six months before he goes home.

Mr. and Mrs. Robert Powell have added an exemption to the family—a girl.

Mr. and Mrs. Roy Ballard, formerly Beulah Walsh have made their home in Ohio where he took over a Pastorate.

Credits to Bill Malesh for acquiring the Louis-Conn fracas pictures.

Vacationing are Mr. and Mrs. Thomas Fennell and Mr. and Mrs. Wradge.

The bowling team of Mr. and Mrs. Pete Noe, J. J. Stubb and Emily Sowa is now in third place.

The State School softball team is tied for second place with Edenville with a 7-3 record. The Raymonds with an 8-3 score are a half game ahead.

The July 4 Play Day at the School was so successful that the boys wish Labor Day would come tomorrow. Watermelons were given as prizes and A-3 walked off with honors, winning four melons and a trip to the Yankee Stadium.

### Ray Brook

To George Rottner and Bull Shortt, now with the Conservation Department, our best wishes.

Members planning on attending the Field Day of the Cornell-College and Ithaca (Biggs) Chapters at Ithaca are urged to contact Mary or Henry Swan.

A round of applause to Tom McDonald, Al McClay, Jim Monahan, Cliff Lamont and Blais Tavernia for their parts in "The Ray Brook Follies of '46."

Elizabeth Rule, Tom Sullivan, Tony Guccione and Jim Monahan are now on vacation.

Pat McCormick is on our sick list. Hurry back, Pat.

A meeting of the Picnic Committee was held and definite plans were made. Cardinal Puff will again be one of the main attractions.

Our golf members tell us that they miss Tom Sullivan on the course.

Mr. and Mrs. Cashman are back from vacationing at Ellenburg.

We extend our deepest sympathy to Delia and James Marouski at the death of Delia's father.



MARY GOODE KRONE

that is inequitable, because the work they do is of the same nature, and no reason exists for the disparity. There is no feeling in Social Welfare that the other teachers should not get the long vacation, but only that Social Welfare teachers should be treated the same as those in the three other departments.

#### Four Schools Affected

The Social Welfare Department institutions are the State Agricultural and Industrial School, at the Training School for Girls, at Hudson; the Thomas Indian School, at Iriquois, and the Training School for Boys, at Warwick.

Teachers in these schools report that they perform various duties during the summer far removed from teaching, for instance, act as boys' or girls' supervisors, guards, scout camp directors, farm squad aides, and, in the cases of some women, as clerks in the business office. They cite the Feld-Hamilton law as providing that employees should not be

## G.I. SOFTBALL TEAM WINS AT PILGRIM STATE OUTING

Special to The LEADER

BRENTWOOD, July 23—The third annual outing of the Pilgrim State Hospital Chapter of the State Association was held in the recreation hall of Hecksher State Park and was attended by 250. The outing was in honor of the returned veterans and the high light was the softball game between the G.I.'s and the Home Guard. The G.I. team won 6 to 5. The battery for the G.I.'s, Judson Ashley, pitcher, and "Rip" Mashaw, catcher; for the Home Guard, Les Lunderman, pitcher, Pete Dorn, catcher

Wm. Boyle, of high fame, did a splendid job as umpire. Frank Neitzel, Pilgrim Chapter

President, played a perfect game in the field, at second base, and at bat.

Joe DeBonis, Dodger style manager, did plenty of sweating as G.I. manager and coach.

In the recent Salary Board meeting in Albany, the hospital was well represented.

Food Service Department, Leo Donohue, John Maxwell and Lars Nielsen; Barbers, Kenneth Heath; Bakers, Martin Eckenberger; Tailors, Joseph Fous; Clothing, May Peters and Anna Arne; Laundry, Charles Mahoney and Robert Burgess.

All report satisfaction with the presentation of their cases and look for favorable action.

The Chapter regrets the recent deaths of Edward Gough, George Gelason and Joseph Kadlec.

The Chapter Blue Cross Plan is receiving much praise, with many of the employees already receiving benefits.

Regular meetings of the Chapter have been suspended for the summer. The next meeting is scheduled for September 6, when nominations for officers will be made.

## Attica to Hold Games July 29

Special to The LEADER

ATTICA, July 23—The Attica State Prison Chapter of the State Association will sponsor a game night at the clubhouse grounds July 29. The games will be conducted by Nelson Wagner and Tony George and their crew. Gordon Biehl and company will dispense hot dogs, hamburgers and drinks. General Manager will be Larry Slocum.

There was appreciation of the success of the Conference Dinner June 29.

There is a possibility that the housing shortage in Attica will be alleviated, at least for the veteran State employees. Trailers are the temporary answer.

There is a nearly constant change in the personnel. The temporary employees are nearly all gone and transferees are taking their places. There are less than half a dozen of the men yet to return from Military service.

Lawrence R. Law is President of the Chapter.

#### DEWEY APPOINTEE

Martin Alger, of NYC, is now member of the New York State Commission on Agriculture. Mr. Alger is a Vice-president of the New York Central Railroad

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# The State Employee

By Frank L. Tolman  
President, The Association of  
State Civil Service Employees



## Need Exists to Improve Job Classification

CLASSIFICATION and salary allocation are two essential parts of a single process. Classification, which bears no relationship to wages and salaries, is little more than a pastime, while salary determination, if not based on sound, uniform classification of jobs, is arbitrary and unfair.

Classification can and often is too particularistic and atomistic. It looks at a job as an individual phenomenon, and ignores its relationship to other similar positions both higher and lower and on the same level. To serve its full purpose, classification must always be a part of a study of an entire operating service. It must make clear the inter-relationship promotion lines, and occupational groups of the entire service. Relationships between jobs are as important as the particular jobs themselves.

### PURPOSE OF CLASSIFICATION

The classification of a large service always suffers when unique, unnecessary and unrelated titles are created or recognized. These X quantities confuse the arithmetic of classification. Classification always suffers when administrative titles are recognized or created. The entire purpose of classification is to get below organizational lines to determine fundamental and functional relationships and differences. Classification always suffers when additional titles or grades are interposed or superimposed or subimposed in a standard and series. This generally means favoritism for a few.

### AXIOMS OF CLASSIFICATION

It is for the principle of unity and uniformity in classification that certain axioms have been developed as follows:

1. There must be only a strictly limited number of standard titles.
  2. Grade or rank designations (as junior, assistant, senior, principal, head, chief, etc.) shall be a part of each title.
  3. The grade designation shall have the same meaning wherever used.
  4. Lines of promotion and transfer shall be clearly shown.
- Policy rather than fact or classification determines the number of grades of positions to be recognized. Policy determines whether six or three grades of clerks or seven or four grades of engineers are recognized. The determination is made on the amount of opportunity you desire to inject in order to vitalize the service. Specifications and titles can be written for a low opportunity plan as easily as for a liberal opportunity plan.

### MORE TITLES THAN NECESSARY

In the State service some 50,000 jobs reduce to about 2,000 titles in about 250 definite promotion series. There are, of course, many more titles than are needed and there are many more new promotion series not yet established and defined that are needed.

What then is the situation in respect to the classification of the State service today?

The Griffenhagen survey gave a fundamental sound basis of classification. Some departments, however, did not adopt the classification. During the years before the Feld-Hamilton Law was adopted and the Griffenhagen titles permanently adopted, thousands of jobs were created with no reference to the classification plan. Mental Hygiene came under the plan apparently with the fixed idea that the administrative set-up was the proper basis of classification. In every department requests abounded for new and non-standard titles, many of which were approved.

### CLASSIFICATION JOB AHEAD

New York, then, is still far from having a single unified standard classification, and only limited progress has been made in job descriptions, adequate specifications, elimination of odd and unnecessary titles and the designation of promotion series.

The Classification Board has been too busy with appeals to do much of its real basic work of furnishing a complete and satisfactory classification to serve as a firm foundation for salary allocations.

The Association of State Civil Service Employees believes that the classification structure must be reviewed and completed so that the Salary Board may have a firm foundation on which to build a sound salary plan for the State.

# Westchester Adopts Salary Plan Linked To Cost of Living

The Westchester County Competitive Civil Service Association hails the adoption by the Board of Supervisors, and the immediate approval by Acting County Executive James C. Harding of the salary scales recommended in the Barrington Report. These schedules resulted from a study by Barrington Associates, a private agency hired for the purpose of rendering an objective report. The schedules are linked to the Consumers Price Index.

"The adoption," says the Association, noting that success attends the five-year fight, "marks the biggest step forward for county employee since the depressed salary scales of 1932 were set.

"Approval of the higher rates recommended in the Report crowns with signal success the unceasing fight the Association has been waging since 1941 to substantially raise the pay level of County employees, and caps the many previous triumphs achieved along the road."

### Based on Price Index

Hereafter the word "War" will be left out of the description of emergency pay and plain Emergency Compensation will be used. It will be figured at the rate of \$15 for each point in the Consumers Price Index above 130 per cent. The Index on April 15 was almost 134, giving a figure of \$210 Emergency Compensation for the rest of the year.

\$300 of the present War Emergency Compensation of \$360 is being frozen in the permanent scales, so that all employees will receive at least a \$150 increase as of July 1 (from \$360 to \$510).

### Minimum Pay Is Up

The Emergency Compensation is also being extended to all positions except those whose salaries are fixed by law. This means that holders of most jobs above \$6,000 will receive a full \$510 increase in Emergency Compensation (designated E. C.) as they received none previously.

The basic minimum pay for the County Service is increased from the \$1,050 adopted last August to \$1,350, by inclusion of the \$300 of War Emergency Compensation in the permanent pay scales.

\$300 of the War Emergency Compensation is to be added to the permanent pay of each employee except those whose salaries are fixed by law.

### Application of Scales

If the figure so arrived at in a particular case is below the minimum set by Barrington for the position, then the individual will receive an immediate increase to the new minimum. If the employee would be entitled to an increment anyway on July 1, he is to receive the increment or be increased to the new minimum, whichever is greater. \$21 E. C. will be added.

Where an increase to the new minimum rate is less than a full increment, the employee may receive the remainder on his anniversary date.

In cases where addition of the \$300 to the present permanent pay of an employee places the employee's pay between the new scale steps, it will be allowed to remain there for the time being and will not be immediately increased to the next step. \$210 E. C. will be added.

The present permanent pay of an employee puts the salary above the next maximum for the position; the pay will be allowed to stay at this over-the-maximum figure and \$210 E. C. will be added. However, no further increases in salary or E. C. will be allowed.

After the changeover has been made to the new minimum scales and pay rates (present permanent pay, plus \$300), employees will be entitled to annual increments on their anniversary dates, except as changed by the above.

### Maintenance Values Revised

No deduction for maintenance is to be made from the Emergency Compensation paid "living in" employees (formerly \$90 was deducted from W.E.C. for maintenance). However, as cost studies showed that the cost of Individual Maintenance at Grasslands ran over \$638 a year, the former value

(Continued on Page 4)

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Bill Saves \$2,087 in Interest, Compared to Joe.

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## Corr Praised by Moore

"Frank Corr is one of the ablest men I know, and I am very glad that the Citizens' Committee of the Civil Service Reform Association has recognized his outstanding service to our State by its award of the Civil Service LEADER's Gold Medal. With tireless energy, he also possesses the ability to unravel the most involved statistical problem and to translate his findings into an accurate, concise and understandable memorandum, free from technical lingo." This is the comment of State Comptroller Frank C. Moore on Frank Corr's selection as a gold medalist in the recent contest.

"As the head of the Research and Statistics Section of our Municipal Affairs Division, he has initiated important improvements in the system of municipal reporting. Even more important, he has recently devised and put into effect an excellent method of accumulating fiscal information concerning everyone of the 8,700 units of local government in this State. He performed invaluable service to the Temporary Legislative Commission on Municipal Revenues in the preparation of the statistical data required for the development of the new plan of



FRANK C. MOORE

State assistance to the localities. The presentation of annual awards for outstanding service to the State is a splendid idea, and the Citizens' Committee and The LEADER accordingly deserve commendation. I am delighted that this year Frank Corr was one of the winners."

## LAYHEE ELECTED PRESIDENT OF DANNEMORA CHAPTER

DANNEMORA, July 23—The Dannemora State Hospital Chapter of the State Association elected the following officers: President, Charles Layhee; Vice-pres-

ident, Thomas Tobin; Treasurer, Edward Beauchemin; Secretary, Howard St. Clair; Delegate, Wesley La Porte; Alternate delegate, Gaylord Wray.

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# Processing of Promotion Exams Being Rushed

Special to The LEADER

ALBANY, June 23—The State Department of Civil Service is doing all possible to expedite the promotion examinations and the promulgation of eligible lists, said Charles L. Campbell, Administrative Director, in commenting today on the examining work of the Civil Service Commission.

"We are as anxious as anybody else to get the lists established as soon as possible, so that the promotions may be made by the department heads as fast as is practicable," he said.

## Vacation Problem

The effect of the advancement of State employees is also to enlarge the recruitment, since any general movement upward leaves vacancies at the entrance level. However, the entrance examinations are to be resumed on a scale in the fall, while promotion examinations have been going right along. [See list on page 7.]

The Commission is concentrating now on processing the papers in examinations already held.

It has been difficult for Commission employees to get their vacations, they have been so busy on this and related work, but now the vacations are beginning to be accorded smoothly, although more or less on a split basis, since if

many employees were to take their four weeks consecutively the work of the Commission, said Mr. Campbell, would suffer.

## PROMOTION PROGRESS REPORT

**Principal Clerk, Department of Commerce:** 7 candidates, held March 30, 1946. This examination has been sent to the Administration Division for printing.

**Assistant Milk Sanitarian, Department of Health:** 7 candidates, held April 27, 1946. Rating of the written examination is completed. Training and experience to be checked.

**Associate Civil Engineer (Field), Department of Public Works:** 51 candidates, held April 27, 1946. Rating of the written examination has not been started.

**Associate Insurance Examiner (Life), Department of Insurance:** 9 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Senior Engineering Aid, Department of Public Works:** 69 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Senior Examiner of Municipal Affairs, Department of Audit and Control:** 62 candidates, held April 27, 1946. Rating of the written examination is in progress.

**Junior Civil Engineer (Design), Department of Public Works:** 18

candidates, held May 18, 1946. Rating schedule completed. Written examination to be rated.

**Associate Insurance Examiner (Casualty), Insurance Department:** 10 candidates, held May 25, 1946. Rating of the written examination is in progress.

**Junior Civil Engineer (Field), Department of Public Works:** 273 candidates, held May 25, 1946. Rating of the written examination has not been started.

**Junior Civil Engineer (Field), Department of Public Works:** 41 candidates, held May 25, 1946. Rating of the written examination has not been started.

**Principal Account Clerk, Department of Audit and Control, Retirement System:** 19 candidates, held May 25, 1946. Rating of the written examination is in progress.

**Senior Account Clerk, Department of Audit and Control, Retirement System:** 42 candidates, held May 25, 1946. Rating of the written examination is in progress.

**Senior Civil Engineer (Field), Department of Public Works:** 131 candidates, held May 25, 1946. Rating of the written examination has not been started.

**Title Attorney, Department of Law, Albany:** 16 candidates, held May 25, 1946. Rating of the written examination has not been started.

**Assistant Civil Engineer (Field), Department of Public Works:** 171 candidates, held June 8, 1946. Rating of the written examination has not been started.

**Assistant Civil Engineer (Field), Department of Public Works:** 220 candidates, held June 8, 1946. Rating of the written examination has not been started.

**Senior Draftsman, Department of Public Works:** 11 candidates, held June 8, 1946. Rating of the written examination has not been started.

**Assistant Civil Engineer (Design), Department of Public Works:** 42 candidates, held June 15, 1946. Rating scale is completed. Written examination to be rated.

**Assistant Civil Engineer (Design), Department of Public Works:** 13 candidates, held June 15, 1946. Rating scale is completed. Written examination to be rated.

**Clerk (Fingerprinting), Department of Correction:** 9 candidates, held June 15, 1946. Rating of the written examination is in progress.

**Principal, School of Nursing, Department of Mental Hygiene, Institutions:** 8 candidates, held June 15, 1946. Rating of the written examination is in progress.

**Principal Stenographer, Public Service Commission, Albany:** 12 candidates, held June 15, 1946. The rating of the written examination is in progress.

# Conference Held On Pension Aims

(Continued from Page 1)

conferred with Edwin B. Kenngott, Deputy State Comptroller, Division of Employees Retirement System.

Others at the conference included William J. Dougherty of the Retirement Division staff, and Joseph D. Lochner, John Holt-Harris and William F. McDonough of the Association's headquarters staff.

## Cost Analyses Asked

Association representatives reviewed the broad program contained in report submitted by the Association to the Retirement System on September 19, 1944, and also the bills introduced in the Legislature at the request of the Association during the 1946 session. These bills related to minimum pensions, separation benefits, earlier retirement, increase in death benefits and other reforms.

Attention was called to requests made upon the Association by interested persons for definite

facts as to the cost of the several proposals, and Dr. Tolman and Mr. Dubuar expressed the wish of employees that the State Retirement System undertake complete analyses of costs of the improvements sought.

## Statement by Dr. Tolman

Following the conference Dr. Tolman stated:

"We have every confidence that Comptroller Frank C. Moore and Mr. Kenngott, both of whom have shown sincere interest in improving the employees' retirement system, will cooperate fully in making known the facts to the people, executive and legislative officials, and to employees so that the very reasonable liberalization of the system urged by the Association may be progressed and become a reality in the near future."

