

Civil Service LEADER

Annual Dinner Meeting Issue

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GOVERNOR'S PLAN GOING TO LEGISLATURE

Reports Hint Legislature May Amend Pay Bill

(Special to The Leader)

ALBANY, March 6. — Legislative reaction to Governor Rockefeller's state pay-raise plan may produce some startling results.

There are indications that the Republican-controlled Legislature may go the Governor "one better" by amending his salary legislation to provide a higher raise for the lower-bracket employees.

In the final three weeks of the session, it is reported further:

(1) That the Legislature will approve comparable pay boosts for both legislative and judicial employees.

(2) That the top raise, as suggested for department heads, may be reduced by the lawmakers.

Senate Mood

On the Senate side, there was a growing feeling that an additional boost could be given to the lower-bracket employees. Chances that the Governor's bill would be amended to give a higher raise to

(Continued on Page 3)



THE GOVERNOR EXPLAINS: Gov. Nelson A. Rockefeller, chief guest at the annual dinner meeting of the Civil Service Employees Assn. in Albany last week, is seen as he explained a point on his philosophy of working toward putting public employees on financial par with employees in private industry. The Governor received a standing ovation from State workers attending the dinner.

Rockefeller Tells CSEA Delegates Raises Based Upon M'Kinsey Pay Study

By PAUL KYER

ALBANY, March 6—Legislation to give pay raises to 110,000 State employees will be sent to the Legislature this week, Gov. Nelson A. Rockefeller announced here. The \$37.5 millions proposed by the Governor to accomplish his salary program for 1961 is the largest dollar amount for a pay raise in the history of New York State.

The Governor's pay plan contains three basic elements. They are:

1. Increased salaries in all graded titles, ranging from five percent at Grade 3 to 17.5 percent at Grade 37.
2. Correction of inequities in salaries which resulted from the "no-loss-in-pay" guarantee.
3. An extra longevity increment after 15 years service at maximum step.

Gov. Rockefeller, chief guest at the annual dinner meeting of the Civil Service Employees Association here last week, told the more than 700 CSEA delegates and guests that his proposals were based upon an analysis of state and private employment salaries made by the management consultant firm of McKinsey & Co.

He announced also that raises were recommended for agency and department heads and elected State officials but that these could not be made effective until after the 1962 statewide elections.

"Giant Step," Says Feily

Joseph F. Feily, CSEA president, termed the Governor's proposals "a giant step forward

toward placing state salaries on a parity with those paid by private employees."

Mr. Feily noted that the plan falls short of the \$60,000,000 proposed by the McKinsey report but declared it "showed a keen awareness of the needs and usefulness of the civil servants who serve the public."

The favorable reaction to the Governor's proposals were evidenced by the rousing, standing ovation Mr. Rockefeller received as he walked into the crowded ballroom of the Sheraton Ten Eyck Hotel here to make his address.

Delegates to the Employees Association convention were particularly jubilant over the CSEA negotiations that resulted in the extra longevity increment. The result of Administration proposals and Employees Association negotiations is that every State employee will get some new money.

Where The Money Goes

Under the proposed plan, two-thirds of the total money spent will go to employees earning less

(Continued on Page 16)



GOVERNOR AND MRS. ROCKEFELLER WELCOMED: Gov. Nelson A. Rockefeller, right, and Mrs. Rockefeller, left, are seen as they arrived for the annual dinner meeting of the Civil Service Employees Association in Albany last week. They were greeted by CSEA President Joseph F. Feily, left, and Lea Lemieux, chairman of the CSEA Social Committee.

Town of Islip OKs Deduction Of CSEA Dues

The Town of Islip has authorized town employees to have dues for membership in the Civil Service Employees Association deducted from pay checks, Thomas J. Harwood, Town Board Supervisor, informed The Leader.

John Corcoran, CSEA field representative, announced that canvassing for new members would begin at once. The payroll deduction of dues authorization was obtained through the efforts of Mr. Corcoran and the Suffolk

(Continued on Page 3)



QUIPMASTER: Joe Kilgallen, a hit of last year's annual Civil Service Employees Assn. dinner, did a repeat performance last week when he again served as toastmaster for the event, held in the Sheraton Ten Eyck Hotel in Albany.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Knights of Pythias Honor Judge Kaplan

The Fourth Annual Thomas Carlyle Youth Award of Lodge 484, Knights of Pythias was presented last Tuesday to Domestic Relations Court Justice Nathaniel Kaplan, who is also chairman of the City Youth Board.

The Award was presented at a dinner in the Roosevelt Room of the Fraternal Clubhouse, Manhattan. It is presented each year to the person selected by the Lodge as having contributed the most to combat juvenile delinquency.

Previous winners have been Abe Stark, Anna M. Kross and Stephen P. Kennedy.

Police Hispanic Annual Dinner Set

The Hispanic Society of the City Police Department will hold its Annual Dinner Dance Saturday evening, March 11, in the Hotel St. George, 51 Clark St., Brooklyn.

Members in good standing of the Society who have purchased tickets have the usual Departmental permission to take one day from vacation or other authorized leave to attend, provided not more than 10 percent of patrol platoons in each squadron shall be granted the privilege. If more than 10 percent apply, seniority will decide.

2 Service Awards Set by Education Columbia Group

The Columbia Association of the City Board of Education has named Joseph DeMartino, administrative associate in the division of teacher training and personnel, and Dr. Mary L. Finocchiaro, junior principal on leave, to receive its Annual Service Awards.

The presentations will take place at the organization's annual dinner dance on Saturday, March 25, in the Astorian Manor, 25-22 Astoria Blvd., Astoria, Queens.

Salvatore B. Gambino is president of the Association. Carmine Napolitano is chairman of the dinner dance.

Welfare Ozanams Install Officers; Kennedy President

The Ozanam Guild of Catholic Employees in the New York City Welfare Department has installed Francis M. Kennedy, an administrative assistant in the Department and a career employee, as its new president. He succeeds Clifford W. Kirmss. Mr. Kennedy is employed in the Department's to

bureau of personnel at the central office, 250 Church St., Manhattan.

Other officers installed by Guild Chaplain Rev. William J. Rinschler, were: Blanche M. Vitullo, vice president; Richard Walsh, treasurer; Catherine T. Cooke, secretary; Janet Ciampa, financial secretary, and Nicholas Alaimo, Frank Curatolo and Elizabeth Ferraro, masters-at-arms.

Installations took place in the Catholic Charities Building, Manhattan.

Civil Service Group Records Xmas Carols

The choral group of the State Workmen's Compensation Board's New York City office announced last week it had made a commercial recording of the Christmas carols members of the 50-voice group sang as they made the rounds of civil service offices in the downtown area during the recent holidays.

The recording, made by the Rose Recording Company, features the following songs: "Deck the Halls," "O Holy Night," "Jingle Bells," and "A Christmas Medley."

The group is under the direction of Al Browne, an arranger, composer and bandleader. Voice soloist is Joan Spearman, and piano accompanist is Ida Fortune.

Clericals & Nurses Needed by Hospital

Clerk-Stenographers, Clerk-typists, and practical nurses are wanted by the Manhattan Veterans Administration Hospital to fill permanent jobs at salaries of \$3,760 a year to start.

Written and performance tests will be arranged for clerical applicants. Practical nurses must have, or have made an application for, licenses to practice prior to working.

Interested candidates should visit or write to the Personnel Division, Veterans Administration Hospital, 1st Ave. at E. 24th St., New York 10, N. Y.

Port Authority Counsel Awarded

The "Award for Distinguished Contributions to American Aerospace Power" was presented to the general counsel of the Port of New York Authority, Sidney Goldstein, last week by the Metropolitan Squadron of the Air Force Association.

The award was presented by Brigadier General Peter Sandretis, USAFR, at the Association's

15th anniversary celebration in the Wings Club, Manhattan.

Mr. Goldstein received the award as "one who has truly in his life followed President Kennedy's maxim: ask not what the Country can do for you, but rather what you can do for the Country."

The citation was for Goldstein's work as chairman of the National Institute of Municipal Law Officers Committee on Airports.

Emeralds in Post Office Set Meeting

The Emerald Society of the New York Post Office, affiliated with the Grand Council of Irish Societies, will hold its regular monthly meeting at 8 p.m. Wednesday, March 8, in the Irish Institute, 326 W. 48th St.

Society President George McGill has urged all members to attend. He also urged members to support the St. Patrick's Day parade up Fifth Ave. on Friday, March 17.

Diana Addresses Delegates Meeting Of Columbia Council

New York City civil service employees have been the subject of an "unconscionable smear campaign" for political reasons, according to City Deputy Labor Commissioner Raymond E. Diana.

"The day-to-day efforts of 200,000 honest, loyal, dedicated civil servants are being ignored in a blatant attempt to stereotype New York City civil servants as grafters," Commissioner Diana told a meeting of 400 delegates to the Grand Council of Columbia Associations in Civil Service last week in the Henry Hudson Hotel.

Comparing the problem to the present efforts to stereotype Italo-Americans as gangsters, Commissioner Diana called upon the Columbia Association's 75,000 members to fight both smears as "un-American, untrue, and unjust."

Commissioner Diana, a career City employee himself, stated that "the honesty and integrity of our city employees compares most favorably with that of any large corporation or other government jurisdiction and the public should be made aware of this fact in banner headlines also."

Lieutenant Mario Biaggi, hero member of the New York City Police Department, is President of the Grand Council and acted as Chairman of the Delegate's meeting.

5 City Employees Win Scholarships

Five scholarships have been awarded City employees by the Municipal Association of Management Analysts for New York University Municipal Personnel courses, it was announced last week.

The winners are: Harvey Adelsberg, Health Department, Mack Cogen, Water Supply, Gas and Electricity; William E. Doherty, Queens County Court; Olga Marshall, Civil Defense, and Mary Ida Miller, Magistrates' Courts.

Registration for the spring term for New York University and City College Municipal courses were extended through the week of Feb. 27, the first week of

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READ The Leader every week for Job Opportunities

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is an adjunct professor of public relations in the New York University School of Public Administration and is a vice president of the public relations firm of Tex McCrary, Inc.)

Good letter writing is an important element of good public relations. It is even more so in government because a letter is usually the sole contact most citizens have with officialdom.

Seven billion letters a year are written in the United States, and it is a good guess that a large number of them emanate from government officers. How good is the public relations generated by the letters written in your office?

Letter writing is communications, just as is a story in a newspaper, an explanatory booklet or

leaflet, a film strip, and a message on the radio to renew driving licenses early. But just as frequently letter writing is more important than any of these communications because one little word after another on a letter is much more personal and more direct.

Prompt reply to letters of inquiry are just as important as good letters. Thus, if there might be a delay to the reply, send a "hold - everything - while - we - check - further" letter - if necessary, mimeographed or printed.

Then write a straightforward, informative, unwordy, friendly letter. Even if you are tempted to write, "We have your letter of March 1st and our answer is - nuts to you", don't.

Make the recipient of the letter feel that you went out of your way to bring him the answer. If you can't do what he asks, at least make him feel that you tried every which way to achieve a result for him.