# Goldstein Summarizes Five Opinions

The following is a summary of five informal opinions recently issued by Attorney-General Nathaniel L. Goldstein on civil service and related matters. The summaries were prepared by him:

**Public Officers—City Fire Department—Residence Requirements—Public Officers Law, Sections 2, 3; Municipal Law, Sections 206, 209.**

A paid member of a city fire department is a local public officer and is subject to the residence requirements of Public Officers Law, section 3. Under cer-

tain circumstances, residence in a village or township outside the city would be sufficient compliance with such residence requirements where the city has contracted with said village or township to supply it with fire protection, pursuant to General Municipal Law, section 209 (5-16-46).

**District Attorneys—Expenses—Meals—County Law, Section 240(2).**

Expenses for meals incurred by a district attorney in the performance of his duties elsewhere with-

in the county that at the county seat, or where his office is located, are "expenses necessarily incurred" within the meaning of County Law, section 240(2), and, therefore, constitute proper county charges (5-17-46).

**Use of School Houses and School Grounds—Veterans' Organizations—Education Law, Section 455.**

The trustees or boards of education may permit school houses and school grounds, when not in use for school purposes, to be used for meetings, entertainments and occasions by veterans' organizations of the United States military, naval and marine service (5-25-46).

**Veterans' Service Agency—Branch Office—Village Deputy Local Director—Removal—Executive Law, Sections 169(2), 171.**

The deputy local director in charge of a branch office of a county veterans' service agency in a village may be removed only by the county director, and no provision is made for action by, or approval of the village board of trustees, notwithstanding the fact that such board must approve the appointment of said deputy (5-27-46).

**Forest Preserve—Harriman Estate Park—Bear Mountain State Park—Conservation Law, Section 63(1).**

Harriman State Park and Bear Mountain State Park are not within the forest preserve (5-29-46).

# What State Employees Should Know

By THEODORE BECKER

Readers of this column will recall the report of the case of a veteran who was ordered by the Appellate Division to be reinstated to the NYC position from which he had been removed after what the Court considered was inadequate notice. The employee involved was a World War I veteran with more than 25 years of service during which no charges or complaints had been filed against him. One Saturday afternoon, the employee was seen by the Secretary of his department about to leave his place of work 40 minutes ahead of quitting time. When greeted by the Secretary, he replied in a rude and insolent manner. He was loud and boisterous, being under the influence of liquor at the time. He was ordered to appear before the Secretary on the following Monday morning but failed to appear or to report the reason for such failure.

The employee was thereupon suspended from duty. Four days later he was served with charges covering the incidents outlined in the preceding paragraph and including a recital of lateness going back over three years. The charges ended with an allegation that the employee's neglect in the performance of his duty and his conduct unbecoming a member of the Department of Health was prejudicial to the efficiency and morale of the service in that department.

## Nature of the Notice

The employee was given notice to make answer and give explanation orally or in writing, or both, with respect to the charges, within six days. In the communication containing the charges, the employee was informed that if he was an honorably discharged veteran he might be represented by counsel. Despite the fact that he was an honorably discharged veteran, entitled to a formal hearing at which he could be represented by counsel, the employee appeared at the hearing in person and without counsel. Of the charges preferred against him he said, "I will say they are true." He was thereupon removed by the Commissioner of Health.

## Holding of the Lower Court

When the employee's suit for reinstatement came before the Appellate Division, it considered the notice given to the employee and decided that it was inadequate, inasmuch as it did not indicate to him that his removal was sought. This, the Court felt,

was in violation of Section 22 (2) of the Civil Service Law, which provides, in part, that "the person whose removal is sought shall have written notice of such proposed removal and of the reasons therefor. . . ."

Of the petitioner's reaction to the notice given, the Court said: "Apparently he had no idea his removal was sought. He did not appreciate the fact that if found guilty he would be deprived of his pension rights."

Accordingly, the Appellate Division unanimously ordered the veteran's reinstatement with back pay. This was the status of the case when previously reported herein. However, since then an appeal was taken to the Court of Appeals.

## Court of Appeals' Decision

The latter court—highest in the State—reviewed the record in the case and with equal unanimity reversed the lower court's ruling and upheld the removal of the veteran. Its decision, rendered without opinion, was that the notice given to the employee had been sufficient to comply with the statute. (Mullaney v. Stebbins.)

The Court of Appeals' decision indicates that civil service employees will not be permitted to take refuge behind an allegation that they did not understand that they might be removed on charges, so long as the notice received refers to charges and contains sufficient information that could be construed as a warning that removal might be sought. It is implicit in the holding of the Court of Appeals, although not elaborated by formal opinion, that the test of the adequacy of a notice of proposed removal is not what the employee actually thought it meant but whether it could reasonably be construed to mean what the appointing officer intended it to mean.

The lesson taught by the Court's decision is that if a communication is received by an employee containing charges which could support removal or other disciplinary action, the employee, to be on the safe side, should assume that removal or other disciplinary action is sought and should take all proper steps to protect his interests. He should not rely on any assumed ambiguity in the notice in the hope that it will support a reinstatement by the Courts. The Court of Appeals has itself served notice against such a course of action.

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# WESTCHESTER SALARY PLAN

(Continued from Page 3)

put on it, of \$450 a year, is being increased to \$600. An increase of \$150.

Of 23 employees having Family Maintenance at \$600 a year; 16 who drew their food from the Commissary without charge, are being given a cash allowance equal to the cost of food drawn out last year and hereafter will pay for their food at cost; the other 7 already buy their food on this basis.

Various reclassifications of positions proposed by Barrington are being referred to the Classification Board for study and report.

Barrington Associates are being retained as consultants to help in putting their Report recommendations into operation and to continue their study for the benefit

of new positions and to review protested scales.

## List of Officers and Directors

The officers of the Westchester County Competitive Civil Service Association are:

Charles B. Cranford, President; Anne H. McCabe, 1st Vice-President; Reed Ferris, 2nd Vice-President; Aileen L. Losey, Secretary; Lester A. Conklin, Financial Secretary; Walter M. Bogle, Treasurer; Dalos J. McKinstry, Sergeant-at-Arms; H. Eliot Kaplan, Advisory Counsel.

The Board of Directors are: J. Allyn Stearns, Chairman; Dorothy M. Baker, John T. Donegan, Ivan S. Flood, Katherine P. Reilly, Wilbur F. Curran, Richard A. Plinn, J. Harold Keeler, Francis J. McNulty, Margaret H. Hughes, Carroll D. McCabe, Gordon W. Molyneux, Edwin R. Bogart and John J. Breen.

# State Assn. Plans August Drive For Members, Chapter by Chapter

ALBANY, July 23—A membership drive will be begun by the Association of State Civil Service Employees on August 1, covering all Chapters that desire the aid of the home office on such a project.

Already arrangements have been made by the NYC Chapter with the Albany office of the Association for such a drive. Some preliminary steps were taken in NYC last month, when Laurence J. Hollister, Field Representative, spent two weeks at the NYC Chapter office,

and will return to that task next month, at the request of President Charles C. Culyer of that Chapter, who made the arrangements with William T. McDonough, Executive Representative of the Association.

The campaign is now being mapped and one Chapter after another will receive the assistance requested, on a schedule to be arranged.

Chapters that desire to participate are requested to form a membership committee, if they do not already have one.

## Latest List of State Eligibles

### Open-competitive LIBRARIAN, IRVINGTON PUB. LIBRARY, OPEN-COMP.

- Non-Veterans
- 1 H. Harkness, Coto. . . . . 86240
- 2 M. Clark, Binghamton. . . 81744
- 3 B. Nicholoy, Irvington. . . 79200

### PROBATION OFFICER, COUNTY CT., QUEENS CO.

- 1 V. Makowski, Woodside. . . 81730
- 2 J. Scanlon, Jackson Hts. . . 81400
- 3 L. Thomson, Jamaica. . . . 81130
- 4 F. Didomenico, NYC. . . . . 80240
- 5 M. Flitzmaurice, Flushing. . 79920
- 6 J. Mortell, Woodhaven. . . . 79680

### FOOD SERVICE MANAGER, STATE CO. DEPTS., INSTS., Disabled Veterans

- 1 Guy Henry, Utica. . . . . 78375
- 2 Alfred Kawa, Whitesboro. . 77850
- 3 Ken. Poxx, Willard. . . . . 76528
- 4 J. Marchitelli, L. I. C. . . . 75065

### Veterans

- 5 D. Ierlan, Ogdensburg. . . 81275
- 6 D. Kingsley, Dunkirk. . . . 80525
- 7 P. Bolsvert, N. Rochelle. . . 80350
- 8 B. Eldrid, Poughkeepsie. . . 79425
- 9 J. Spezzacatena, Bklyn. . . . 79025
- 10 H. Wolkenberk, M'dtown. . . 78890
- 11 C. Carroll, Walden. . . . . 78615
- 12 E. June, Kings Park. . . . . 78450
- 13 M. O'Connell, Central I. . . 77815
- 14 L. McMullin, Ogdensburg. . 77815
- 15 Thos. Stewart, NYC. . . . . 77800
- 16 V. Salerno, Clyde. . . . . 77750
- 17 F. Piller, Poughkeepsie. . . 77250
- 18 W. Newman, Bklyn. . . . . 76025
- 19 R. Pafunda, Voorheesv'le. . . 75565
- 20 J. Worden, Ovid. . . . . 75500
- 21 V. Titone, Brooklyn. . . . . 75050
- 22 N. Cyphers, Rochester. . . . 75025

### Non-Veterans

- 23 Jos. Murphy, Willard. . . . . 85565
- 24 L. Wheeler, Utica. . . . . 85400
- 25 J. Ford, Comstock. . . . . 85065
- 26 E. Benestade, Pl. River. . . 80675
- 27 Otto Semon, East Islip. . . . 79875
- 28 A. Erdman, Central Islip. . . 79625
- 29 C. Dowdall, Ogdensburg. . . 78565
- 30 L. Rhoda, Central Islip. . . . 77675
- 31 J. Maxwell, W. Brentw'd. . . 77050
- 32 John Leone, Bklyn. . . . . 77015
- 33 Irma German, Verona. . . . . 76615

### LIBRARY CLERK, LARCHMONT, WESTCHESTER COUNTY, OPEN-COMP.

- 1 A. Sessenberg, Larchmont. . 78180

### ST. JOSEPH'S VILLA PARAY REST, CATSKILL, N. Y.

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### You are invited

To join with the Sisters of Reparation of the Congregation of Mary in making a Monthly Novena in Honor of the Miraculous Infant Jesus of Prague. A Novena will be held in the Convent Chapel from the first to the sixth of every month. Send your intentions, which will be placed at the Shrine of the Infant Jesus during the Novena, to: Rev. Mother Mary Josepha, Convent of the Sisters of Reparation of the Congregation of Mary, 145 West 14th St., New York 11, N.Y. Prayers for the Novena will be sent upon request.

### JUNIOR TYPIST, WESTCHESTER COUNTY, OPEN-COMP.

- 1 T. Vassallo, Harrison. . . . . 83636

### SR. FILE CLERK, N. Y. OFFICE, ABC BOARD EXECUTIVE, BOOKBINDER, NY COUNTY

- Veterans
- 1 John Fachon, NYC. . . . . 89400
- 2 John Caputo, NYC. . . . . 84800

### Non-Veterans

- 3 George Rao, NYC. . . . . 94400
- 4 S. Cannizzaro, NYC. . . . . 89200

### ASST. FOOD CHEMIST, DEPT. AGRICULTURE AND MARKETS

- 1 Joseph Savitzky, Bklyn. . . 80690

### INTERMEDIATE LAW STENOGRAPHER, WESTCHESTER CO.

- 1 Anna Cardelli, Tuckahoe. . . 86982

### ASST. BACTERIOLOGIST, LAB. AND RESEARCH HEALTH

- 1 Anne Orzell, NYC. . . . . 86710
- 2 Emanuel Tahler, Albany. . . . 82850

### PERSONNEL TECH. ENGR'ING, DEPT. CIVIL SERVICE, Veteran

- 1 J. Reynolds, Troy. . . . . 87665
- 2 E. P. Mullany, Watervliet. . . 86600

### Non-Veterans

- 3 Dane Corey, Troy. . . . . 83400
- 4 Gordon, Gifford, Albany. . . 84060
- 5 Maxwell Edwards, NYC. . . . 78565

### JR. LIBRARIAN, WESTCHESTER CO., OPEN-COMP.

- 1 Muriel Stewart, Larchm't. . 84350

### RECREATION ASST., TOWN OF HARRISON, EST. CO., Veteran

- 1 J. Briotte, Harrison. . . . . 75600

### Non-Veteran

- 2 L. Dibicari, Harrison. . . . . 77500

### ELEVATOR OPERATOR, DEPT. PUB. WORKS, WEST CO.,

- 1 John T. Bacon, Yonkers. . . . 90200
- 2 Marie Farrar, N. Rochelle. . 78950
- 3 H. Potillo, hite Plains. . . . 76250

### INTERMEDIATE CLERK, WEST CO., OPEN-COMP.

- 1 L. Cassell, N. Tarrytown. . . 81780
- 2 C. Koval, N. Tarrytown. . . . 79802

### Promotion SR. ARCHITECTURAL DRAFTSMAN, PUBLIC WORKS, PROM.

- Veteran
- 1 Ed. McCarthy, Albany. . . . . 87323

### Non-Veterans

- 2 F. Hallenbeck, Albany. . . . 91433
- 3 Robt. Streever, Memands. . . 85822

### 9 G. Free, White Plains. . . 85524

- 10 Wm. Bulger, Valhalla. . . . . 83768
- 11 A. Gozmaian, Yonkers. . . . . 83176

### Non-Veterans

- 12 T. Reynolds, Ossining. . . . . 97432
- 13 F. Usher, Thornwood. . . . . 92808
- 14 P. Blotnick, Yonkers. . . . . 92020
- 15 John Barry, N. Rochelle. . . 91532
- 16 Helen Murphy, Tuckahoe. . . 90604
- 17 Adele Evans, Yonkers. . . . . 89288
- 18 F. Teclaw, White Plains. . . . 89268
- 19 F. Page, No. Tarrytown. . . . 88268
- 20 Ethelyn Coyne, Yonkers. . . . 87228
- 21 J. Carpenter, White Pls. . . . 86872
- 22 G. Stotz, White Plains. . . . . 86812
- 23 M. Begley, Mt. Kisco. . . . . 85908
- 24 E. Griffen, White Plains. . . . 84465
- 25 M. Socey, Valhalla. . . . . 83808
- 26 Emma Mazzeo, Rye. . . . . 83008
- 27 D. Kinaman, White Plns. . . . 82492
- 28 Ruth Evans, Yonkers. . . . . 81840

### SR. LIBRARIAN TRAVELING LIBRARIES EDU., OPEN-COMP.

- Non-Veterans
- 1 H. Ridgway, Albany. . . . . 91800
- 2 W. Prentiss, Nassau. . . . . 85920

### SR. FOOD CHEMIST, DEPT. AGRICULTURE AND MKTS., PROM.

- 1 C. E. Hynds, Delmar. . . . . 89701
- 2 A. Waterhouse, Delmar. . . . . 89200
- 3 K. Breen, Waterford. . . . . 86900
- 4 A. Korasz, Albany. . . . . 86874

### PRINCIPAL CLERK, DEPT. COMMERCE, PROM.

- 1 R. Mackin, Schenectady. . . . 85392
- 2 M. McKeon, Albany. . . . . 86260
- 3 I. Vanderburgh, Albany. . . . 84420
- 4 H. Rucht, Albany. . . . . 83879
- 5 D. Rubins, Albany. . . . . 83699
- 6 E. Childs, Clarksville. . . . . 82902
- 7 E. Dasher, Schenectady. . . . 81365

### SR. ACTUARIAL CLERK, ALBANY OFF., INS. DEPT., PROM.

- Hazel I. Smith, Albany. . . . . 87653

### LIBRARIAN, VILLAGE TUCKAHOE, WEST CO., PROM.

- 1 K. A. Gilman, Tuckahoe. . . . 80587

### Veteran

- 1 Wm. Mann, Bklyn. . . . . 83374

### Non-veterans

- 2 T. Heitkemper, Bklyn. . . . . 93238
- 3 A. Angeligo, Bklyn. . . . . 91909
- 4 Julie Stein, Bklyn. . . . . 90983
- 5 H. Grauerholz, Woodh'n. . . . 89958
- 6 Dinah Cornick, NYC. . . . . 84112

### CHIEF AQUATIC BIOLOGIST, CONSERVATION DEPT., PROM.

- 1 J. Greeley, Blinglerlands. . . . 90679
- 2 C. Greene, W. Sand Lake. . . . 87919
- 3 W. Senning, Slingerlands. . . . 84562

### STENOGR. KINGS PK. ST. HOSP., MENTAL HYGIENE, PROM.

- 1 Elsa Coats, Kings Park. . . . . 83838
- 2 M. Dail, Northport. . . . . 83817
- 3 A. Crowley, Kings Park. . . . . 79942
- 4 I. Hulbert, Kings Park. . . . . 78402

### SR. MEDICAL WIGCHEMIST, LABS. RESEARCH, OPEN-COMP.

- 1 J. Bourdillon, Castleton. . . . 84600

### DEPUTY CLERK, GRADE E, NY COUNTY, PROM.

- Veterans
- 1 Alfred Williams, Bklyn. . . . . 90960
- 2 James McKeon, NYC. . . . . 89632

### Non-Veterans

- 3 Harry Roistache, NYC. . . . . 94816
- 4 William M. Rose, NYC. . . . . 93904
- 5 Daniel Kelly, NYC. . . . . 93056
- 6 James Breen, NYC. . . . . 89536

### PRIN. THORACIC SURG. DEPT. HEALTH, RAYBROOK, PROM.

- 1 Jos. Gordon, Ray Brook. . . . . 81724

### DISTRICT ENGINEER, DEPT. PUBLIC WORKS, PROM.

- Veterans
- 1 G. Nickerson, P'keepsie. . . . . 89620
- 2 Lacy Ketchum, Utica. . . . . 87390
- 3 J. McMorran, Bing'ton. . . . . 85000

### Non-Veterans

- 4 A. Mulligan, Syracuse. . . . . 88200
- 5 H. Michael, Rochester. . . . . 86060
- 6 C. Cassel, Watertown. . . . . 86000
- 7 Peter Lamb, Troy. . . . . 85990

### PRIN. FILE CLERK, UPSTATE AREA DPUI, LABOR, PROM.

- Veterans
- 1 M. Schoffer, Albany. . . . . 88782
- 2 M. Zeibert, Albany. . . . . 87290

### Non-Veterans

- 3 B. Flako, Albany. . . . . 92532
- 4 M. Vandorder, Albany. . . . . 89693
- 5 L. Fincar, Albany. . . . . 85254
- 6 A. Palmatier, Albany. . . . . 87956
- 7 M. McCarey, Albany. . . . . 87621
- 8 J. Connor, Mechanicville. . . . 85665
- 9 Agatha Brugo, Albany. . . . . 84648

## Carlisle Misses Friends; His Health Gains Fast

Special to The LEADER

ALBANY, June 23—"I miss my friends among the State employees," said Charles A. Carlisle today, as he reported that he is sitting up and getting along fine, after his long siege of illness. "I so greatly enjoy sitting down with them and talking over their problems. I hope the time is not far off when I shall be among them again."