Avoid cliches, such as "we beg to inform you." Give a direct answer, eliminating words. Remember, 10 extra words in each letter mount to hundreds of needless words by the end of the week. (Be nice to your secretary; that's good public relations on any occasion!)

Of great importance, is the avoidance of government gobble-de-gook. Use plain, readable English. This will generate better public relations for you and your agency.

If in doubt, consult a good letter writing manual, many of which are obtainable without charge from typewriter companies, or try the Dictaphone Corporation booklet, "Writing Out Loud, A Helpful Handbook for Dictators," - that is, letter dictators, of course.

courses. Because of the weather, all New York University (MP) and City College (CC) Municipal Personnel courses started the week of February 27.

Each term, a limited number of scholarships are made available by the Personnel Society and the Association of Management Analysts to City employees interested in improving their skills and preparing for promotion. The Association award is in the name of the late Albert A. Hacker, first president of the Association.

Welfare Ozanams Set Dinner Meet

The Ozanam Guild of Catholic employees in the New York City Department of Welfare will hold a dinner meeting at 5:30 p.m. Wednesday, March 8, in the Catholic Charities Building, 122 E. 22d St.

Movies will be shown after the dinner of Ozanam Guild members European tour. The Guild requests all reservations be made early.

The regular First Friday luncheon was held last Friday in the St. Alphonsus Cafeteria, Manhattan.

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CITY EMPLOYEE EVENTS CALENDAR

OZANAM GUILD, Welfare Department Catholic employees, dinner meeting 5:30 p.m. Wednesday, March 8, 122 E. 22d St., Manhattan.

POST OFFICE EMERALD SOCIETY, regular monthly meeting, 8 p.m. Wednesday, March 8, Irish Institute 326 W. 48th St., Manhattan.

MUNICIPAL AND COUNCOURSE CHAPTERS, B'nai Brith, Fashion Show by Bond's Fifth Ave., 1 p.m. Saturday, March 11, Bond's Country House Restaurant, Fifth Ave. and 35th St., Manhattan. Tickets \$2.75.

HISPANIC SOCIETY, Police Department, Annual Dinner Dance, Hotel St. George, 51 Clark St., Bklyn., Saturday evening, March 11.

KILKENNY ASSOCIATION of New York, 58th Annual St. Patrick's Festival Dance, Henry Hudson Hotel, Manh., Saturday, March 11.

INTERNATIONAL ASSOCIATION OF MACHINISTS, Lodge 432, Meeting, 6:30 p.m. Wednesday, March 8, at 7 E. 15th St., Manhattan.

FULASKI ASSOCIATION, Sanitation Department, Meeting, 8 p.m. Thursday, March 9, 428 Broadway, Manhattan.

ANCHOR CLUB, Branch 39, Meeting, 8 p.m. Tuesday, March 14, at 428 Broadway, Manhattan.



THE PUBLIC EMPLOYEE

By **JOSEPH F. FEILY**
President,
Civil Service Employees Association

President's Annual Report

The activities of our Association since the Annual Meeting last October are detailed in the various Committee Reports and I only intend herein to list the high spots.

We have furnished all the facts, figures and arguments in as strong a manner as possible to the Executive and Legislative Branches of State Government in support of an adequate pay raise for State employees. The studies by McKinsey and our own Division of Classification and Compensation indicate that employees in the higher pay grades are further behind private industry than those in the lower grades. We are in favor of all employees, regardless of their pay grade, being paid fairly on the basis of the work they perform.

As this report is written, we were doing our utmost to secure as great a pay adjustment for this year for the lower grade employees as is obtainable. We are very hopeful that we can get the State pay situation into the position where next year the State can follow through with a percentage increase that will bring our State employees entirely up to the pay level of those in outside employment. We have done our utmost, also, to secure additional longevity pay increments to assist employees with long service who are not accorded adequate promotional opportunities. By the time this report is read at the Delegates' Meeting we hope the State pay increase will be finally determined — in any event, we did our very best for all State employee members. And, our staff has helped in every way possible our members employed in the political subdivisions in presenting their salary programs.

We are confident that the five percentage point retirement program won by CSEA last year will be continued. All necessary legislation has been introduced to make further progress for all our members retirement-wise and no effort will be spared to press for these proposals.

Headquarter's Activities

We have expanded our Field Representative staff and rearranged the field areas, and now have each Field Representative in our ten field areas living within their own area. Within a short time we hope to have established field schedules which will be helpful to our chapters and members. We now have a Supervisor of our Field Representatives on the job. We have filled additional Headquarters positions in order to give better service to our members.

Using our expanded field force, we have arranged concentrated organization drives in various Counties; such as Monroe, Suffolk, Oneida, St. Lawrence and Schenectady, in an effort to further develop our County Division and its effectiveness. These efforts will be continued.

We have conferred with the Executive and Legislative Branches of State Government relative to changes in the Condon-Wadlin Anti-strike Law, through which changes we are very hopeful to secure the establishment of adequate grievance machinery in the cities, counties, towns, villages and school districts, which we believe will fill a present need and be helpful to our political subdivision members.

We have made a special effort to secure improvements in State travel expense rules — by the date of our Delegates' Meeting or shortly thereafter we hope for favorable announcement that funds will be provided in the Supplemental Budget for improvements in these rules, and in the restrictive reimbursement arrangement now affecting certain Public Works employee groups.

You Can Be Proud of CSEA

We have made special intensive efforts to improve the pay and work arrangements of the laborers employed by the Public Works Department and other agencies. We hope to gain conversion of these employees to an annual pay basis, much more adequate pay, meal allowances for overtime work and job classification for these employees.