On April 6 he was felled by a coronary occlusion, spent several weeks in Albany Hospital, and then began his period of recuperation at home, where he now is. Soon he expects to take a trip to regain his health completely, and after that his many friends in the State service will have the opportunity of welcoming him back in person. Many have written to him. His collection of get-well cards is enormous.

Mr. Carlisle's weight is just right, 170 pounds, and he sleeps well. The sitting-up periods have been increased gradually. His wife



CHARLES A. CARLISLE, JR.

has been his constant attendant. Mr. Carlisle is the representative of the insurance firm of Ter Bush and Powell and manages the Sickness and Accident Group Plan under which so many thousands of State employees are benefited.

## Lansdale Will Open New Unit in Brooklyn

Special to The LEADER

ALBANY, July 23—A new State center for the treatment and care of a small group of court-committed delinquent girls will be opened by the State Department of Social Welfare at 105 Schermerhorn Street, Brooklyn, State Social Welfare Commissioner Robert T. Lansdale announced today.

The new facility is a branch of the State Training School for Girls at Hudson, and the second center of this type. The first facility, now in preparation, is in the New Hampton School, NYC-owned property in Orange County near the State Training School for Boys at Warwick.

The facility for girls will occupy the upper floors of the building formerly used as a children's shelter by the Brooklyn Society for the Prevention of Cruelty to Children. The building is being remodeled.

## Albany Shopping Guide

### Millinery

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## Church Announcements FOR CIVIL SERVICE EMPLOYEES

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DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45  
SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:30  
DAILY SERVICES—11:50, 1:15, 3, 5:15, 5:45, 7:30  
SUNDAY SERVICES (P. M.)—5:30 and 7:30  
CONFESSIONS—At all times.

**St. Francis of Assisi**  
(National Shrine of St. Anthony)  
295 WEST 31st STREET  
NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45  
(For Members of Armed Forces Only: 3 P.M.)  
DAILY MASSES—5, 6, 8:30, 7, 8, 8:30, 9, 10, 11:30  
(11 Tuesday), 12:15  
CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

## A THOUGHT FOR THE WEEK

FORTY years of experience in government is worth a century of book-reading.—Thomas Jefferson.



## Civil Service LEADER

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N. H. Mager, Business Manager

TUESDAY, JULY 23, 1946

## Merit Man



WILLIAM B. FILKINS

RE-ELECTED PRESIDENT for a sixth term of the Public Service Motor Vehicle Inspectors Chapter of the Association of State Civil Service Employees, William B. Filkins is the kind of a man the people of the State like to have in their employ. Courtesy and good nature blend to make him a man of exceptional personality. You like him from the start, like him better as you go on, and experience the finest type of friendship and comradeship in year in and year out association with him.

He was born in Utica on March 3, 1893. He was graduated from Utica Free Academy in 1911. While at the Academy he played on both the baseball and basket ball teams. He was top notch in basket ball also in his professional playing in the old New York State Basket Ball League, 1911 to 1917.

### Enters State Employ

Business hired him to become Chief Clerk and Paymaster in the Utica District of the New York Telephone Company during the basket ball playing period, and while engaged in his business duties he found time to qualify as Court Stenographer.

He volunteered for service with the 27th Division in April, 1917. He served overseas in four major operations, and was discharged from service after World War I as First Sergeant of the 52nd Artillery Brigade. Following discharge, he entered the employ of the Utica Construction Company as superintendent of equipment.

In 1932 he decided to accept an appointment as Motor Vehicle Inspector of the Department of Public Service. He was motivated largely by the opportunity for service in this very important field of public endeavor. And he believed in the merit system.

### Lauds Merit System

Commenting on this point, he says:

"The merit system as outlined in the State Constitution is the best means of recruiting public workers. It was conceived by outstanding Americans as a means of maintaining efficient civil government. It has not been applied to anything like its maximum usefulness. The State service has been benefited immeasurably by the organized cooperation of State employees functioning through the Association of State Civil Service Employees.

"Our Chapter has been and is still fighting for full application of the merit system provided in the Constitution of the State and as developed in the civil service laws and rules. We are asking only the fair play and sound personnel policies commonly accepted in labor relations in the present day.

### Much Accomplished

"A great deal has been accomplished by the State Association and we of our Chapter have profited with other State workers. Our Chapter has never had a membership committee because we believe it is a privilege to be a member of the Association."

Mr. Filkins is the father of three sons, the oldest of whom volunteered at the age of 17 and is serving with the U. S. Army Air Forces at Scott Field.

labor union. The trial court ordered the policemen reinstated, but the Supreme Court reversed the lower court on the ground that members of the police force must perform their duties without favoritism and must be "free from obligation or of any other allegiance whatsoever." The court held in effect that the pledge made by the policemen to the labor union was in conflict with their oath of office as policemen.

## Veterans' Rights To Get Job Back In N. Y. State

By H. Eliot Kaplan

Counsel, National Civil Service League

A FORMER civil service employee of N. Y. State or a political division who left his public position to enter the armed forces, should apply for reinstatement to his personnel officer within ninety days after the termination of military duty and will have his name placed on a special list. Eligibility on this list is for four years. After this military reemployment list is established, it must be made available to appointing officers and under the law no position may be filled until an appointing officer certifies to the Personnel Office that no person on such military reemployment list who formerly held the same or similar position is qualified to fill and willing to accept appointment to such vacancy. It should be noted, however, that appointments can be made from a military reemployment list without regard to the order of standing on such list. Appointments from preferred lists for competitive class positions must be made in one, two, three order.

### NO AID FOR EXEMPTS

If the veteran held an exempt position and such position was abolished in your absence, then you are entitled to military reemployment list status.

If he held a temporary or seasonal position, then he is also entitled to military employment list status and so far as practicable must be restored to a position similar to the one he held at the time he entered military duty.

When the employee entered military service his name was not removed from any open-competitive or promotion eligible list upon which he appeared. Under the Military Law, he retained eligibility for appointment from such lists.

### WHAT TO REQUEST

If his name was reached for certification while he was in military service, his appointing officer was given discretion under the Military Law to appoint him or to skip over his name. If he appointed him, then, even though the veteran was unable to report for duty, he was granted a military leave of absence with the right to return to the position after the termination of military duty.

If reached for appointment while in military service without receiving appointment, then, upon return, or within 2 years after the termination of military duty, the veteran should request that his name be placed on a special eligible list. A special eligible list remains in existence for two years from the date of termination of military duty and must be used before any similar eligible list established after that one upon which the name originally appeared may be used. Of course, if not reached for appointment from the eligible list while in military service, then the veteran lost nothing because he was away, and is not granted any right to special eligible list status under the law.

## Welfare Program Requires Unity

By Edward E. Rhatigan

NYC Commissioner of Welfare

ANY MAJOR CHANGES or extensions in the NYC welfare program must of necessity await Federal and State legislation.

Our experience points clearly and unmistakably to the need of one important change, if we are to reduce our administrative overhead. The present system of categorical relief, with all of its confusions and administrative complexities, should be abolished and a single form of public assistance substituted. From the point of view of the relief recipient this is now the fact, since all relief grants are based on one schedule, irrespective of category, such as Old Age Assistance, Aid to Dependent Children, etc., but administratively we must maintain, to satisfy State and Federal regulations, a costly overhead in relation to accounts, claims, statistics, and the like.

The categorical system had its origin in the piecemeal acceptance by the public of the necessity of providing for certain groups in the population. Beginning with homeless children and the blind and veteran groups, many years ago, public assistance has been gradually extended to include dependent children in the home, the aged, and, finally, those who were unemployed and unable to provide for themselves.

We have reached the end of the road. Today there is complete acceptance by all responsible elements of the population of the principle of public assistance for those unable to support themselves.

The inescapable fact is that assistance of some form is available for every one in need; it is of no consequence to him or to the public what category of relief provides it.

The second major point is that it is impossible for municipalities further to extend their service to children and persons requiring hospitalization and chronic care in institutions without some State aid. The total cost, which runs into tens of millions of dollars, is now borne wholly by NYC.

There are many basic extensions of the program for children which citizens are urging upon the city administration, but without some help from the State it will be impossible to meet these needs.

## Comment, Please

### Age in Federal Retirement

Editor, The LEADER: Many veteran organizations complain that the veterans are not doing so well in getting Government jobs, obtaining only minor jobs at entrance-salary rates.

This is true, because the well-paying jobs are held by oldtime employees of long service with permanent status, and they are unable to retire—no matter how many years of service they have—because of that "age-factor" originally written into the Retirement Law back in 1920. Thus, an oldtimer with say 25 to 52 years of service cannot get out, because he or she has not reached a stipulated age. Plenty with 30 to 40 years of service are aching to get out, due

to exhaustive work through two wars, infirmities of passing years, failing eyesight on sedentary work, etc. But no, they are not old enough, says the antiquated Retirement Law made a decade ago. No one rates these permanent, well-paying jobs better than the veterans, and the veteran organizations can get them for veterans if they will start a drive to amend the Retirement Law so as to remove that age factor, and let number of years of service alone be the factor in retiring. Also, in making this change, they should emphasize that the vacancies resulting from these civil service retirements shall be earmarked exclusively for military and naval veterans.

THOMAS V. STARRETT

## Five Pension Bills' Passage a Delayed Boon

THE Council's unanimous vote in favor of the proposed redistribution of voting strength on the Board of Trustees of the Fire Department Pension Fund, after receipt of an emergency message from Mayor O'Dwyer, was a fitting atonement for long delayed action on worthwhile legislation. The bills represent agreement by the Uniformed Firemen's Association and the Uniformed Fire Officers Association. Thus any past differences were composed. Still, some opposition must have continued, not from any of these sources, but from a few evidently trying to revive lost influence. It is fortunate that the Mayor took a determined stand in favor of these bills and put the malcontents to rout.

There now remains only the necessity of favorable action by the Board of Estimate, expected at the July 25 meeting, and approval by the Mayor, which may be taken for granted. In his emergency message he asked that the proposal be adopted.

The Board of Trustees of the Fire Pension Fund, if the legislation is enacted, would consist of three members of the Executive Board of the Uniformed Fire Officers Association with a total of 3½ votes; the President of the Pilots and Marine Engineers Association, with ½ vote and the Uniformed Firemen's Association, with eight votes, while the Fire Commissioner, the Comptroller, the Mayor and City Treasurer each has three votes.

The UFOA representatives consist of a Chief with 1 vote; a Captain with 1 vote; and a Lieutenant with 1½ votes.

The purpose is to rectify an impossible situation whereby representation is accorded to organizations either already liquidated or in process of liquidation, and none to some thriving, representative groups.

## State Welfare Teachers' Plea Should Succeed

OBJECTION to summer work performed out of title year after year by the teachers in the State Department of Social Welfare is not only made by the employees themselves, but by some of the officials, besides. If the vacations the teachers get, which are shorter than those of teachers in other State departments, are equalized by bringing the lesser up to the greater, the out-of-title work would disappear. Some additional teachers would have to be hired.

It is admittedly a problem to keep the one department running comparably to other departments, but a still greater problem arises if nothing is done to attempt equalization. The number of teachers in Social Welfare is small, but the principle at stake is large. If out-of-title work is to be performed only in an emergency, any department head would finally find it difficult to plead the existence of a permanent emergency as a defense of continuation of an unfair condition. Not mere word-juggling, but a principle is in issue that affects employees' morale and sense of justice.

While the Social Welfare teachers' plea is reported to have cleared all hurdles except the Budget Director's office, it is not to be assumed that Mr. Burton will not give the proposal serious consideration. The teachers' plea is one that commends itself strongly enough to prevail, even over the additional expense.

## 34 POLICEMEN DISMISSED IN MISSISSIPPI BECAUSE OF UNION MEMBERSHIP

Dismissal of 34 policemen in Jackson, Miss., for "insubordination and acts tending to injure the public service," through their refusal to resign membership in a labor union, was upheld by the Mississippi Supreme Court.

The policemen joined a local of the American Federation of State,

County and Municipal Employees. Upon their refusal to resign therefrom they were dismissed by the Mayor whose action was upheld by the Civil Service Commission. The policemen appealed to the courts for reinstatement on the ground that their dismissal was unlawful in that the City could not preclude them from joining a

# Up-to-date Exams for Steady Public Jobs

## U.S.

**Librarian and Library Assistant**, \$1,954 to \$5,905 a year. Positions in Washington, D. C. and vicinity. Filing closes August 12.

**Draftsman**, \$1,954 to \$3,397. Must submit sample of work and experience record. Positions in Washington, D. C. and vicinity. Filing closes August 12.

**Radar Repairman**, \$1.40 an hour. Positions in NYC Port of Embarkation, Brooklyn, N. Y. Apply at their office, 58th Street and First Avenue, Brooklyn.

## STATE

For the following NY State promotion examinations applications will be received until August 1:

No. 3168, **Vocational Service Analyst**, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Usual salary range \$2,760 to \$3,360, plus an emergency compensation. Application fee \$2. At present, one vacancy exists in the Central Office.

No. 3169, **Director**, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Usual salary range \$4,000 to \$5,000, plus an emergency compensation. Application fee \$3. At present, one vacancy exists in the Central Office.

No. 3170, **Supervisor of Medical Social Work**, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. Application fee \$3. At present, one vacancy exists in the Albany Central Office.

No. 3171, **Supervising Rehabilitation Counselor**, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Usual salary range \$2,760 to \$3,360, plus an emergency compensation. Application fee \$2. At present, six vacancies exist in the Area offices.

No. 3172, **Senior Supervising Rehabilitation Counselor**, Vocational Rehabilitation Service, Commission for the Blind, Department of Social Welfare. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. Application fee \$3. At present, two vacancies exist in the New York and Buffalo Area offices.

The closing date for the receipt of applications for the following examinations is August 2:

No. 3173, **Senior Pharmacist**, Institutions, Department of Mental Hygiene. Usual salary range \$3,120 to \$3,870, plus an emergency compensation. Application fee \$3. At present, one vacancy exists at Wassaic State Hospital.

No. 3174, **Principal Dictating Machine Transcriber**, Albany Office, Income Tax Bureau, Department of Taxation and Finance.

Usual salary range \$2,000 to \$2,500, plus an emergency compensation. Application fee \$1. At present, one vacancy exists.

No. 3175, **Head Hearing Stenographer**, Workmen's Compensation Board, Department of Labor. Usual salary range \$3,100 to \$3,850, plus a war emergency bonus. Application fee \$3. At present, one vacancy exists in the NYC Office.

## COUNTY

The following examinations close on July 24:

No. 3149, **Chief Laboratory Technician (Bacteriology)**, Department of Public Welfare, Westchester County. Usual salary range, \$2,670 to \$3,390, plus a war emergency compensation of \$210. Application fee \$2. At present, one vacancy exists at Grasslands Hospital.

No. 3150, **Police Chief**, Village of North Pelham, Westchester County. Salary \$45.00. Application fee \$4. At present, one vacancy exists.

No. 3151, **Radio Technician**, Westchester County Park Commission, Westchester County. Usual salary range \$2,670 to \$3,390 plus emergency compensation of \$210. Application fee \$2. At present, one vacancy exists.

No. 3152, **Senior Probation Officer**, Department of Probation, Westchester County. Usual salary range \$2,910 to \$3,540 plus an emergency compensation of \$210. Application fee \$2. At present, one vacancy exists.

No. 3153, **Addressograph Operator**, Department of Social Welfare, Erie County. Usual salary range \$1,550 to \$1,840. Application fee \$1. At present, two vacancies exist.

No. 3167, **Police Sergeant**, Village of North Pelham, Westchester County. Salary \$3,360. Application fee \$3.

Candidates must be permanently employed in the Village of North Pelham Police Department and must be serving and have served on a permanent basis in the competitive class for one year as a patrolman immediately preceding the date of the examination. Candidates must have completed a standard senior high school course or have a satisfactory equivalent in training and experience. Candidates must have a good knowledge of modern principles and practices of police work; and good knowledge of laws and ordinances governing local police work; good knowledge of the geography of the Village; ability to instruct and direct subordinates in police work; skill in the use of firearms; ability to be courteous and firm with the general public; conscientiousness and good judgment; physical strength and agility; good physical condition.

Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 3.

Service record training—relative weight 3. Seniority—relative weight 1. Training and experience (an evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 3. Last date for filing applications, July 30.

No. 3166, **Chief Clerk**, Parkway Maintenance, Westchester County Park Commission. Usual salary range \$2,670 to \$3,390, plus an emergency compensation of \$210. Application fee \$2. At present, one vacancy exists. Candidates must be permanently employed in the Westchester County Park Commission and must be serving and have served on a permanent basis in the competitive class for six months preceding the date of the examination in a salary grade of which the minimum base salary is \$1,800 or more. In addition, they must meet the requirements of one of the following groups:

Either (a) completion of a standard senior high school course supplemented by courses in accounting and eight years of satisfactory business experience; or (b) completion of a standard four year course in a recognized college or university with major work in accounting or business administration and two years of satisfactory business experience; or (c) an equivalent combination of the foregoing training and experience.

Candidates must have a general knowledge of office procedures and management; a good knowledge of financial record keeping; ability to follow complex oral and written directions; ability to secure the cooperation of others; good judgment in the solution of complex clerical problems; initiative; integrity. Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 3. Service record rating—relative weight 3. Seniority—relative weight 1. Training and experience (an evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 3. Last date for filing applications, July 30.

No. 3165, **Residence Investigator**, Grasslands Hospital, Department of Public Welfare, Westchester County. Usual salary range \$2,190 to \$2,790 plus an emergency compensation of \$210. Application fee \$2. At present, one vacancy exists. Candidates must be permanently employed in Grasslands Hospital, Westchester County Department of Public Welfare and must be serving and have served on a permanent basis in the competitive class for six months immediately preceding the date of the examination. Candidates must possess a working knowledge of New York State Social Welfare and Public Health Laws as they pertain to residence and financial eligibility for hospital care in a public institution; demonstrated ability to do work of an investigatory nature successfully without antagonizing individuals consulted; qualities of personality essential to the successful carrying out of the duties of the position.

Written examination on the knowledge and abilities involved in the performance of the duties of the position—relative weight 3.

Service record training—relative weight 3. Seniority—relative weight 1. Training and experience (an evaluation of the candidate's past education and work experience in relation to the minimum qualifications for the position)—relative weight 3. Last date for filing applications, July 30.

## NYC

**Promotion to Lieutenant**, Fire Department, \$4,050. Closes July 24.

**Promotion to Chief**, Fire Department, \$12,500 a year. Closes July 31.

## NEW JERSEY

August 15 is the last date for the receipt of applications for jobs with the State of New Jersey, or counties therein, in the first exam series since the war.

Applications must be submitted on official forms provided on request to prospective applicants. A separate application must be submitted for each examination. Applications may be requested by mail or may be obtained in person from the New Jersey State Civil Service Commission at the State House, Trenton, or 1060 road Street, Newark, or City Hall, Camden.

State residence of 12 months is normally required; also county residence for county jobs. Asterisk denotes vacancies in both State and county services, but only one application need be filed for application for both State and county jobs.

**\*ACCOUNTANT (S13M)** Salary, State, \$2,640-\$3,240; Atlantic City Housing Authority, \$2,100-\$3,000; Camden City Housing Authority, \$2,100-\$3,000; Newark, \$1,700-\$2,200.

**ACCOUNTANT (Utilities) (S14)** Salary, \$2,760-\$3,480.

**\*AUDITOR (S15M)** Salary, State, \$2,400-\$3,000; Camden, \$1,740-\$2,160.

**BAKER (S16)** Salary, State, \$1,800-\$2,400.

**BARBER (S17)** Salary, State, \$1,560-\$1,920.

**\*BLACKSMITH (S18C)** Salary, State, \$2,040-\$2,640; Union County, \$8 per day.

**BUILDING MAINTENANCE WORKER (S19)** Salary, State, \$1,200-\$1,560.

**BUTCHER (S20)** Salary, State, \$1,800-\$2,400.

**\*CARPENTER (S21M)** Salary, State, \$2,040-\$2,640; Asbury Park, Prevailing rates; Ocean City, \$65-\$80 per hour; Newark, Prevailing rates; Newark School District, Prevailing rates.

**\*ELECTRICIAN (S22CM)** Salary, State, \$2,040-\$2,640; Newark, Prevailing rates; Hudson County, \$3,000; Paterson, \$7 day.

**EXAMINER, CORPORATION TAX (S23)** Salary, State, \$2,280-\$3,360.

**EXAMINER, INHERITANCE TAX (S24)** Salary, State, \$2,280-\$3,360.

**HEAVY EQUIPMENT OPERATOR (S25)** Salary, State, \$2,160-\$2,760.

**\*INSTITUTIONAL REPAIRMAN (S27)** Salary, State, \$1,200-\$1,560.

**JUNIOR AUDITOR (S28)** Salary, State, \$1,800-\$2,400.

**\*MASON AND PLASTERER (S29CM)** Salary, State, \$2,040-\$2,640; Newark, Prevailing rates; Burlington County, \$1,860-\$2,340; Camden County, \$1,680; Essex County, \$2,520-\$3,168; Jersey City Housing Authority, \$2,040-\$3,200.

**\*MECHANIC (S30CM)** Salary, State, \$1,800-\$2,640; Essex County, \$72-\$84 an hour; Union County, Prevailing rates;

Atlantic City, \$1,920-\$2,420; Trenton, \$2,400; Lakewood Township, \$2,040-\$2,760.

**OCCUPATIONAL THERAPIST (S31)** Salary, State, \$1,800-\$2,400.

**\*PAINTER (S32CM)** Salary, State, \$2,040-\$2,640; Camden County, Prevailing rates; Essex County, \$2,208-\$2,808; Middlesex County, \$1,800 plus three meals; Asbury Park, Prevailing rates; Trenton Housing Authority, \$1,980-\$2,520; Jersey City, \$12.95 a day; Irvington, \$12.60 a day; Trenton Fire Department, \$198.33 a month.

**PERSONNEL TECHNICIAN (S33)** (General, Engineering, Accounting, Social Sciences, Physical Sciences.) Salary, State, \$2,640-\$3,240.

**\*PLUMBER AND STEAMFITTER (S34CM)** Salary, State, \$2,040-\$2,640; Camden County, Prevailing rates; Asbury Park, Prevailing rates; Jersey City, \$16 a day; Newark, Prevailing rates; Newark School District, \$1.87½ an hour; Trenton, \$2,580; Essex County, \$2,520-\$3,168.

**SAFETY INSPECTOR (S35)** Salary, State, \$2,400-\$3,000.

**SENIOR BUILDING MAINTENANCE WORKER (S36)** Salary, State, \$1,680-\$2,280.

**SENIOR PERSONNEL TECHNICIAN (S37)** (General, Engineering, Accounting, Social Sciences, Physical Sciences.) Salary, State, \$3,360-\$3,960.

**SHEET METAL WORKER (S38)** Salary, State, \$2,040-\$2,640.

**SHOEMAKER (S39)** Salary, State, \$1,500-\$2,100.

**SOCIAL CASE WORKER (S40)** Salary, State, \$1,800-\$2,400.

**\*TRUCK DRIVER (S41CM)** Salary, State, \$1,560-\$1,920; Union County, \$5.50-\$6.50 a day; Camden City, \$6 a day; Kearny, \$2,300; Ocean City, \$.50-\$.62½ an hour.

**VOCATIONAL COUNSELLOR** Rehabilitation Commission (S42) Salary, State, \$3,000-\$3,600.

**\*WATCHMAN (S43CM)** Salary, State, \$1,680-\$2,280; Atlantic County, \$730-\$1,000; Camden County, \$1,080-\$1,440; Essex County Court House and Hall of Records, \$1,200-\$1,620; Essex County Sanatorium, \$1,500-\$1,800; Middlesex County, \$1,080-\$1,440; Atlantic City, \$960-\$1,320; Bloomfield, \$1,746; Hamilton Township, \$.70-\$.80 an hour; Newark, Almshouse, \$1,200-\$1,600 plus maintenance; Newark, Bureau of Baths, \$1,501-\$2,000; Newark School District, \$1,600-\$1,700; Newark, Parks and Public Property, \$1,001-\$1,500; Trenton, \$143 a month.

**\*BLACKSMITH (C10S)** Salary, State, \$2,040; Union County, \$8 a day.

**COUNTY DETECTIVE (C11)** Salary, Monmouth County, \$2,500-\$3,000; Camden County, \$2,500-\$3,000; (Continued on Page 13)

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**LEGAL NOTICE**

SLAYBACK, JESSIE T.  
IN PURSUANCE OF AN ORDER OF Honorable WILLIAM T. COLLINS, a Surrogate of the County of New York.  
NOTICE is hereby given to all persons having claims against JESSIE T. SLAYBACK, late of the County of New York, deceased, to present the same with vouchers thereof to the subscriber, at her place of transacting business at the office of Douglas, Armitage & Holloway, her attorneys at No. 30 Rockefeller Plaza, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 10th day of December, 1946.  
Dated, New York, the 28th day of May, 1946.

KATHRYN S. MILTENBERGER, Executrix.  
Douglas, Armitage & Holloway, Attorneys for Executrix, Office and P. O. Address, 30 Rockefeller Plaza, Borough of Manhattan, New York City.

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# Candidates Call Fire Test Stiff

Candidates who took the NYC examination for Fireman (F.D.), held a week ago Saturday, report that the examination was too stiff for the entrance level, and would be more suitable for promotion to Lieutenant. At the various schools where the tests were held candidates told representatives of The LEADER that the examination was far tougher than they had expected. One candidate described it as "a whopper." Others telephoned in their similar comment. Those who got away from the examination finished earliest, and left, had the least to say, but this class usually represents a combination of those who wrote "I withdraw" on their papers, or who knew the subjects so well that they skated successfully through the test, but fast. At least one veteran organization is studying the examination paper. The physical exam is expected to be held early in September.

# Judgment and Language Sample Answers for Clerk-Carrier Exam

The candidate in the Post Office Substitute Clerk-Carrier examination, which begins Aug. 1, is expected to understand figurative language. Portions of the written examination will test his judgment and word knowledge. Following are typical questions and answers as released officially by the Federal Civil Service Commission.

In the actual examination an Answer Sheet is printed and lettered and numbered spaces, and the appropriate space is to be marked by the candidate, to indicate his answer. In the following, however, the correct answers and reasons therefor are included in the text:

**Proverbs**  
These questions test ability to understand figurative language. The answer is the sentence which means the same thing as the saying quoted.  
1. The saying "A man is his own best servant" means most nearly: (1) Service does not always come at the calling. (2) Necessity is the mother of invention. (3) If you want a thing done, do it yourself. (4) A little help does a great deal. (5) Where there's a will there's a way.  
2. Your superior officer assigns you to duty at a large public reception. (1) A well-dressed man inspires confidence. (2) Appearances may be deceiving.

other kinds, (4) is clearly the most reasonable and best.  
4. Objects are visible because (A) they are opaque; (B) they are partially in shadow; (C) they absorb light from the sun; (D) light falls on them and is reflected to the eye; (E) light rays penetrate their surfaces. D is marked for question 4 because the statement lettered (D) is the only one that explains why objects are visible. The other statements may be true, but they do not account for the visibility of objects.  
5. In starting a load, a horse has to pull harder than he does to keep it moving, because (A) the load weighs less when it is moving; (B) there is no friction after the load is moving; (C) the horse has to overcome the tendency of the wagon to remain at rest; (D) the wheels stick to the axles; (E) the horse becomes accustomed to pulling the load.  
6. Which of the following would be the surest indication that a druggist may have violated the legal requirement that narcotic drugs be dispensed only on a physician's prescription? (1) A number of people known to have purchased other drugs from him are believed to possess narcotics, but no prescriptions issued to these persons are in the druggist's file. (2) He is himself an addict. (3) His wholesaler refuses to sell him narcotics. (4) The total of his present narcotics stock and the amount legally accounted for is much less than his purchases. (5) The supply of narcotics in stock is less than the amount which he recently reported.

**Judgment**  
These questions might sometimes be called "common-sense" questions, because the answer can usually be found by applying the mental quality we know as "common sense" to the facts known in the question itself. They are of various degrees of difficulty; some may be made applicable to a certain job by requiring the judgment to be based on specialized knowledge necessary for that job.  
3. Hospital beds are usually higher than beds in private homes. Which of the following is the BEST reason for this fact? (1) Hospital beds are in use all day, instead of at night only. (2) Many hospital patients are children. (3) Private homes seldom have space enough for high beds. (4) The care of patients is less difficult when the beds are high. (5) The danger of falling out of bed is greater where there are no nurses.

**Word-Knowledge Study**  
Word-knowledge is among the characteristics on which the candidate for a job as a Substitute Clerk-Carrier is tested for Post Office jobs. The following selection of official U. S. study material concerns questions of that type.  
The best way to improve your knowledge of words is to read widely and consult the dictionary often. Try to use new words, to make them your own. No study of a selected list of words is likely to help in examinations. The general improvement of your vocabulary will help, however, and you will find that his improvement

# NYC Fireman Exam Analyzed Physics Queries Lead

## Exam a Tough One, Unlike Patrolman Test—Precedent Set With Wide Variety of Topics, Including Scientific

By H. J. BERNARD  
An analysis of the examination for Fireman (F.D.) given a week ago Saturday to 15,595 candidates by NYC, shows that 36 per cent of the questions exclusively concern fire duty, 15 per cent definitions and 10 per cent intelligence. The percentages in the five other of the nine categories were 5 each for first aid, current events and mathematics, 2 for city government and one for Federal government.

The examination was really difficult, especially because of scientific questions, new to this type of exam, and some tough intelligence and judgment questions sprinkled among easy and rather obvious ones of the same classification.

**Vocabulary**  
Directions: In each of the following questions you are to find which one of five words or phrases offered as choices has most nearly the same meaning as the word or phrase in CAPITAL LETTERS. On the answer line at the right of each question put the number of the suggested answer which you think is the best. (Note: Sometimes the word is in bold instead of capitals, as in questions 3 and 4.)

- 1. I report is VERIFIED if it is (1) changed; (2) confirmed; (3) replaced; (4) discarded; (5) corrected. .... 2
- 2. A clerk who shows FORBEARANCE TOWARD THE OPINION OF OTHERS shows (1) severity; (2) hypercriticism; (3) tolerance; (4) quietness; (5) thankfulness. .... 3
- 3. A controversy between two persons is (1) an agreement; (2) a dispute; (3) a partnership; (4) a plot; (5) an understanding. .... 2
- 4. To say that a condition is generally or extensively existing means that it is (1) artificial; (2) prevalent; (3) recurrent; (4) timely; (5) transient. .... 2
- 5. FEASIBLE means most nearly (A) capable; (B) justifiable; (C) practicable; (D) beneficial; (E) reliable. (C), means most nearly the same as "feasible," the space under C on the Answer Sheet is marked for question 5.
- 6. The two farms lie close to each other, but are not in actual contact. This sentence means most nearly that the two farms are (A) adjoining; (B) abutting; (D) adjacent; (E) united. The space under D is marked for this question because "adjacent" best describes the meaning of the sentence in bold. The other choices all indicate that the farms are in contact in some degree or are touching each other.

**Word Relations**  
In each of the following questions the first two words in capital letters go together in some way. Find how they are related. Then select from the last five words the one that goes with the third word in capital letters in the same way that the second word in capital letters goes with the first.) Write its number on the answer line at the right.  
7. FOOD is to HUNGER as SLEEP is to (E) night; (2) dream; (3) weariness; (4) health; (5) rest. .... 4  
8. SEW is to SEAM as PLOW is to (1) ground; (2) crop; (3) horse; (4) farm; (5) furrow. .... 5

**Opposites**  
4. EARLY—(1) soon; (2) morning; (3) punctual; (4) late; 10. LOST—(1) strong; (2) found; (3) least; (4) stray; (5) gone. .... 2

value in determining a candidate's educational status, so far as the knowledge of the meaning of words can reveal this. The preponderance of questions relating to physics, definitions, first aid, current events, mathematics and city and Federal government, a total of 69 per cent, shows that knowledge and information, as distinguished from judgment and intelligence, got by far the major emphasis. While there were no requirements of experience for entering the examination, and while no candidate for entrance into the department could be expected to have any fire experience, study of fire problems was shown to be highly advisable as a preparation for the test, and the more the candidate had of formal schooling, the better by far was his likelihood of attaining a high mark.

The test, whether intended so or not, definitely gives the high school graduate a big edge over the candidate who was graduated from elementary school only.

**Test of Mental Alertness**  
The job of a fireman requires extreme mental alertness, especially in an emergency, and therefore questions were included that tested the candidate's alertness sharply.

Question 5 related to a fireman driving a piece of fire apparatus, responding to an alarm. He was given five options of what to do and why, when approaching a street intersection, and the official tentative key answer was (E) "decrease your rate of speed so that you may be able to stop more quickly, if necessary." The advisability of decreasing the speed rate, also present in another option, was a normal selection, but whether to do this to gain time to decide which turn to make (Option D), or to be able to stop more quickly, required thinking. The solution was aided by knowledge that the driver had a professional destination, the box from which the fire alarm was sounded, and therefore did not have to spare time in which to make a possible turn, but rather to make a sudden stop for any reason, especially as traffic may be expected at an intersection. Also, another fire company may be responding, and its apparatus may be going at right angles to yours. Several accidents have occurred on this account.