I commend my fellow Association Officers and Committees, Chapter Officers, Committees and Delegates for their untiring and unselfish efforts on behalf of our members. CSEA continues to grow in size and influence because of their hard work. Many valuable benefits now enjoyed by our members are the direct result of their work.

CSEA will do its utmost right to the last day of the Legislative Session to make progress on all our legislative proposals as listed in the Executive Report which has been given to you at this meeting.

Through continued unity and cooperative effort we can throughout the coming months make valuable progress for our members.

I repeat again — you can be proud of CSEA, and I am proud to be its President.



TABLE TALK: Lieut. Gov. Malcolm Wilson, Mrs. Nelson A. Rockeller, left, and Mrs. Joseph F. Feily, right, were photographed during the dinner session of the 51st annual meeting of the Civil Service Employees Association, held last week in Albany



EXPLAINING THE NEW MANUEL: Celeste Rosenkranz, chairman of the Education Committee of the Civil Service Employees Association, is seen as she explained the new handbook for chapter presidents and officers, recently prepared by her committee. The scene was the annual dinner meeting of the Employees Association in Albany.



AT THE BUSINESS SESSION: Gabe Carabee, president of Westchester County chapter, Civil Service Employees Association, and Grace Nulty, chairman of the CSEA Legislative Committee, are seen as they attended the business session of the Employees Association during the annual meeting held in Albany last week.

Central Islip Hospital Presents Talent Show

The patients of the Central Islip State Hospital, Central Islip, N. Y., will present the 22nd Annual Talent Show under the auspices of the Director, Dr. Francis J. O'Neill, March 13 through 16. The Talent Show will be given on Monday, March 13 and on Thursday, March 16 at 1:30 in Robbins Hall for the patients. The public is invited to attend the evening performances on Tuesday, March 14, 1961 and again on Wednesday, March 15, 1961, at 8:00 P.M. sharp in Robbins Hall.

The program will feature vocal, instrumental and dance numbers with a musical background provided by the patients orchestra and glee club. The entire production is under the direction of the recreational department.

Dues Deduction

(Continued from Page 1)
County chapter of the Employees Association.

Previously, the Town of Islip authorized employees to purchase the low-cost protection of the CSEA Sickness & Accident Plan, serviced and sold by Ter Bush & Powell, insurance agents to the Employees Association.

The plan provides cash income and pays medical expenses for non-disabling injuries during illnesses or accidents.

Pay Bill Rumors

(Continued from Page 1)
employees in the clerical and similar levels appeared good.

For legislative employees, those on an annual basis appeared assured of receiving pay boosts. It was not known whether those on a session basis would be raised.

The judiciary will receive comparable increases, to be established by the Senate Finance Committee.

The raises, which will be given to the non-statutory employees, will be spelled out in the Governor's salary bill. They will be sealed along the lines of the McKinsey Report.

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

Where to Apply For Public Jobs

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

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader Office.

Hours are 9 A.M. to 4 P.M. closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local's stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y. corner of Chambers St., telephone BAclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; Room 400 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

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

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

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

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephone number is YU 6-2626.

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

U.S. Service News Items

Ribicoff to Make Few Personal Appointments

Secretary Ribicoff of Health, Education and Welfare has made only five personal appointments to his 60,000 employee Department. As long as his staff remains competent, Ribicoff will make only a small number of additional personal appointments.

The five appointed by Ribicoff are John Newman and Philip DesMarais, personal assistants; Wallace Turner and Bess Furman, public affairs and Mrs. William Akin, assistant Congressional liaison officer.

7 Brooklyn Army Terminal Aides Retire

Seven civilian employees at Brooklyn Army Terminal were recently presented with certificates of retirement by their division chiefs.

The seven honored were: Jack Belletiere, with 22 years of Federal service; Jessie Mills, 15 years of service; William Bruzgis, over 18 years of service; Fred Kronenberg, over 18 years; Generoso Dente, over 18 years; Fabio Gentile, over 18 years; and William E. Norman, over 26 years of service.

6 to Receive Rockefeller Public Service Awards

Six career civil servants have been selected to receive the 1960-61 Rockefeller Public Service Awards. The awards will be presented at a luncheon scheduled for April 11 in Washington, D.C.

The six who were chosen from hundreds of nominations are: Robert M. Ball, deputy director, Bureau of Old Age and Survivors Insurance, Social Security Administration; Charles E. Bohlen, special assistant to the Secretary of State, Bureau of International Organization Affairs; Dr. Sterling Brown Hendricks, chief scientist, Mineral Nutrition Laboratory for Pioneering Research, Agricultural Research Service; Dr. Richard E. McArdle, chief, Forest Service; Leonard Niederlehner, Deputy General Counsel, Department of Defense; and Conrad L. Wirth, director, National Park Service.

These awards are made possible by a fund established by John D. Rockefeller 3rd which is administered as a national trust by the Woodrow Wilson School of Public and International Affairs at Princeton University.

All six winners have fulfilled

the stipulations of the Rockefeller Public Service Awards Committee on Selection that a candidate must have had a minimum of 15 years of public service and must be at least 45 years old.

In addition to receiving a \$3,500 award, each winner is privileged to make available the knowledge his years of service have given him by devoting some time to lecturing, writing or engaging in some other educational endeavor.

Coonen & Albert Feted By 600 Postal Aides

More than 600 employees of the New York Postal Region and the surrounding area paid tribute to Howard Coonen, former regional operations director, and Martin Albert, former postal installations manager, at a dinner in the Waldorf Astoria last Monday, Feb. 27.

Mr. Coonen entered the postal service in 1912 as a clerk in a small post office in Dallas, South Dakota. Mr. Albert began his career as a carrier at the Jamaica, Long Island Post Office in 1914.

Veterans Affairs Pushes Salary Differential Bill

The Veterans' Affairs Committee has recommended a bill which would pay salary differential of \$500 a year to V. A. Hospital managers and \$250 a year to V. A. directors of professional staffs.

These salary differentials were recommended because in the V. A., as in some other agencies, subordinates are paid more than agency heads. In the VA the director of the medical department gets \$21,050 a year; he reports to the administrator who gets \$21,000 a year.

Correctional Assn. Changes Its Name

The Correctional Association of New York held a special meeting in the Hotel Statler Hilton on Feb. 16 and voted to approve its executive committee recommendation to change its name from the Prison Association to the Correctional Association.

It was felt the word "prison" in the former title was too limited considering the "pioneering and widespread functioning of the Association for many decades in the areas of juvenile delinquency and crime control.

\$1.57 to Start

Food Service Jobs Open in V.A. Hospital

Food Service workers are wanted by the Veterans Administration Hospital in the Bronx for jobs paying \$1.57 an hour to start. Men only are wanted for these jobs. After six months, the salary is increased to \$1.65 an hour.

No specific length of experience is required, but special credit will be given for experience in the preparation of vegetables or other food stuffs for cooking, assisting with cooking or baking, waiting on tables or other related duties.

Before appointment applicants must pass a literacy test which will establish the ability to read, write, speak, and understand English well enough to perform the duties of the position.

Information concerning requirements is contained in the Examination announcement No. 2-66-1 (1961). Copies of the announcement and application forms may be obtained at the main Post Office in Brooklyn, Far Rockaway, Jamaica, Long Island City, New Rochelle, Staten Island and Yonkers. Application forms may also be obtained at any Post Office; from the Director, Second U.S. Civil Service Region, in the News Building at 220 East 42nd St., New York 17, N. Y.

Applications will be accepted until further notice.

State Prom. To Sr. Acc't. & Audit Clerk

Applications for New York State's promotion test to senior account clerk and senior audit clerk will be accepted up to March 13. The starting salary for these jobs is \$3,680 a year and the maximum salary is \$4,450 a year. This test is for promotion within promotion units, within departments and to other departments.

To take this test, candidates must have employed in the competitive class in State departments for three months preceding the test date, which is April 15, in a position allocated to grade 3 or higher. To be appointed, candidates must have worked in such a position for one year preceding the date of appointment.

April 15 is the date set for the written test which will include questions on the Comptroller's rules and regulations, payroll preparation, and auditing of travel and other vouchers. The ability to understand tables and other written material will also be tested. Other areas which will be covered in the test will be commercial bookkeeping, commercial arithmetic, office terminology, and modern supervisory principles and practices.

Application forms can be obtained from The State Campus, Albany, from Room 212, State Office Building, Buffalo or from Room 2301, 270 Broadway, New York City. The examination number is 5065.

Men & Women

City School Crossing Guards Get \$1.65 with No Experience Needed

Both men and women are wanted by New York City for school crossing guard jobs paying \$1.65 an hour to start. These jobs are part-time and are located near the employee's home. There are no experience requirements for these jobs.

Applicants for these examinations must be United States citizens and between the ages of 25 and 50 on the date of filing. Females must be not less than five

feet one inches in height and males not less than five feet five inches. Weight must not be abnormally out of proportion to height. Applicants must have satisfactory hearing and 20/30 vision with or without glasses. Good character is prerequisite for this job. Applicants must be New York City residents for three years and must live in the borough in which they seek employment. Applicants must have completed grammar school.

School crossing guards are responsible for protecting children at designated school crossings. They will work part-time, five days a week, throughout the school term. The hours are approximately one hour in the morning, two hours at noon and one hour in the afternoon. Because of the work schedule it is desirable that school crossing guards live fairly close to home so they can walk to work and back.

To qualify for this job, applicants must take a written examination. A medical examination, a character investigation, and an oral interview are also required. The written test is expected to be held in June of this year. Candidates will be notified as to the exact time and place of the examination.

Applications will be available beginning March 6 in all police station houses in the City. The deadline for filing application is April 30.

7 FORT HAMILTON EMPLOYEES HONORED



Shown above, far right, is Col. John K. Daly, Commanding Officer at Fort Hamilton, Brooklyn, N.Y., as he congratulates Mrs. Alyce Brennan, secretary to the post surgeon and one of a group of seven Army civilian employees who received certificates and cash awards for sustained performance of their duties in their individual assignments. The remaining six who were honored are: (from left to right, starting third from the left), Mrs. Josephine Cacase, telephone operator; Jerry Raksenberg, cashier at the Post Commissary; John Miller, telephone installer; Stanley Halperin, management analyst; Stephen Whelan, security analyst; and John Kasilitz, supply officer.

"Your Civil Servant" Radio Series a Success; Nursing Dean at Kings Park Next

The principal of the School of Nursing at Kings Park State Hospital will be featured on the fifth program of the radio series "Your Civil Servant" on WGLI Radio, Long Island, at 1:30 p.m. Sunday, March 12.

The series is sponsored by the Long Island Committee of the Civil Service Employees Association's Metropolitan Conference. WGLI is at 1290 on AM and 103.05 on the FM dial.

The series is directed toward the tax-payer, offering an objective presentation of the services performed by public employees for the tax dollars spent on them. John Franklin of WGLI acts as moderator.