**Reasoning Required**  
Question 15 required consideration. As for others, the filing period closed a few weeks ago. Notices of examination will be sent out by Director Rossell's office as soon as practicable, he said. It is expected that they will begin going out by tomorrow (Wednesday), or in any event not later than Thursday. The large operation will have to be completed quickly, so that candidates will be notified in plenty of time, but they are now upon notice to hold themselves in readiness for examination dates beginning August 1, if they are not now employed temporarily in the Post Office. Those so employed will be notified by their supervisors, through an arrangement made with Mr. Rossell with Postmaster Albert Goldman and the other Postmasters.

The incumbents will take the test on a basis that will not take more than 10 per cent of them from their post office duties in any one station at any one time.

Candidates must attain at least 70 per cent (with veteran preference, if any, credit included) in the examination. The large they fail for the Commission will not rate the other subjects if the 70 per cent is not attained.

The jobs that will be open will be those now occupied by the temporaries, and may attain the 11,000 maximum, but that depends on the needs of the service.

and intelligence are being tested, the questions would cease to be questions, and really would constitute their own answers. Again, the Most Accurate The most accurate equivalent figured again in Question 25, which stated: "Every fireman, regardless of immediate assignment, should be able to handle all types of apparatus and to act in any desired capacity." Options presented were: Immediate assignments rare, few firemen can act in more than one capacity, firemen handle about the same apparatus, routine assignments must be changed in emergencies and immediate assignments tend to become routine. The tentative key answer (D), about the need for changing routine assignments in an emergency, explains best, the Civil Service Commission held, the reason why the firemen should have interchangeable skills.

**Economic Question**  
One of the toughest questions concerned the relationship of inflation to our economy. The candidate was asked to state whether the issue on which the inflation discussions pivot is how best to increase the amount of capital for business loans, raise employment to pre-war levels, increase production of higher-priced goods, achieve full production of civilian goods or reduce the standard of living of certain income groups. The tentative key answer (D) was, Achieve full production of civilian goods.

**Low Pass Mark Expected**  
The Fireman pass mark will be that of the 4,000th candidate in the written test, and because of the toughness of the exam, that mark is bound to be below the 82.5 pass mark of the 5,000th candidate in the Patrolman written test. The Fireman final pass mark will be that of the 1,500th candidate, unless the marks or other reasons required a somewhat higher number.

**Tabulated Analysis**  
The analysis of the examination, by tabulated classifications of topics, is given herewith. There were 100 questions, so that the number of questions under each group also represents the percentage that the group bears to the total. The questions that were separately mathematical are listed as such. However, physics questions are often mathematical, too, but these are listed under physics. Definitions that apply to physics are listed under definitions, because applicable also to other fields than physics. Chemistry is included under physics, as is done in physics text books that give just a sprinkling of chemistry.

**PHYSICS**—Questions 29, 66 to 75 inclusive (chemistry), 76 to 82 (pressure), 83 to 90 (pump and suction hose), 91 to 100 (pressure, velocity, mechanical motion, piston). Total 36.

**FIRE DUTY**—Questions 1, 2, 3, 4, 5, 7, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 23, 25, 26, 27. Total 21.

**DEFINITIONS**—Questions 36, 51, 52, 53, 54, 55, 56 (physics), 57 (physics), 58, 59 (physics), 60, 61 (physics), 62 (physics), 63, 64 (physics). Total 15.

**INTELLIGENCE (JUDGMENT)**—Questions 6, 9, 24, 28, 32, 41, 47, 48, 49, 50. Total 10.

**FIRST AID**—Questions 13, 17, 21, 22, 30. Total 5.

**CURRENT EVENTS**—Questions 33, 34, 38, 39, 40. Total 5.

**MATHEMATICS**—Questions 42 (ratio), 43 (ratio), 44 (qualitative geometry), 45 (ratio), 46 (ratio). Total 5.

**CITY GOVERNMENT**—Questions 31, 35. Total 2.

**FEDERAL GOVERNMENT**—Question 37. Total 1.

able reasoning, too. This statement was given: "Keep in mind that floor boards are, as a rule, laid lengthwise in a room." The question was which one of the five selective answers linked the aspect of that advice—hose connection, locating fire path, escaping from room densely-filled with smoke, avoiding unnecessary property damage, or determining the exact location of a fire hidden by thick smoke. The official tentative key answer gives the escape reason as correct (E).

If a room is filled with dense smoke the fireman can not see his way out. Therefore he has to feel his path of escape, and this he can do with his feet, because of the give of the floor boards, even if covered, and make his way to a door, or more likely a window, using only the sense of touch. Scraping an uncovered floor with foot or hand will also give direction. It is safer to go on hands and knees in a smoke-filled room. Unless the candidate had studied up this aspect, or had thought sharply, he might have selected one of the options rated not evaluating the most helpful aspect of the advice, although three of the five offerings were obviously unsound. The suggestion about determining the fire path, however, might have tempted the unwary, since the question itself was based on direction.

**Maximum Accuracy Asked**  
Question 21 offered five optional answers, two of which were wholly inapplicable, but any one of the three others would have made sense. So the necessity arose of selecting the option that offered the most accurate answer. To ask for the most accurate answer is not to deny that any other proffered answer is not also correct, but that it is not as accurate as the answer primarily required. The statement that Question 21 submitted was: "A program of inspections and re-inspections may be prosecuted vigorously but can not be expected to eliminate all fire risk." The options submitted were: Some fire hazards can't be removed completely, inspections should be made rigorously, careful re-inspections under original inspections less significant in eliminating fire risks, inspections are of little value, and some inspections are indirect fire hazards. Inability to remove even some recognized fire hazards is true enough, vigorous inspections and re-inspections are indeed salutary, increasing the care with which re-inspections are made has something to commend it, but the statement that inspections are of little value is ridiculous, as is also the comment that some inspections are direct fire hazards. The tentative key answer given was that even some recognized fire hazards can not be removed completely, because that most accurately describes inability to eliminate all risk of fire, even though two other answers make sense, too.

It is a question of comparative accuracy, then, not merely of right or wrong. If only one of the optional answers in all the questions were correct, and the others absolutely wrong, where judgment

and intelligence are being tested, the questions would cease to be questions, and really would constitute their own answers. Again, the Most Accurate The most accurate equivalent figured again in Question 25, which stated: "Every fireman, regardless of immediate assignment, should be able to handle all types of apparatus and to act in any desired capacity." Options presented were: Immediate assignments rare, few firemen can act in more than one capacity, firemen handle about the same apparatus, routine assignments must be changed in emergencies and immediate assignments tend to become routine. The tentative key answer (D), about the need for changing routine assignments in an emergency, explains best, the Civil Service Commission held, the reason why the firemen should have interchangeable skills.

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These requirements are unusual in a NYC Fireman examination, where intelligence and judgment were normally the main consideration.

The examination was taken by 15,595 on Saturday, July 13, and the key answers were published in The LEADER last week, issue of July 16. The official answer to 28 is B, and not D as misprinted there.

The first 25 questions are published in The LEADER this week. The next 25 will appear next week, issue of July 30. There will be another 25 in the August 6 issue, while the final installment will be published in the August 13 issue.

The examination has general interest to candidates in other tests, including particularly the current Fire Lieutenant test, and incidentally future State and Federal exams, as well as to the general public, for the information it reveals on a wide variety of subjects.

The first 25 questions, with answers:  
1. Suppose that you are a fireman and that your company has responded to a fire at a large apartment house. You are on a ladder, about to enter a smoke-filled room through the window in order to search for a woman reported to be still in the burning building. Of the following, the best action for you to take first before you enter the room is to: (A) make certain that there is at least one other means of exit from the room in the event of an emergency; (B) lash the ladder securely to a heavy piece of furniture in the room; (C) note the layout of the room in relation to all stairways in the building; (D) test the flooring around the window cautiously with one foot to determine whether the flooring will hold your weight; (E) determine quickly whether the fire is spreading through the walls of the building.

2. Suppose that a fire has occurred in a drug store basement where a large stock of chemicals is stored on open shelves and in wooden boxes. As a member of an engine company, you take a line of hose down into the basement. The smoke is very thick, but flames can be seen behind a row of boxes. Of the following, the chief precaution for you to take is to avoid: (A) upsetting and mixing the chemicals, lest there be an explosion; (B) swifting any wooden boxes near the flames, lest a chemical reaction result from the effect of water on wood; (C) wetting the walls, lest a short circuit

# Fire Lieut. Filing Active Near End

As almost 6,000 Firemen had applied for the examination for promotion to Lieutenant by today, it was confidently expected that the prophecy that 7,000 would enter the test will be more than fulfilled by tomorrow (Wednesday), when the filing period closes. As is true of practically all examinations, the largest number of applications are received in the last few days, and normally the greatest daily number on the last day. The last examination was held in 1941 and the previous one in 1937. Because of the war the examination was not held last year, but now that it is under way, every effort is being made by the NYC Civil Service Commission to expedite it.

As veteran preference applies, all who attain a place on the eligible list will be divided into three groups, and appointed in that order: 1, disabled veterans; 2, veterans and 3, non-veterans.

# Written Examination For NYC Fireman Job Given in Official Text

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be caused in the electric wiring; (D) opening any windows in the basement, lest the smoke be allowed to escape; (E) throwing water directly on the fire, lest excessive smoke be produced.

3. Suppose that, in a fire in an unfinished warehouse, several iron and steel structural supports are heated to a point where they are red hot. Of the following, the best reason for not directing water against the heated supports is that: (A) the action of water on heated metal may produce a sudden burst of flame; (B) iron and steel are very poor conductors of heat; (C) hot sparks may be produced, causing the fire to spread to other parts of the warehouse; (D) smoke may be given off in excessively large quantities; (E) iron and steel supports may buckle when cooled quickly, causing the roof to collapse.

4. The fireman assigned to Housewatch Duty is responsible for giving and receiving alarms, not all of which come by way of telegraph signals. Suppose that, while you are on duty, a woman runs up to you. Breathless and almost hysterical, she shouts "Fire!" Of the following, the most important question for you, as House Watchman, to ask is: (A) "What is your name and address?" (B) "Where is the fire?" (C) "How serious is the fire?" (D) "Did you actually see the fire yourself?" (E) "How far is the fire from here?"

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5. As a fireman, you may be assigned to drive a piece of fire apparatus. Suppose that you are responding to a fire alarm. As you approach a street intersection it would be most wise for you to: (A) increase your rate of speed in order to avoid collisions with cross-traffic at the intersection; (B) increase your rate of speed in order to avoid delaying cross-traffic, which may have halted to allow you to pass; (C) maintain your normal rate of speed, lest a rear-end collision occur should you stop suddenly; (D) decrease your rate of speed so that you may have time to decide which turn to make, if necessary; (E) decrease your rate of speed so that you may be able to stop more quickly, if necessary.

6. Adequate fire fighting equipment is necessary and should be provided, but even the best equipment may be ineffectual unless used intelligently. This statement emphasizes chiefly the importance of: (A) inspecting fire equipment frequently to make certain that it is adequate; (B) purchasing fire equipment intelligently; (C) designing fire equipment properly; (D) training personnel in methods of fire fighting; (E) eliminating inadequate fire equipment.

7. Suppose that you are a fireman assigned to a hook and ladder company. An alarm is received at your fire station to which your company responds. Of the following, the best reason for not riding the side of the hook and ladder truck until it reaches the street is that: (A) oncoming traffic is usually warned by means of the fire bell that the truck is leaving the fire station; (B) the driver may be delayed a minute or two in leaving for the fire; (C) the driver may not be able to follow the usual route to the fire because of street obstructions; (D) hook and ladder trucks are difficult even for skilled drivers to handle in narrow spaces; (E) the driver of the hook and ladder truck is naturally expected to be the first to mount the vehicle.

8. Suppose that you are holding the nozzle of a fire hose and directing a stream of water on a fire. Your officer directs you to close the controlling valve in the nozzle that shuts off the flow of water from the nozzle. Of the following, the best reason for you to close the valve slowly is to avoid: (A) formation of a vacuum in the nozzle; (B) having the stream of water issuing from the nozzle break into a spray; (C) a sudden increase in pressure in the hose; (D) a gradual seepage of air into the nozzle; (E) escape of air from the hose.

9. Delays in getting started in response to a fire alarm often result in accidents on the road. Of the following, the best justification for this statement is that: (A) most delays in getting to the scene of a fire occur on the road rather than in getting started; (B) most accidents involving fire vehicles occur within a few minutes of getting started; (C) time lost in responding to a fire alarm can never be regained at the fire; (D) most drivers who start quickly tend to drive quickly; (E) some drivers attempt to make up on the road for lost time.

10. Hose lines should not be charged with water until brought to the point from which they will operate. Of the following, the chief justification for this rule is that: (A) in many cases water will spread a fire rather than extinguish it; (B) pump operators should usually be told the precise location of the fire in the building; (C) fire hose usually varies in length and diameter; (D) running water weighs less than standing water; (E) a charged hose line weighs more than an uncharged hose line.

11. In extremely cold weather, it is wise to leave the nozzle of a charged hose line partly open at all times when the line is not in use. Of the following, the chief reason for following the recommendation is to: (A) prevent a falling off of water pressure due to the normal contraction of water in cold weather; (B) maintain a constant pressure at the nozzle despite fluctuations in temperature; (C) prevent interruption of the water supply due to freezing of the water in the hose; (D) prevent bursting of the hose due to a gradual increase in water pressure.

(Continued on Page 10)



# Written Examination For NYC Fireman, F.D.

(Continued from Page 9)

sure; (E) maintain the water in the hose at a fairly constant temperature.

12. Suppose that, while you are driving a piece of fire apparatus to a fire, your officer cautions you to avoid driving over any fire hose being used to throw water on the fire. Of the following, the chief reason for this order is that:

(A) damage to its tires may leave a piece of fire apparatus stranded; (B) burst hose may leave an operating company in a precarious position; (C) interference with the maneuverability of fire apparatus may lead to a fire getting out of hand; (D) the area in front of a fire must be kept clear of encumbrances; (E) the area in front of a building is the point in greatest danger of collapsing walls.

13. Suppose that a fireman has been injured. He has received a deep puncture in his right arm. The one of the following steps which should not be taken in administering first aid to this fireman is to:

(A) wash the wound; (b) remove all soiled clothing around the wound; (C) apply an antiseptic; (D) apply a sterile dressing; (E) treat for shock.

14. "The Fire Department should receive full information on all extensive street repairs." Such information is valuable to the Fire Department chiefly because it indicates:

(A) areas requiring very careful inspection for fire hazards involv-

ing construction materials stored in the streets; (B) necessary changes in planned routes to be followed by Fire Department equipment in response to fire alarms; (C) possible damage to water mains affecting neighborhoods far removed from the points of street damage; (D) that the experience of Fire Department vehicles in responding to fire alarms is an important consideration determining the need for street repairs; (E) a logical explanation for some of the traffic accidents involving Fire Department vehicles which may have occurred previously in the areas under repair.

15. "Keep in mind that floor boards are, as a rule, laid lengthwise in a room." This advice can be most helpful to a fireman in:

(A) keeping the amount of hose necessary to fight a fire at a minimum; (B) locating the path of a fire spreading within the walls of a room; (C) escaping from a room filled with dense smoke; (D) avoiding unnecessary damage to property while extinguishing a fire; (E) determining the exact location of a fire hidden by thick smoke.

16. Suppose that the duty of the fire company to which you are attached is to remove hose from the hose wagon, connect the hose to the pumper, and advance into the burning building with the hose line so that water may be thrown upon the fire. You are cautioned by your officer not to tangle the hose during this maneuver. Of

the following, the result least likely to be achieved by observing your officer's warning is to:

(A) allow the man with the nozzle to advance readily into the burning building; (B) maintain the hose line close to the pumper where it can be constantly observed; (C) reduce friction loss in the hose line; (D) prevent total blocking of the water by creases in the hose line; (E) allow gathering up the hose line rapidly after the fire has been extinguished.

18. Suppose that you are throwing water on a fire by means of a fire hose line. Your lieutenant orders you to direct the stream from the nozzle so as to hit the ceiling midway between the fire and the point at which you are standing. As an alert fireman, you should realize that the chief reason for this order is probably that:

(A) the fire covers a large area; (B) the fire is dying out gradually but perceptibly; (C) pressure in the hose is so great that it is difficult for one fireman to direct the stream of water accurately; (D) there is insufficient smoke to locate the exact position of the fire accurately; (E) the fire is smoldering heavily.

19. "Fireman holding a life net should keep their eyes on the person jumping from a burning building." Of the following, the best justification for this recommendation is that:

(A) a person attempting to jump into a life net may overestimate the distance of the net from the building; (B) some persons will not jump into a life net unless given confidence; (C) a person jumping into a life net may be seriously injured if the net is not allowed to "give" slightly at the moment of impact; (D) fire-

# FIRE RIFLE CLUB ISSUES CALL FOR PISTOL TEAM CANDIDATES

An executive board meeting was held by the New York Fire Department Rifle and Revolver Club at 393 Seventh Avenue, Manhattan, and presided over by President Ray Pousson of Eng. 321. The Daily Mirror annual pistol matches have been set for Friday, August 16.

The Board meeting also approved a practice session outdoors to be held at the Teaneck Range tomorrow (Wednesday), and all members desiring to attend are to be at the Range in Teaneck by 10 a.m. Firing will be in .22 caliber only, with ammunition available at the Range.

Members aspiring to make the pistol teams should notify Fireman Pousson by postcard as to how they are working on August 16 so that teams can be arranged accordingly. The club bulletin board also has a chart to be filled in with this information.

An invitation is extended to all Probationals interested to visit the range on any Monday night as a guest. Membership applications are not accepted until the pro-

batory period is completed in the department.