Mrs. Bardwell, on March 12 will cover some of the background of the Kings Park School of Nursing, including a comparison of the

nurses there with instructors at regular schools. She will explain why young girls today choose nursing as their vocations.

Future programs will be devoted to personalized interviews with representatives from the various State and local agencies on Long Island, including the Department of Public Works, State universities, Department of Mental Hygiene, Long Island Park Commission, Suffolk County employees, representing county, towns, villages, and school district services.

The Committee would appreciate listeners writing to WGLI, Falmouth Rd., Babylon, L.I., N.Y., voicing reactions, pro or con, to the program.

If anyone wishes to participate and would like to have his position or Agency represented, write Charles E. Monroe, 28 Paumanake Ave., Babylon Village, L.I., N.Y.

Pays \$1.60 an Hour

Career Training Offered To Local College Students By Police Cadet Program

The Police Department is offering recent and future high school graduates a chance to begin a police career while attending college. Cadets enrolled in this program will be paid \$1.60 an hour for actual time devoted to work and training.

Through attendance at the Police Academy and on-the-job training in non-enforcement duties, cadets will be trained for their future careers. Cadets may select a work week of 20 to 35 hours, depending upon the requirements of their college attendance. The work week will include a three hour training assignment. During summer vacation, cadets may work a 35 hour week.

Cadets perform non-enforcement duties such as typing, filing, maintenance of records, telephone service, preparation of correspondence, charts and simple statistical reports, shorthand transcription of hearings, operation of various office machines. Training includes instruction in performing these tasks.

The Board of Education will conduct a vocational training course for cadets embodying business English and typing as well as general business subjects and office procedures. Cadets will at-

tend a course at the Police Academy consisting of orientation, introduction to police science, methods and techniques, government and the law, the police in community life and administrative procedures.

Cadets should either be attending or be accepted by an accredited college in the metropolitan area. Cadets are encouraged to enroll in the police science program of the Barnard Baruch School of City College. No matter what school is selected, cadets must choose a course of study related to some phase of police work such as psychology, law, sociology or business administration.

Requirements

At the time of filing, candidates must be between 17 and 20 and must be at least five feet eight inches with one inch anticipated growth allowed under age 18 and one-half inch under age 19. Weight must be in proportion to height and body structure. Candidates must have 20/30 vision in each eye.

Applicants must be U.S. citizens, single and previously unmarried, and a New York City resident for three years prior to appointment. Applicants must have completed at least three and a half years of high school at the time of filing and have graduated from an accredited four-year high school at the time of appointment. The applicant must meet his selected college's entrance requirements. Good moral character is also a requirement.

Selection will be based on a standard intelligence test and a mental ability and reasoning test to be given by the Police Academy. A background investigation will be conducted by the Police Academy and an oral interview will be given to a Cadet Interview Board. A medical examination is also required.

Application forms must be filed in person or by mail at the Police Cadet Bureau, Room 306, Police Academy, 7 Hubert St., New York 13, N. Y.

Jewish State Aides Set Purim Dinner

The Jewish State Employees Association of New York City will hold its Purim Dinner and Dance in Club 100, at 100 Norfolk St., Manhattan. Association President Nathan Rogers and the dinner committee have arranged for, they said, "excellent food and fine dance music."

Members and friends of the Association recently congratulated their former president, Morris J. Solomon, on being appointed secretary to General Sessions Judge Postell.

The next regular meeting of the Association will be in Room 659 of the State Building, 80 Centre St., Manhattan, at 5:15 p.m. Wednesday, March 22.

File for Any of 34 State Exams During March; 12 Set to Close March 13

Thirty-four New York State tests will be open for filing at some time during this month. Twelve of these exams will close one week from now, March 13. All 34 tests are listed below with the test number and salary range.

Closing March 13

The deadline for submitting applications for the following tests is March 13.

- Assistant mechanical estimator, No. 6064, \$6,510 to \$7,760.
- Associate actuary (life), No. 6055, \$8,200 to \$9,870.
- Associate industrial hygiene physician, No. 6067, \$11,152 to \$13,162.
- Building guard, elevator operator, No. 6068, \$3,190 to \$3,980.
- Court Officer and attendant, No. 6069, salary about \$4,000 to \$6,150. (Candidates must have been residents of the first or second judicial department for at least four months.)
- Junior mechanical estimator, No. 6063, \$5,246 to \$6,376.
- Process server, No. 6062, \$3,190 to \$3,980. (Candidates must have been legal residents of the first, second, or tenth judicial districts for at least four months.)
- Public health nurse, No. 6465, salaries vary with location.
- Senior account clerk, No. 6060, \$3,680 to \$4,560.
- Senior Draftsman, No. 6065, \$4,280 to \$5,250.
- Senior industrial hygiene physician, No. 6066, \$9,104 to \$10,874.
- Senior sanitary engineer, No. 6062, \$7,818 to \$9,408.

Closing March 27

Applications for the following tests will be accepted up to March 27. For the titles of assistant sanitary engineer, senior occupational therapist (psychiatric), associate curator (interpretation), and curator (history), New York State residence is not required.

- Assistant librarian, Supreme Court, Kings County, No. 6079, approx. \$5,200 a year.
- Assistant sanitary engineer, No. 6059, \$6,410 to \$7,760 a year.
- Associate chemist, No. 6073, \$7,818 to \$9,408 a year.
- Associate mechanical estimator, No. 604, \$9,586 to \$11,416 a year.
- Construction wage rate investigator, No. 607, \$4,280 to \$5,250 a year.
- Curator (history), No. 6071, \$4,740 to \$5,790 a year.
- Film production aide, No. 6080, \$3,500 to \$4,350 a year.
- Junior forest surveyor, No.