Fireman Walter H. Beardslee, Eng. 34, submitted his first record score in striving to make the No. One Pistol Team for the sixth straight time. He shot the official Teaneck course with 100 Slow Fire, 98 Time Fire and 95 Rapid Fire for a total of 293. Club members know Mr. Beardslee will better this next time out, since he has always been one of the top shooters.

"Doc" Shapiro of the Manhattan Medical Office entertained the boys with some fancy shooting, coming up with a score of 310 out of a possible 300. Some shooting!

Range practice keeps the boys busy Monday evenings. Under the guiding hands of Fireman Pousson and Ed Kurpiel, H. 101, the boys are shaping up for competitive shooting outdoors this fall season. The training will come in handy for the National Rifle Association Club Championship Shoot to be held late this year, and wherein the winner receives the N.R.A. medal for his collection.

men holding a life net should be evenly spaced around the net at the moment of impact in order to distribute the shock; (E) an open net is suggestive and leads some people to jump unnecessarily.

20. Suppose that a gasoline stove explodes in the kitchen of your apartment. For you to close all the kitchen doors immediately would be:

(A) unwise because such action would allow more heat to generate; (B) unwise because such action would limit the amount of air available for combustion; (C) wise because such action would limit the area exposed to the flames; (D) wise because such action would prevent the formation of carbon dioxide; (E) unwise because such action would allow heated gases to accumulate.

21. "A program of inspections and reinspections may be prosecuted vigorously but cannot be expected to eliminate all risk of fire." On the basis of the above statement, it follows most accurately that:

(A) some fire hazards, even when recognized, cannot be removed completely; (B) a program of inspections and reinspections must be prosecuted vigorously if all risk of fire is to be eliminated; (C) the more carefully reinspections are made, the less significant the original inspection in detecting the risk of fire; (D) inspections are evidently of little value in reducing the risk of fire; (E) at least some inspections are indirect fire hazards.

22. "Fire fighting reduces the financial loss suffered by property owners because of fires. The difference between organized and makeshift methods of fighting fires in this respect to the property owner is not measured simply by the money value of property saved from destruction." Of the following, the best additional measure of the difference between organized and makeshift methods of fighting fires, in accordance with the above statement, is the:

(A) location and origin of the fire; (B) bulk and weight of the property saved; (C) continued usefulness of the property saved to its owner; (D) number of firemen required to save the property; (E) amount of fire equipment necessary to save the property.

23. Suppose that you are the driver of a Fire Department hose wagon. Your officer cautions you, as you drive the hose wagon onto a pier where your company is fighting a fire at the river end, to turn the vehicle around so that its faces the pier entrance. As an alert fireman, you should realize that the chief reason for this warning is that:

(A) additional hose may be unnecessary if the fire should be extinguished quickly; (B) other hose wagons may be called to the scene of the fire on the second alarm; (C) manpower is more important than apparatus in fighting pier fires; (D) there may not be sufficient time to turn the hose wagon around at a later time if the fire should spread rapidly; (E) water may have to be drafted from the river if no other hose wagon should appear at the scene of the fire.

24. "Most modern buildings are equipped with locks and other devices designed to bar the entrance of those not possessing the necessary keys." On the basis of the above statement, it follows most accurately that:

(A) locks and other devices for barring entrance to buildings are unnecessary fire hazards; (B) skill in the use of forcible entry tools is essential to firemen; (C) fires in modern buildings are the most difficult to handle; (D) firemen should be equipped with a sufficient number of master keys to open all ordinary types of locks; (E) firemen should strive to extinguish fires without breaking doors or windows.

25. "Every fireman, regardless of his immediate assignment, should be able to handle all types of apparatus and to act in any desired capacity." Of the following, the best justification for this statement is that:

(A) firemen rarely receive immediate assignments; (B) few firemen can act in more than one capacity; (C) very much the same apparatus is handled by all firemen, regardless of immediate assignment; (D) routine assignments must be changed in emergency situations; (E) immediate assignments tend to become routine assignments.

KEY ANSWERS				
1.D	6.D	11.C	16.B	21.A
2.A	7.D	12.B	17.E	22.C
3.E	8.C	13.A	18.A	23.D
4.B	9.E	14.B	19.A	24.B
5.E	10.E	15.C	20.C	25.D

## PHYSICAL CLASSES FOR FIREMAN

### SPECIAL OFFER!

Men may enroll in these Physical Classes with the understanding that if they are not among the first 4,000, the entire fee paid will be allowed toward preparation for the next Fireman or Patrolman examination, both of which should be held early in 1947.

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Only the top 4,000 of the 16,000 who competed in the written examination will be called for the physical test. AND, OF THOSE, ONLY THE 1,500 WITH THE HIGHEST COMBINED MENTAL-PHYSICAL AVERAGE WILL BE PLACED ON THE ELIGIBLE LIST. Based on our more than 30 years' experience, we believe that those who attained over 70% in the written test have a fair chance. ALL SUCH MEN SHOULD NOW CONCENTRATE ON OBTAINING A HIGH MARK IN THE PHYSICAL TEST. Delehanty training is the ideal way to prepare. In the recent Patrolman physical test seven of eight men who attained 100% were Delehanty Graduates!

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CLASSES NOW FORMING

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3 CLASSES WEEKLY

Many candidates have hesitated to begin preparation for this examination because it was stated that the test would be held on July 29. However, only a few hundred will be called on that date and the others in small groups thereafter so that examinations may continue for two or three months. Only those well prepared can hope to be within appointing distance.

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# FIXED PASS MARK DROPPED BY JERSEY

In announcing resumption of competitive examinations, the New Jersey Civil Service Commission revealed that it will no longer provide a fixed percentage passing mark in its examinations. Heretofore the Commission has required candidates to receive a general average of 70 per cent to be eligible for appointment.

The new plan will provide for shorter eligible lists based on the number of vacancies expected to

be filed during the life of the list; so that if the likely number of appointments from the list is to be 50, the eligible list will consist of about 75 persons found best qualified in the competitive test. The Commission also plans to shorten the life of eligible lists so as to hold examinations more frequently, thus giving more persons, particularly those coming out of the military service from time to time, opportunity to compete for public positions.

## Two Congratulated at NYC Chapter Dinner

Diners at the dinner-meeting of NYC Chapter at Gasner's Restaurant on Duane Street extended congratulations in two directions.

Louis G. Stubenvoll, Associate Underwriter, State Insurance Fund, received a pre-father's day gift from his wife in the form of twins (boy and girl), thus making him the proud papa of four, with a previous boy and girl in the family.

Cornelius J. O'Shea, Service Representative, State Insurance Fund, was getting congratulations on his son's winning a full scholarship to St. Francis Preparatory School, in Brooklyn, after a city-wide competition. Cornelius Jr. is a student of St. Anselm's School in Bay Ridge, Brooklyn. H. J. Bernard, who was present, heard about Cornelius Jr.'s good work, and couldn't help remarking that his own son, Roland Bernard, attended St. Anselm's and won a full Power Memorial scholarship.

## 3 Hearings to Be Held On Reclassification

The NYC Civil Service Commission has announced three public hearings for Tuesday, July 23 on matters affecting classification changes. Hearings will open at 2 p. m. at the Commission's Offices, 7th Floor, 299 Broadway, Manhattan.

On the agenda are:

Proposed resolution of classification for the titles Clerical Assistant and Laboratory Assistant in the Board of Higher Education.

Assistant Superintendent of Bridge House—recommendation to include title in the non-competitive class under the heading, Department of Welfare.

Asphalt Plant Operator Group—recommendation to include four titles in Part 37, the Miscellaneous Service.

**RAISES IN SAN FRANCISCO**  
San Francisco county employees, benefited recently when the county board of supervisors approved a 15 per cent pay increase for all employees receiving less

# PLAN OF GROUP INSURANCE AFFORDS LOW-COST PROTECTION

State employees through the Association of State Civil Service Employees save themselves thousands of dollars every year through the purchase of accident and sickness insurance on a group plan.

The Commercial Casualty Insurance Company, of Newark, N. J., has been issuing policies for members of the Association for 10 years on a group plan of accident and sickness insurance. The management of the plan is handled by Ter Bush and Powell, Inc., of Schenectady. Charles A. Carlisle of that firm originated the plan and has supervised its operation since it began in 1936.

Every State employee can have peace of mind by spending a small amount of money each pay day for this very broad, low-cost insurance. Through this plan a member can have personal accident and sickness insurance, direct, at cost. This policy is not a limited type policy but offers very broad coverages with practically no exclusions and at a very low cost.

**14,000 State Employees Insured**  
The insurance is for preferred risks, both men and women who have qualified for positions in the civil service of the State of New York.

At present more than 14,000 far-sighted State employees are carrying this insurance by having a small sum deducted from their pay checks each pay day. Sums ranging from 60 cents a pay day up buy monthly benefit checks of from \$50 to \$150.

Accident coverage, both on and off the job, and in most cases five years' coverage for each accident, are offered. Sickness coverage is afforded without the usual confinement requirement. If an insured person is sick, he or she may recuperate in Florida or

Maine, as long as still disabled. The recipient doesn't have to be in the hospital to collect.

Payments continue as long as the insured patient is unable to work.

When one buys this insurance, he sends no money; just fills out a rather short application and signs an authorization permitting the pay roll clerk to deduct a specified amount of money each pay day. Thus one doesn't have to remember to send in premiums periodically, yet when if one no longer wants the insurance, he just orders the deductions stopped.

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Employee group sees Sanitation officials on labor matters. Left to right, Michael Garramone, general manager CIO Local 333; Andrew Mulrain, Assistant to Commissioner; James Griest, President of the local; William J. Powell, Commissioner, and Joseph M. Aimee, Assistant to Commissioner.

## Central Hiring Agencies Asked

WASHINGTON, July 23—Amendment of the rehiring order was recommended to President Truman today for the creation of central hiring agencies, by the United Public Workers of America (CIO). The union asked that Section 4 of Executive Order 9691 be amended for the creation of central hiring registers in the Civil Service Commission, composed of veterans and terminated Government employees, in order of their retention credits, and the filling of all so-called "temporary vacancies" from these registers.

Central hiring agencies within departments are requested, with outside hiring barred until such registers are deleted.

The union complained that the Department of Commerce let out employees without canvassing job opportunities that would make transfers possible.

## Sanitation Post Starts Bulletin

The American Legion Post 1110 of the Dept. of Sanitation will issue the first copy of its new bulletin in September. The Post, one of the more progressive in New York County, is under the leadership of Commander Arthur J. McGinnis. The "1110," organ of the Post has been sent to the members in mimeographed form to us now. The Post boasts of almost 1,000 members. The bulletin has two co-editors, Herbert S. Bauch and Edward X. Peyton.

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## Meacham Is Hearing Employees' Appeals

ALBANY, July 23—Edward Meacham, of the State Department of Commerce, has been loaned to the State Civil Service Department to conduct hearings for the State Civil Service Commission of employees whose appeals were turned down by the

Classification Board and but permitted to be carried to re-examination. He hears the appeals of employees and their representatives, including William T. McDonough, Executive Representative of the Association of State Civil Service Employees, and Laurence J. Hollister, Field Representative.

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### Summer Resorts Plan To Stay Open Longer

Summer will be two months longer in New York State this year, the New York State Department of Commerce announced today. The prediction follows a survey which shows that for the first time in history the majority of the State's resorts are planning to extend their season into the early fall months.

According to the Department's figures 85 per cent of the resorts now open will be open in September and 69 per cent will be open in October. They will be able to accommodate about half as many guests during these two months as they were able to take in July and August.

Resort operators report that the demand for reservations is setting new records with more people planning vacations this year than ever before. For the inveterate autumn vacationist and those others who this year experienced difficulty in getting summer accommodations, the plan to extend the season is expected to be welcome news.

To provide vacation accommodations for as many as possible, most hotel operators have agreed to extend their season for an additional two months. Traditionally the resort period has been from July 4 to Labor Day and this is the first time that New York operators, busy since May, have considered such a long season. The same extension period applies to resorts in neighboring States and in New England.

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# Model Answers In Past NYC Test For Fire Lieut.

## FIRST NEWSPAPER PUBLICATION OF ESSAY REPLIES ON REPORT AND ADMINISTRATION TOPICS

The official model answers to the five questions on Administration and Report in a previous N. Y. City examination for promotion to Lieutenant, Fire Department, are published this week for the first time in any newspaper. They are invaluable aids to the 7,000 candidates in the current examination, the filing period for which closes tomorrow (Wednesday, July 24). The questions appeared in the July 2 issue of The LEADER, page 9. Other questions and key answers in this examination were published July 9 and 16.

The written paper of the top-scoring candidate was used by the NYC Civil Service Commission as the model, and follows:

### ANSWER TO QUESTION 1

Action of the Truck Company in Eighteen Story Fire-Proof Building:

1. Size up quickly and examine carefully for signs of fire:
  - A. 8th floor printing establishment, where large stores of chemicals and volatile oils are stored.
  - B. 10th floor clothing manufacturer, where large stocks of highly combustible materials are kept.
  - C. 12th floor wholesale firm dealing in novelties as this floor holds large stores of nitrocellular products which give off deadly gases. The use of masks may be of great help.
2. Split company up into units and have these units proceed systematically in their operations.
3. Open up and force doors, and partitions with proper tools; such as axes, claw tools, lock breakers, Kelly tools and hooks, so that Engine Companies may advance lines to points of operation.
4. Have one unit systematically close all windows facing the fire buildings on the various floors to reduce exposures to and extension of fire.
5. Make a thorough search of all floors to aid and remove any persons endangered thereon.

6. Have stock and combustible materials moved away from walls, adjoining fire building to prevent combustion from sparks, brands, or radiation.
  7. Use fire retardants, such as hand extinguishers and pails of water to extinguish incipient fires.
  8. Stretch lines from standpipe system and employ on fires taking precaution not to commit unnecessary water damage.
  9. Assist Engine Companies in stretching and operation of hand lines.
  10. Shut off sprinklers wherever they may be working unnecessarily.
  11. Overhaul thoroughly on all floors to detect fire contents and in structure to prevent rekindling.
  12. Report conditions to superior officer and await further orders.
- Note: Should the incipient fires escape from their confines, additional measures may be needed as:
1. Send one unit to roof via shafts to relieve building of smoke, elevators, to ventilate over shafts, such as stairways, and elevator heat and gases, to allow Engine Companies to move in on fires more easily.
  2. Assist Engine Companies in stretching and operation of hose lines from street.
  3. Order that all windows be opened on side away from fire building to allow gases and smoke

to escape, and prevent their banking up to cause explosions.

### KEY

	Maximum
10 - - 20 30	
Close windows—systematically	30
Size-up if right building	10
Extinguish incipient fires; hand extinguishers, stand pipes	10
Remove combustible materials	15
Bring in tools—open up	10
Shut off sprinklers	10
Search for those in danger	15
Aid engine companies' stretching, operating	10
Overhaul	10
Ventilation—if correct	10
	100

### Negative Items

- Truck Company in department store.
- Fight whole fire.
- Impossible demands.
- Treats fireproof building as non-fireproof.

### Notes

Under "size up if right building," if candidate mentioned the hazards on the 8th, 10th, and 12th floors of printing establishment, clothing and novelties manufacturer, respectively, he was given credit for the item. In other words, by size-up is meant more than just working in the fireproof building. The candidate had to show that he understood where the dangerous hazards were and how important it was to protect these occupancies.

If the candidate had the Truck Company working in the 18-story building and mentioned as many as four items, but also had the Truck Company fighting the fire adequately in the department store, he was given a passing grade.

If the candidate stated that there was a hazard on the floor housing the printing establishment with regards to floor collapse, due to heavy machinery and added water, he was given a check under negative item, "Treats fireproof building as non-fireproof."

### (Continued Next Week)

### RAISE IN CHICAGO

The new city budget for Chicago, Ill., provides for a blanket raise of 7 per cent for all city employees making less than \$15,000 a year. It was secured through the efforts of the Chicago council of public employees, whose officers appeared before the city council finance committee in behalf of local union members.

### ASST. ENGINEER PROMOTION

A city-wide promotion examination to Assistant Civil Engineer has been ordered by the NYC Civil Service Commission.

## U. S. STENO-TYPIST EXAM TO BE RE-OPENED NATIONALLY

(Continued from Page 1)

of grades was illegal. There was no comment on this score from anybody at the Civil Service Commission.

No date has been set for the examination. Regional offices will be notified and will be given some leeway in the selection of a date.

Those who took the last examination, hoping to get jobs in the higher pay brackets, will have to take the new examination, to attain their goal, but will not have to fill out Form 57 all over again. A special application form, permitting a written statement that the candidate applied for the previous test, will suffice.

### Jobs Assured to All

The Second Region register to be established as the result of the recent examination for U. S. Steno-Typist will be used for the CAF-1 and CAF-2 levels at least, and for CAF-2 and CAF-3, if authorized. In any event, every one on the list is expected to be given a job offer.

The rating of papers is now going on at 1,000 a day and is to be completed by August 15, except for a relatively few late applicants, who would be veterans entitled to file within 120 days of their discharge from the armed forces.

"Every eligible not in a U. S. job, unless unemployable, will have an opportunity of appointment," said James E. Russell, Director, Second Region U. S. Civil Service Commission, "and every one in a U. S. job an opportunity of retention."

He added that nobody was more anxious than he to get the rating finished and the eligible roster established. He refused to speculate on the date when the register would be set up, but others mentioned late September as a good likelihood.

One of the largest of the Federal examinations, the Steno-Typist test, first announced exclusively in The LEADER, also is one of the most important, because of the continuing great need for qualified Stenographer and Typists in the Federal service.

### Comment on Quality

Mr. Russell stated that the examination will produce good quality employees, especially as the list will probably contain the names of a relatively large number of incumbents of Federal jobs who, hired on a war-service indefinite basis, are seeking permanency.

Friends of Mr. Russell quoted him as saying, also, that anybody who was qualified should have been able to get a high enough score to attain a place on the roster of eligibles.

## Job Opportunities

(Continued from Page 7)  
500-\$3,000; Bergen County, \$2,500-\$3,000.

- \*ELECTRICIAN (12SM) (See S22CM.)
- \*INSTITUTIONAL REPAIRMAN (C13SM) (See S26CM.)
- \*MASON AND PLASTERER (C14SM) (See S29SM.)
- \*MECHANIC (C15SM) (See S30CM.)

### LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of COBY COATS, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 15th day of July, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 431 WEST 54 STREET CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of July, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CARBIDE ALLOYS CORPORATION has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 24th day of May, 1946.  
Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State. By Saul Casbury, Jr., Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of F. & P. FOOD MARKET, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of July, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of STERLEY REALTY CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of June, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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

\*PAINTER (C16SM) (See S32CM.)  
Other exams are: \*Plumber and Steamfitter (C17SM), \*Truck Driver (C18SM), \*Watchman (C19SM), \*Accountant (M22S), \*Auditor (M23S), \*Carpenter (M24S), \*Electrician (M25SC), \*Institutional Repairman (M26-SC), \*Mason and Plasterer (M27-SC), \*Mechanic (M28SC), \*Painter (M29SC), \*Plumber and Steamfitter (M30SC), \*Truck Driver (M31SC) and \*Watchman (M32-SC).

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### LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LYNN BROWN, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 27th day of June, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 551 FOOD MARKET, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of July, 1946.  
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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# FIRE CHIEF TEST VETERANS' AFFAIR

Eight Deputy Chiefs had filed applications for the promotion examination to Chief, Fire Department, up to press time. They were Edward J. O'Connor, Henry Wittekind, John L. Holian, P. Joseph Connolly, William J. Hefernan, Edward M. F. Conway, Peter Loftus and John J. T. Waldron, in the order in which the applications were received by the NYC Civil Service Commission. All except Deputy Chiefs Wittekind and Waldron are war veterans. Deputy Chief Conway is the only disabled war veteran.

The last filing date is July 31. About 40 Deputy Chiefs are eligible.

Under the veteran preference amendment to the State constitution, ratified at the polls last November and effective January 1 last, eligibles who are disabled veterans go to the top of the list, veterans next, and non-veterans last. A candidate who is a veteran therefore must first pass the examination before he becomes entitled to preference.

While the enabling act passed by the last session of the Legislature confirms and amplifies the constitutional requirement of appointment of the veteran, not merely his certification, physical and mental ability to cope with the job can be required by the Commission.

As the situation stood at press-time, since there is only one job of Fire Chief, Messrs. Wittekind and Waldron are staking their chances on being the only ones of the candidates to pass the exam. Otherwise a veteran, and particularly a disabled veteran, would be appointed.

# Books for Fire Lieut. Test

**MATHEMATICS**  
Capital Publishing Institute.  
Civil service arithmetic . . . questions and answers . . . New York: 51 Union Sq., 1940. 33p., mime. 50 cents.  
Douglass, Harl R., and L. B. Kinney.  
Everyday mathematics. New York: Henry Holt and Co., 1940. 503p., illus. \$1.28.  
Hart, W. W., and L. D. John

Mathematics in action. Boston: D. C. Heath and Co., 1940. 442p., illus. \$1.28.  
Hooper, A.  
A mathematics refresher. American edition. New York: Henry Holt and Co., 1942. 342p., figs. \$2.50.  
Lennes, N. J.  
New practical mathematics. New York: Macmillan Co., 1942. 426 p. \$1.32.

Pergande Publishing Company.  
Arithmetic for civil service examinations. Revised ed. Milwaukee, Wis.: 1935. 80p. \$2.00.  
National Fire Protection Association.  
Field practice; an inspection manual for property owners, fire departments and inspection offices covering common fire hazards and their safeguarding and fire protection and upkeep. 2nd ed. Boston: 60 Batterymarch St., 1922. 206p. \$1.50.

## OFFICIAL NOTICE OF FIRE CHIEF EXAMINATION

**NOTICE OF EXAMINATION No. 5141**  
Promotion to **CHIEF OF DEPARTMENT**

This examination is open only to employees of the Fire Department.

**Salary:** \$12,500 per annum at present. This is an ungraded position.

**Applications:** Issued and received from 9 a. m., July 16, 1946, to 4 p. m., July 31, 1946.

**Fee:** \$5. Fees are not refunded to persons who are absent from examinations; refunds are made only to those candidates not permitted to take examinations by the Commission because they lack the necessary requirements.

**Vacancies:** One.

**Date of Test:** The written test will begin December 18, 1946.

**Eligibility Requirements:** Open

to all permanent employees of the Fire Department who on the first date of the written test: (1) are serving in the title of Deputy Chief; (2) have served in such title for a period of not less than one year immediately preceding that date; (3) have served continuously in the department for the six-month period preceding that date; and (4) are otherwise eligible.

**Duties:** To be the head of the Fire Bureau; exercise command and control of the Uniformed Force; supervise the Medical Division and the Divisions of Fire Prevention, of Combustibles, of Fire Apparatus and of Licensed Places of Public Assembly; exercise any powers conferred by the Charter on the Fire Commissioner which the Commissioner may legally delegate to him.

**Tests:** Record and seniority,

weight 50, 80 per cent required; written, weight 50, 70 per cent required

Method of computing record and seniority: Beginning with the date of promotion to Deputy Chief, 80 per cent. For each three months of service in that rank during the five years next preceding the first day of the written test add 1/2 per cent, or 2 per cent a year, making at the end of five years a maximum of 90 per cent; for each additional three months in the rank of Deputy Chief, add 1/4 per cent, or 1 per cent a year, making at the end of 10 years' service a maximum of 95 per cent; for each day's fine .5 per cent deduction; for each reprimand, .25 per cent deduction. Fines and reprimands previous to July 1, 1942, will not be considered.

Applications by mail will be accepted if mailed and postmarked up to and including 12 midnight on the last day for the receipt of applications and received by the Commission not later than 4 p. m. of the day prior to the date of the first test.

The pertinent sections of the General Examination Instructions are also to be considered part of this notice.

Municipal Civil Service Commission; Ferdinand Q. Morton, Acting President, and Esther Bromley, Commissioner.  
Frank A. Schaefer, Secretary.

National Fire Protection Association.  
The national fire codes for building construction and equipment, compiled by Robert S. Moulton. Boston: 60 Batterymarch St., 1944. 512 p., figs., tables. \$3.00.

National Fire Protection Association.  
National fire codes for extinguishing and alarm equipment compiled by Robert S. Moulton. Boston, 1943. 669p., charts, figs., tables. \$3.00.

National Fire Protection Association.  
National fire codes for flammable liquids, gases, chemicals and explosives; 1945; compiled by Robert S. Moulton. Boston: 60 Batterymarch St., 1945. 591p., figs., tables. \$3.00.

National Fire Protection Association.  
National fire codes for the prevention of dust explosions. Boston: 60 Batterymarch St., 1943. 160p., figs.

New York University, Center of Safety Education.  
Fire prevention education. Prepared by the center... and the Committee for Fire Prevention Education representing eleven national organizations. New York: National Board of Fire Underwriters, 1942. [360p.], figs., illus. (2 parts in 1 v.)

## ★ READER'S SERVICE GUIDE ★

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#### Banners—Emblems

**BANNERS, FLAGS, BADGES, Emblems,** for civic and social organizations, schools. The Pioneer Manufacturers, 990-992 Sixth Ave. (between 30-37th Sts.), N. Y. Wisconsin 7-5558.

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**SPECIAL PRICE \$1.53 PER CARTON.** Cigars. Special price by the box. Tremendous saving on candies, etc. Wilbur's Cut Rate, 300 W. 141st Street, N. Y. WA 8-8030.

#### Furniture

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#### Postage Stamps

**DON'T THROW THOSE STAMPS AWAY!** They may have value. Send 3c for "Stamp Want List" showing prices we pay for U. S. stamps. Stampsman, 315 W. 42nd

### Firearms

**FIREARMS BOUGHT, sold, exchanged.** Gunsmith on premises, also pistol range. John Jovino Co., 5 Centre St., N. Y. C. Canal 6-9755.

**OLD BROKEN GUNS WANTED.** Will pay 20c lb. and up depending on condition. Write giving full particulars to H. Feld, Triangle 5-2381, 104-105 Montague St., Brooklyn, N. Y.

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**FOR YOUR HOME MAKING SHOPPING NEEDS** Furniture, appliances, gifts, etc. (at real savings). Municipal Employees Service, 41 Park Row, CO 7-5390, 147 Nassau Street.

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**UNCALLED** for men's clothing. Custom tailor sacrifices odds and ends in men's fine quality suits and coats, own make. 177 Broadway, NYC., 4th floor.

### Watches

**NEW BULOVA WATCHES!** Also chronographs and watches repaired. One week service. PAUL ALLEN CO., Mezzanine, 2 West 47th St., N. Y. C. BR 9-2864.

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**EXPERT WATCH REPAIRING.** All work guaranteed one year. Quick service. Wholesale shop, now catering to retail service at wholesale prices. Estimates cheerfully given. Economy Watch Service, 19 W. 34th St., N.Y.C. Room 927 ar. McCreery). PE 6-4884.

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### Pawnbrokers

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### Organizations

**ORGANIZATIONS,** family circles, social groups, are you planning a public function? If so, make reservations at the La Coura, 1678 Broadway. For special rates call Monte Gardner or Jack Greens. CI 5-9075.

### For Sale

**STENOTYPE MACHINE,** self-teaching books included. Never used. D. Candeloro, RE 2-9550, Ext. 119.

### WANT 'RESIGNED' CHANGED

Louis F. McIntosh, Cleaner, Public Works; Dr. Joseph Mendeloff, Assistant Pathologist, Hospitals, and Ephraim J. Faber, Searcher, Tax Department, have requested the NYC Civil Service Commission to have their records changed from "resigned" to "leave of absence."

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of NERVES, SKIN AND STOMACH  
Kidneys, Bladder, General Weakness, Lame Back, Swollen Glands.  
**PILES HEALED**  
By modern, scientific, painless method and no loss of time from work.  
Consultation FREE, X-RAY Examination & Laboratory Test \$2 AVAILABLE  
VARICOSE VEINS TREATED FEES TO SUIT YOU

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### PIMPLES BLACKHEADS FOAMY MEDICATION

Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year-old Palmer's "SKIN SUCCESS" Ointment. With the rich cleansing, FOAMY MEDICATION with finger tips; washcloth or brush and allow to remain 3 minutes. Amazingly quick results come to most skins, afflicted with pimples, blackheads, itching eczema, and rashes externally caused that need scientific hygiene action of Palmer's "SKIN SUCCESS" Soap. For your youth-clear, soft complexion give your skin this luxurious 2 minute foamy medication-treatment. At leading counters everywhere or from K. T. Browne Drug Company, 127 Water St. New York 5, N. Y.

# FIRE LINES

By QUENCH

## Under the Helmet

CHIEF MEDICAL OFFICER Edward C. Costelloe retired from the Fire Dept. on an annual pension of \$3,275. His friends and associates in the Department are sorry to see him go but wish him well. . . . According to General Order No. 39, the three special building boxes in and around the Ferryhouse at St. George were discontinued. However, this has not stopped fire from revisiting the scene, as witness the fact that companies have been called back three times since June 25th to extinguish blazes in the ruins. . . . While on the subject of the Staten Island Ferry, normal passenger and vehicle traffic is again plying between South Ferry and St. George. The eastern-most slip having been put back into usable condition. . . . As previously reported, the balance of the elimination men have been put on an eleven squad system. Some of the three-platoon boys who have had the laugh so long, are now kicking because their brethren are getting a break with a 48 hour swing at the end of each tour. . . . Andrew Nicelli, the Brooklyn arson suspect certainly pulled a boner when he falsified his address. The address he chose to give the police was that of Police Sgt. Louis F. Tagliani of the 76th Precinct. . . . License Commissioner Fielding can be complimented on his cleaning up of Coney Island Bath Houses. The structures themselves are enough of a fire hazard without adding additional hazards of padlocked fire exits, insufficient fire buckets, improper storage of inflammable materials, and defective fire hose. . . . In reference to the Adirondack chairs being made by firemen for the patients at St. Charles' Hospital at Port Jefferson, I wish to add that not only are the men in the Big House doing the work, but members of the following Brooklyn and Queens companies are also helping out: Engine Companies 281, 249, 279, 211, 251, 201, 311, 394 and 319; Truck Companies 110, 113, 119, 131, 143, 147, 158 and 162. . . . Stuyvesant Town Housing Project once again brought attention from the fire-fighters. Four calls within a space of 15 minutes for widely separated fires gave the boys a good workout and while no multiple alarm was necessary, units had to be specially called to cover up the stripped area. . . . Last Thursday the road tests were made for the Ward LaFrance 750 Gallon Pumpers now at the shops. Assign-

ment of these will be made any day now. Also on the subject of apparatus, bids for ten Mack Pumpers of the open cab type were awarded last week, and 14 Chiefs' cars are being ordered from the Ford Motor Car Company as soon as priorities can be settled. . . . That rumor regarding consolidation of companies and disbanding of a few is gaining momentum rapidly. When and if consolidation is brought about, the firehouses formerly containing double companies, will probably be used rather than the construction of new houses. . . . Capt. Albert B. Whitley of 33 Engine who vacations each year by canoeing up the Hudson, had the unfortunate experience this season of overturning and losing everything but his wallet. . . . No plug meant, but the NFPA has printed a pamphlet on "Fire Safety Precautions for Hotel Guests" that is well worth reading and should be given out by Hotel Managements. Incidentally, the Boston and St. Louis Hotel Associations have appointed Fire Marshals for the added safety of their guests. . . . A meeting of the Suffolk Fire Chiefs Council was held last Friday at the Mattituck Fire Headquarters. . . . The 24th Annual Entertainment and Dance of the Long Beach Nassau Volunteer Fire Department will be held in the Nassau Hotel on August 10th.

### Discharge Records

Ununiformed firemen assigned to companies on Special Order 116, dated June 27th, 1946, and who served in the Armed Forces are reminded that they must forward photostatic copies of their discharge papers to the M.S.D. not later than September 3rd, 1946.

### Fire Booklets

Booklets containing specifications of the Fire Department, City of New York, relating to Airport Tenders; Explosive Wagons; Platform Trucks; and Tank Trucks carrying gasoline, benzene, benzole, fuel oil, kerosene, lubricating oils, revised to April, 1946, are now being sold at the City Record Office. These are not only a help to people using such apparatus, but come at a very opportune time for those studying for forthcoming examinations.

### Deputy Chiefs Honored

Something novel, on the social side of the Fire Department, occurred last Thursday evening when a party was tendered Deputy Chiefs in Charge, Edward M. F. Conway and Timothy P. Guinee. The affair was held at Gasner's Restaurant on Duane Street and was given by the Officers and members of the 1st Division, of which both Deputies had been in charge of before their recent elevation to their present positions. Some 400 Fire Department members and close friends of the Chiefs were present and helped dispose of ten barrels of beer and 600 sandwiches.

The Fire Department Glee Club stopped in after coming from Staten Island where they had given a performance for the vets at Halloran Hospital. They opened their portion of the entertainment with their theme song, "Marching Along Together," followed by a number of old favorites and climaxed by Jimmie Welsh's rendition of "Ave Maria" and "The Lord's Prayer." On the lighter side, Fireman Paul Grifard offered his Baseball Skit; and

## NOW OPEN RICHWIN HEALTH FARM

Just what a vacation should mean. An atmosphere of rest and relaxation. Clean rooms and comfortable beds. Good meals. Fresh vegetables and chickens. For reservations phone Kingston 31-R1 or Dayton 3-7435 or write RICHWIN HEALTH FARM, Stoneridge P. O. Box No. R1, 138, N.Y. Operated by colored.

**DANCE FREE EVERY NIGHT**  
**ART MOONEY**  
AND HIS ORCHESTRA  
**PALISADES**  
AMUSEMENT PARK, N. J.

Dick Meade, the Major League Umpire, obliged with a number of anecdotes and humorous stories. Highlight of the evening was the presentation to each of the Deputies of an R.C.A. Combination Radio Console and Record Player, gifts from the Officers and members of the 1st Division. In addition to the radio, each Chief was presented with a framed scroll on which was inscribed:

Fire Department  
City of New York  
Presented to

Deputy Chief of Department  
in Charge

By the Officers and Members of  
the 1st Division

Whereas, we, the Officers and Members realizing that more than ordinary testimony is due him for his friendliness, good fellowship, and high character by which he has become endeared in the hearts of all the Officers and Members of the 1st Division for his future welfare we wish him Health, Happiness and Prosperity

Adopted July 18, 1946

Committee arrangements were under the able guidance of Battalion Chief James McMahon, who certainly deserves credit for success of the affair. Among the notables present were ABC. Winford L. Beebe of Headquarters Staff; Captain Elmer Ryan, President of the UFOA; Captain Salvatore Rogers, President of the Columbia Society; Firemen James Welsh, President of the Brooklyn and Queens Holy Name Society, and Robert A. McDermott, Historian of the St. George Association.

## Bush Gets Editor Job

Special to The LEADER

ALBANY, July 23—Appointment of Robert P. Bush of Elmira, as associate editor of conservation publications in the Conservation Department's new Division of Conservation Education, was announced today by Commissioner Perry B. Duryea.