6075, \$3,680 to \$4,560 a year.

- Junior photographer, No. 6071, \$3,680 to \$4,560 a year.
- Machinist foreman, No. 6076, \$4,740 to \$5,790 a year.

• Senior construction wage rate investigator, No. 6078, \$5,246 to \$6,376 a year.

• Senior occupational therapist (psychiatric), No. 6061, \$5,516 to \$6,696 a year.

• Supervision of medical illustration and photography, No. 6082, \$6,098 to \$7,388 a year.

Opening March 10

The following four tests are expected to be open during the week ending March 10. Applications for these exams will be accepted up to April 10.

- Consultant public health nurse (epidemiology), No. 6083, \$6,410 to \$7,760 a year.
- Farm products inspector, No. 6084, \$4,502 to \$5,512 a year.
- Horticultural specialist, No. 6085, horticultural inspector, \$4,-

740 to \$5,790 a year and horticulturists \$4,280 to \$5,250 a year.

- Market reporter, no. 6086, \$4,988 to \$6,078 a year.

Opening March 24

The following five tests are scheduled to open about March 24. Applications for these tests will be accepted up to April 24. For senior civil engineer (traffic) and supervisor of hospital volunteer services New York State residence is not required.

- Forest surveyor, No. 6092, \$5,796 to \$7,026 a year. Appointments will be made at \$6,534.
- Senior civil engineer (traffic), No. 6089, \$7,818 to \$9,408 a year.
- Senior civil engineer (physical research), No. 6091, \$7,818 to \$9,408 a year.
- Senior mechanical stores clerk, No. 6090, \$3,680 to \$4,560 a year.
- Supervisor of hospital volunteer service, No. 6888, \$4,988 to \$6,078 a year.

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TUESDAY, MARCH 7, 1961 31

Progress Made Toward State Salary Equality

REAL progress toward making the salaries of State employees more equal to those paid their counterparts in private industry has been made this past week.

Gov. Nelson A. Rockefeller, speaking at the annual dinner meeting of the Civil Service Employees Assn. in Albany last week, announced that the \$37,500,000 he had proposed to increase State salaries this year would, in general, be distributed among workers along the lines recommended by the McKinsey report.

The new pay plan isn't perfect. And there are still further wage adjustments needed to complete the goal of parity with private employment. But as Joseph F. Feily, CSEA president declared, "It is a giant step forward."

Mr. Feily and his fellow CSEA members negotiated the best pay plan they could and were also successful in their fight for an additional longevity increment.

It was the biggest dollar pay increase awarded public employees in the history of New York State. We congratulate the Governor for his initiative and the Employees Association for its role in putting this pay raise across.

Last Saturday, at its 83rd annual meeting, the Civil Service Reform Assn. had this to say about the Governor's proposals: "This plan will give to all taxpayers, including civil servants themselves, a greater return for their tax dollars."

This venerable organization then gave its unanimous endorsement to the State pay raise.

Benefits This Year For City Employees

CITY officials are not denying a report that there will be no general across-the-board pay raise this year for City employees, except perhaps for the uniformed forces or some other smaller groups outside Career and Salary.

Career and Salary employees, according to this report, will receive two benefits as of July 1:

- The City will begin paying the second 2½ points of employees' pension contributions, which means in effect, another 3½ percent increase in take-home pay.

- The Career and Salary Plan will be amended to provide that upgraded or promoted employees will go into their new pay grades at the same increment levels they held in the old grades, instead of keeping the old pay grades' pay and dropping to lower increment levels in the new grades.

Many employees would perhaps prefer a general across-the-board pay rise, but we feel these two benefits, in the long run, more than equal a sizeable lump-sum increase. They also would put the City on a much sounder administrative footing.

Impartial Arbitration

THE Leader has long been arguing for impartial arbitration coupled with a less drastic Condon-Wadlin Law as an equitable employee relations policy for all government units in the State of New York.

The bill that covers both measures was introduced in the State Senate last week by Senator William F. Condon, the Westchester Republican who co-sponsored the original Condon-Wadlin Law back in 1947. The bill has the backing of State Senate Majority Leader Walter J. Mahoney and this makes its passage likely.

In New York City, the impartial arbitration part of the bill will be of special importance to the 24,000-man City Police force, who have long been struggling for such a benefit.

Marine & Aviation Official Retires

The New York City Department of Marine and Aviation last week announced the retirement of Kenneth P. Behr, its director of aviation. He was also the Department's representative on the Queens Borough President's committee on aviation problems.

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

Protests Low Pay of Staff Attendants

Editor, The Leader:

It doesn't seem fair to me for a staff attendant to receive only a couple dollars more each payday than attendants who have no more responsibility than a certain number of patients require for an eight hour period.

Does our wage correspond to foreman wages in private industry as our jobs correspond with those jobs?

MRS. RUTH B. MOORE
HUDSON RIVER HOSPITAL
POUGHKEEPSIE, N. Y.

Morale? He Calls It Meaningless

Editor, The Leader:

"Morale" seems to be an important word—perhaps the most important word used in the realm of employer-employee relations. Of course there are other words in the jargon, such as team-work, cooperation, leadership, dedication, etc., but the outstanding one is "morale."

The idea seems to be that without morale (the right kind of morale) things are in a bad way. I suppose civil service—the Department of Civil Service—has a means of evaluating morale, and in those instances where morale does not measure up to the minimum standard the ones responsible for morale are called to account. This would seem to suggest a canvas or poll of employees to express their feelings or opinions regarding their supervisors.

I have never heard of such a thing, and am convinced it does not exist. So why should we keep talking about morale? For us it is meaningless.