An ex-Army officer with 40 months' service, 18 of them in the Pacific, Mr. Bush is a former staff member and fishing editor of Field & Stream. Previously he was an employee of the Gannett Newspaper Group in Elmira.

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Modern Hotel • Wholesome Food • Pleasant Atmosphere Located in Beautiful Country High in the Mountains • Bathing and Boating on Premises Entertainment • Dancing Sports

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## Long Island

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An Ideal Spot to Relax and Rest Private Bathing, Fishing, etc. Wholesome Food. All conveniences. Reservations for day, week, weekends. Reasonable. Write or phone Wm. F. King, 2232 Seventh Ave., N. Y. EDgecombe 4-2666. Operated-owned by colored.

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# Amusement

By J. RICHARD BURSTIN



GERALDINE FITZGERALD, co-starred with Alan Ladd in "O.S.S." at the Gotham.

THE LOVELIEST VISITORS our city has had this season are the "Two Sisters From Boston" (Kathryn Grayson and June Allyson). The girls are having a grand time at Loew's State where they are residing for the time being.

And the Plaza Theatre is housing "A Yank in London" with Anna Neagle, Rex Harrison, Robt. Morley and Dean Jagger.

On the Roxy stage we find Chico, that refugee from the Marx Brothers, who is offering a variety of musical interpretations

spiked with just the right amount of comedy; and Jane Pickens, that all-time singing favorite who also pounds the keyboard as her own accompanist, and does particularly well in a swing version of "Dixie." The thrill of the show is provided by Harold Barnes who jittersburgs, tangos, and turns somersaults on a tight-wire.

With the Fall comes a play by John Murray Anderson based on the life of Robert Burns.

The Ballet season will be ushered in at the Metropolitan Opera House by the combined companies of S. Hurok, Colonel W. de Basil's Original Ballet Russe and the International Ballet with Alicia Markova and Anton Dolin as guest stars. The program will include one world premiere, two American premieres and several symphonic ballets not seen here since 1941.

Monogram producer Roy del Ruth has offered to meet any terms if New York City's, Fiorello LaGuardia will consent to play himself in the forthcoming "It Happened on Fifth Avenue." They could hardly find a better man for the part.

Flash: Greta Garbo will return to the screen very shortly with Gregory Peck as her leading man. "Able's Irish Rose" is being streamlined for a Fall opening on Broadway.

It's Another Great Paramount 2-for-1 Show!

BARBARA VAN LIZABETH  
STANWYCK • HEFLIN • SCOTT

in HAL WALLIS' Production  
"THE STRANGE LOVE"  
OF MARTHA IVERS

with KIRK DOUGLAS Judith Anderson  
Directed by LEWIS MILESTONE • Screenplay by Robert Rossen  
A Paramount Picture

IN PERSON  
DINAH SHORE

plus GIL LAMB with TOMMY SANFORD  
plus THE ACROMANIACS  
And As An Extra Added Attraction  
DICK STABLE  
And His BAND

Times Square  
Midnight Feature  
Nightly

PARAMOUNT

## JEROME KERN'S "Centennial Summer"

A 20th Century-Fox Picture in Technicolor

Plus on Stage—CHICO MARX  
Extra! JANE PICKENS

COOL ROXY 7th AVENUE & 50th STREET

## BETTE DAVIS

In WARNER BROS. Hit

## "A STOLEN LIFE"

With

GLENN FORD • DANE CLARK  
WALTER BRENNAN • CHARLIE RUGGLES

Directed by CURTIS BERNHARDT

## HOLLYWOOD

CONTINUOUS

BROADWAY at 51st STREET

Eleanor PARKER • Paul HENREID

Alexis SMITH

IN WARNER BROS.' HIT  
W. SOMERSET MAUGHAM'S

## "OF HUMAN BONDAGE"

IN PERSON

SPIKE JONES and His City Slickers  
Plus His Big Revue

BROADWAY at 47th STREET STRAND

## Zimmerman's Hungaria

AMERICAN HUNGARIAN  
163 West 46th St., East of Bway.

VACATIONING AND RENOVATING.  
WILL REOPEN JULY 30.

## BAL TABARIN

2 Orchestras, 2 Revues Nightly, Dancing.  
CI 6-9949, DeLuxe French Dinner \$1.25.  
No cover. Air cooled.

LEGAL NOTICE  
NOTICE IS HEREBY GIVEN that summer liquor license No. V122 has been issued to the undersigned to sell liquor at retail in a vessel under the Alcoholic Beverage Control Law aboard the Steamer Saudy Hook (No. 116284) for on premises consumption. Walter P. Gardner, Trustee of the Property of the Central Railroad Company of New Jersey, 143 Liberty St., New York, N. Y.

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Result: More Hospitals and More Diseases.

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Membership \$2-\$5-\$10  
Supported by voluntary contributions.  
No paid officers.

# McNAMARA CASTS VOTE MAKING MORTON HEAD OF NYC CIVIL SERVICE

By WARREN L. WADSWORTH

The NYC Civil Service Commission has a regular Democratic majority again, for the first time in a dozen years.

This change took place through the appointment by Mayor O'Dwyer of Joseph A. McNamara, Democrat, and former Justice of the Domestic Relations Court, as a member of the Commission at \$8,000.

Commissioner Ferdinand Q. Morton, a regular Democrat, was elected by the Commission as its President, who receives \$8,500. He had been a Commissioner for 24 years. He lives at 108 West 111th Street, Manhattan.

The other Commission member, Mrs. Esther Bromley, a Republican, was on vacation when the election was held, so Mr. McNamara's vote was deciding. However, the present arrangement is regarded by informed administration officials as temporary.

### O'Dwyer Made Him a Judge

Commissioner McNamara, who lives at 334 83rd Street, Brooklyn, near where Mayor O'Dwyer lived before moving to Gracie Mansion, was sworn in by Mayor O'Dwyer for a full six-year term to succeed Harry W. Marsh, whose term expired last May 31, but who was continued on the rolls until June 20, long enough to be entitled to a pension. Mr. Marsh was president of the Civil Service Commission. He is an independent Democrat, farther removed from the Democratic organization than any Republican.

Mr. McNamara is 57 years old. He is a graduate of St. James Academy in Brooklyn, the College of St. Francis Xavier in Manhattan and Fordham Law School. He served temporarily as a Justice of the Domestic Relations Court from February 21 to May 21 this year under an appointment from Mayor O'Dwyer. He has a law office at 67 Wall Street.

### Active in K. of C.

Commissioner McNamara was born in Brooklyn. Educated at St.

James Academy, Brooklyn, and the College of St. Francis Xavier, Manhattan (A.B., '10) and from Fordham Law School (LL.B., '12). He was admitted to the Bar in 1912. He is a past grand knight of Bedford Council and former district deputy and trustee, Knights of Columbus; secretary of the Roman Catholic Orphan Asylum Society of Brooklyn and chairman of its law committee.

Also, he is Secretary of the Criminal Courts Committee of the New York County Lawyers Association; secretary and treasurer of Brooklyn War Memorial Board and member of Borough Advisory Planning Board; trustee and former president of Monmouth Beach Club of Monmouth Beach, N. J.; member Brooklyn Bar Association, Brooklyn Lawyers Club, Catholic Lawyers Guild; former trustee of Brooklyn Council for Social Planning and Assistant to the NYC Commissioner of Welfare, 1935 to 1941; Justice of Domestic Relations Court, February 21 to May 21, 1946.

### Pay Checks Punctual Despite Changes

Comptroller Lazarus Joseph announced that practically all NYC employees received their pay checks on July 15. The total number of employees involved is 138,752.

The Central Payroll Division in the Comptroller's Office, to meet the payroll on July 15, was confronted with the biggest job ever presented to it in the experience of the city. This additional work was caused by the increased salaries granted to a great number of city employees by the present city administration. The payroll work necessitated changing of salary figures, the amount of withholding tax involved, and any additional increased contributions because of pensions.

The Comptroller stated that the division has been working day and night since early in May, as well as Sundays and holidays.

# Employees In Dead-End Jobs Ask Aid

Career, a new organization of NYC employees, organized to work for legislation for the benefit of employees frozen at the top of their grade, held its third meeting and made plans for a membership drive in September.

The objectives of the group, as outlined by Burton G. Rudnick, counsel, are:

1. To obtain favorable legislation for those who have satisfactorily served in civil service in one grade, for a period of ten years or more, and because of the lack of unfilled positions in the next higher grade, have had to sit back without any hope of advancement. The legislation which they desire, is an advancement of one grade after having been in grade for ten years.

2. Only after the passage of the above bill would they request mandatory increments apply up to \$3,000, instead of the present \$2,400, or an act whereby one who has been in grade for ten years should thereafter be entitled to an additional \$100 a year for five years, totalling \$500.

Headquarters of the organization are at 1 Cedar Street, Manhattan.

# Appointments By Gov. Dewey

Special to The LEADER

ALBANY, July 23 — Governor Dewey has made the following appointments:

Paul Titchener, of Binghamton, Chairman of the Board of Trustees, Institute of Applied Arts and Sciences, Binghamton, Members of the Board of Trustees of the Institute: Bruce L. Babcock, Bernard H. Chernin, Jr. James Ivory, Charles A. Kirk, Mrs. J. H. Robertson and Harold P. Smith.

Alfred W. Gale, of Troy, as a member of the Board of Visitors of Svhuyler Mansion, Albany.

Arvie Eldred of Troy, as a member of the Board of Visitors of the New York State Training School for Girls at Hudson. (Re-appointment: Mr. Eldred is Board President.)

Joseph I. Lubin, of NYC, as a member of the State Commission on Pensions.

Henry Root Stern, of Manhasset, as Chairman of the New York State Board of Social Welfare. He succeeds Lawrence S. Greenbaum, of Mamaroneck, as Chairman. Mr. Greenbaum remains as member. The law limits the chairman to 10 years in that office.

# WNYC Program For Welfare

The Department of Welfare started a series of radio broadcasts over WNYC, 6:30 to 6:45 p.m. It is called "Welfare Stories." The series will run through the summer every Monday night at the same time.

The opening program was an introduction and talk by Commissioner Edward E. Rhatigan, who explained the functions of the Department of Welfare.

# Library and Drafting Applications Issued By U. S. Until August 12

WASHINGTON, July 23—The U. S. Civil Service Commission today announced that it will accept applications for probational appointment to the positions of Librarian, Library Assistant, and Draftsman until August 12. Positions to be filled are in Washington, D. C., and the immediate vicinity.

Entrance salaries range from \$1,954 to \$5,905 a year for Librarians and from \$1,954 to \$2,644 a year for Library Assistants.

A written test is required of applicants for the Library Assistant and lower-grade Librarian positions, and in addition these applicants must have had some education or experience in library work.

No written test is required of applicants for higher-grade Librarian positions (\$3,397 and above). They must, however, have had 4 years of education or ex-

perience in library work plus additional experience involving professional library work.

The salaries for Draftsmen range from \$1,954 to \$3,397 a year. Applicants for this position must have had from 1 to 6 years of experience in drafting work. Appropriate education may be substituted for 4 years of this experience. Applicants must also submit a sample of their drafting work which must not be larger than 16 by 21 inches. No written test is required. Ratings will be based on extent and quality of experience and training and on the sample of work submitted.

Announcements and application forms may be obtained from Civil Service Commission regional offices in Metropolitan New York, or from the Commission's central office in Washington, Federal Building, 641 Washington Street, New York 14, N. Y.

# Returning Vets Share Interim Pay Raises

Under a recent revision in the rules of the Louisiana State Civil Service Commission, State employees who return to their jobs from military service will receive any pay increases to which they would have been entitled if they had remained in their former positions. The new rule provides that reinstated veterans will receive an adjustment in pay equal to the greatest number of increases received by other employees in the same classification.

# Neary Promotes Joseph J. McGraw

Special to The LEADER

ALBANY, July 23—Edward J. Neary, Director of the New York State Division of Veterans Affairs, promoted Joseph J. McGraw to State supervisor of on-the-job training for the Division at \$5,000. A resident of Manhattan, Mr. McGraw previously served with the Division as field supervisor of on-the-job training for the New York District.

Mr. McGraw will make a survey of veterans on-the-job training programs in upstate areas the latter part of this month and will confer with local supervisors on plans for further extending the program in that section.

# Use of Labor Spies Charged by Union

The New York District, United Public Workers of America, CIO, has appealed to Governor Dewey, charging the use of labor spies against investigators in the State Insurance Fund.

Several weeks ago, the Union charges, private detectives were hired to trail and spy upon Claims Investigators working in the field and to pry into the activities they engage in after working hours.

in the same department or agency during the period the reinstated employee was on military leave. If there are no other employees in the same class, the adjustment will consist of two pay increase steps, or an increase to the maximum rate for the class, whichever is the lower. In the case of veterans who returned to their jobs prior to the adoption of the new policy, the rule provides that the increase may be made retroactive to the date of the veteran's reinstatement, or to August 14, 1945, if the veteran was reinstated prior to that date, provided that the department has funds sufficient to apply the retroactive feature uniformly.

In another amendment to the rules of the Commission, employees are permitted to accumulate more than 60 working days of sick leave, provided that no more than 60 days of leave can be carried forward from one calendar year to the next.

# KEY ANSWERS In Train Dispatcher Exams for Veterans

Tentative Key Answers in Special Military Examination No. 1 for promotion to Train Dispatcher, BMT, IND, and IRT Divisions, NYC Transit System, written test held July 12. Items 1-80, were announced today by the NYC Civil Service Commission.

Candidates who wish to file protests against these tentative key answers have until July 30 to submit their protests in writing, together with the evidence upon which such protests are based. Claims of manifest error in key answers will not be accepted after July 30.

### BMT Division

- 1.D; 2.A; 3.C; 4.A; 5.C; 6.D; 7.B; 8.A; 9.B; 10.A; 11.D; 12.A; 13.B; 14.B; 15.C; 16.A; 17.D; 18.D; 19.B; 20.D; 21.B; 22.B; 23.D; 24.D; 25.C; 26.A; 27.B; 28.D; 29.L; 30.J; 31.B; 32.H; 33.J; 34.C; 35.A; 36.B; 37.B; 38.C; 39.B; 40.A; 41.C; 42.B; 43.A; 44.C; 45.D; 46.C; 47.A; 48.A; 49.A; 50.C; 51.B; 52.C; 53.D; 54.B; 55.C; 56.A; 57.C; 58.B; 59.A; 60.D; 61.A; 62.C; 63.C; 64.B; 65.D; 66.A; 67.A; 68.D; 69.C; 70.B; 71.D; 72.C; 73.D; 74.B; 75.D; 76.C; 77.A; 78.B; 79.C; 80.D.

### IND Division

- 1.D; 2.A; 3.C; 4.A; 5.C; 6.D; 7.B; 8.A; 9.B; 10.A; 11.D; 12.A; 13.B; 14.B; 15.C; 16.A; 17.D; 18.D; 19.B; 20.D; 21.B; 22.B; 23.D; 24.D; 25.C; 26.A; 27.B; 28.D; 29.L; 30.J; 31.B; 32.H; 33.J; 34.C; 35.A; 36.B; 37.B; 38.C; 39.B; 40.A; 41.C; 42.B; 43.A; 44.C; 45.D; 46.C; 47.A; 48.A; 49.A; 50.C; 51.B; 52.C; 53.D; 54.B; 55.C; 56.A; 57.C; 58.B; 59.A; 60.D; 61.A; 62.C; 63.C; 64.B; 65.D; 66.A; 67.A; 68.D; 69.C; 70.B; 71.D; 72.C; 73.D; 74.B; 75.D; 76.C; 77.A; 78.B; 79.C; 80.D.

### IRT Division

- 1.D; 2.A; 3.C; 4.A; 5.C; 6.D; 7.B; 8.A; 9.B; 10.A; 11.D; 12.A; 13.B; 14.B; 15.C; 16.A; 17.D; 18.D; 19.B; 20.D; 21.B; 22.B; 23.D; 24.D; 25.C; 26.A; 27.B; 28.D; 29.L; 30.J; 31.B; 32.H; 33.J; 34.C; 35.A; 36.B; 37.B; 38.C; 39.B; 40.A; 41.C; 42.B; 43.A; 44.C; 45.D; 46.C; 47.A; 48.A; 49.A; 50.C; 51.B; 52.C; 53.D; 54.B; 55.C; 56.A; 57.C; 58.B; 59.A; 60.D; 61.A; 62.C; 63.C; 64.B; 65.D; 66.A; 67.A; 68.D; 69.C; 70.B; 71.D; 72.C; 73.D; 74.B; 75.D; 76.C; 77.A; 78.B; 79.C; 80.D.

# McIntyre Legion Post To Instal Officers

The Daniel B. McIntyre Post 1313 of the American Legion will instal the newly-elected officers on July 26, at 9 p. m. at 316-13th Street, Brooklyn. Ceremonies will be conducted by the County Commander Thomas P. Callahan. The post is composed of veterans who are employees of the Naval Clothing Depot or the Naval Medical Supply Depot.

The officers: Commander, Benjamin Weidberg; 1st Vice Commander, Edward M. McDonald; 2nd Vice Commander, Samuel Freis; 3rd Vice Commander, Louis G. Mannerino; Adjutant, Salvatore I. Cordaro; Historian, Nathan H. Cohen; Finance Officer, Chas. T. Hammer; Chaplain, William A. Baumgaertner; Sergeant-at-Arms, Felix P. Salvia; Judge Advocate, Alfred C. Richter; Liaison and Service Officer for Medical Supply Depot, Carmine Prato; Liaison and Service Officer for Naval Clothing Depot and Joseph Pandolfo.

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