MIKE MAGEE
BROOKLYN, N. Y.

Urges Promotion Speed-up in Welfare

Editor, The Leader:

The New York City Government will never hear the end of employee complaints about reduced promotion opportunities under the Career and Salary Plan until a suitable remedy and elimination of glaring inequities is provided within the Plan.

The employees crave not so much supervisory duties or even the prestige of higher positions, but higher basic pay. Their living expenses rise with the increased cost of living and the greatly added expense of supporting families with growing children.

The City cannot persist in limiting promotions to those resulting from vacancies occurring through attrition. Sure, employees do die, but meanwhile surviving City workers must live.

Perhaps mass promotions do not reflect scientific personnel administration, but the flaw is only one of terminology. Call it anything you like, but give the employees the opportunity to keep ascending the pay ladder at a faster rate than the meager increments permit.

Those employees who were in civil service prior to Career and Salary and are now in the Department of Welfare, through no fault



Civil Service LAW & YOU

by HAROLD L. HERZSTEIN

Mr. Herzstein is a member of the New York bar

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

More About Tenure

LAST WEEK I made the point that the civil service has no longer any fears about the destruction of tenure by politicians. I spoke of a new crop of violators, the innovators of personnel techniques who regard the civil services as a straight jacket, the reorganizers, and, in short, all those who think they can pick a better man than the one who is working now. These are the men to be watched.

I HAVE READ the periodicals of the personnel groups, and know their thinking. They have met with opposition from the weakly-organized Federal civil service; and they will be hit hard in this State when they attempt more violations of Section 75 of the State Civil Service Law.

OBVIOUSLY, NO MAN can remove another man, except for misconduct and inefficiency, upon charges and after a hearing, under Section 75. However, I will forget that for a moment, and go to the arguments of the merits. Whenever personnel people tell me that they can go through an office and make replacements for the betterment of the public service, I agree with them. I can do the same thing. I do not know whether that is a criterion, because I could go into many well established downtown law offices, and do the same thing there. And if they ever let me loose in a Herald Square department store, every impudent or indifferent sales person in sight would be sacked; and there are many of them. Of course, I am not as confident of my ability to get replacements, as the critics of the civil service are.

THERE IS ONE THING that I know I could not do. I could not pick a better civil service, in total. When I point this out to the people who claim that they can make superior isolated selections, they agree, that they too would be unable to pick a better civil service, in total.

IF THE PERSONNEL and reorganization people want to apply their methods against ours, that is their privilege. All I say on the subject is that at the present time, Section 75 of the Civil Service is the law of this State; we do not intend to let them destroy the effect of it by indirection. If they want changes in the law, let them come out and say so. Then, we can meet them on common ground in the Legislature, where I am confident they will get an answer not to their liking.

THE CIVIL SERVICE, in total, is efficient and strong, because it has the security which comes with statutory tenure. Make that uncertain and you demoralize the total civil service. That is why I have contended that Section 75 should not be regarded negatively, as if it were only a law for those employees who got into trouble, but that it should be regarded affirmatively, as if it were a law for the protection of the tenure of the entire civil service.

Section 75 and Morale

WHEN SECTION 75, the tenure law, is violated or circumvented, the morale of the civil service goes way down. Statements about depressed morale are easy to make; but I refrain from making them unless I can prove them, in figures or incidents. In this instance, I am fortunate to have the statement of a man who himself "reorganized" three people out of jobs.

"X" AGENCY is a relatively small agency. "Z" unit in it is very much smaller. A new commissioner took office. Within a year, the head of the agency, a World War II veteran, and his two subordinates, both in the competitive class, were fired. In no case were charges served or hearings held. The employees contended that Section 75 had been violated; the commissioner contended that he had reorganized. Shortly thereafter the commissioner issued a bulletin, dated January 7, 1960, to the entire agency. It read, in part, as follows:

"It has been reported that some of our employees have been disturbed that their employment in this Division may have been jeopardized by the reorganization that has taken place in the last year."

THE COMMISSIONER then tried to reassure the "disturbed" employees that everything was really all right. Obviously, the "reorganization" caused employees to be disturbed, and obviously, the disturbance caused the solicitude.

NEXT WEEK, in an attempt to stop violations of Section 75 by "phony" resignations, I will write on "Resignation Bullies". Section 75 needs teeth. From responses which I have received from members of the Legislature and of the Civil Service Commission, this column is apparently widely read by them. I hope they will read it next week, and consider remedies which they may feel are necessary to protect public employees fully.

of their own now find themselves penalized with this policy of no promotions, when they find themselves waiting on the present supervising clerk and supervising stenographer lists for the Welfare Department.

We, still waiting, want the same fairness, same consideration as was given by the Board of Estimate Resolution 605 to employees on promotion lists at that time.

ABE SILVERMAN
BROOKLYN, N. Y.

A TRIBUTE TO SERVICE

Prompt payment of claims has been one of the most appreciated features of the Accident and Sickness Insurance Plan of the Civil Service Employees Association, which is underwritten by The Travelers, with Ter Bush & Powell of Schenectady as agents. During the past 25 years of service to the Employees Association, Ter Bush & Powell have received numerous letters from satisfied CSEA members and we are proud to present a few of them below. Names and addresses of the senders may be had on written request.

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May 23, 1955

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January 23, 1959

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SUPERINTENDENT



February 11, 1960

Mr. F. G. Owen, Line Adjuster
Claim Department, The Travelers
481 Broadway,
Newburgh, N. Y.

Re: file 462-AH-4830
Maurice Weiner
Civil Service

Dear Mr. Owen:

Your letter of February 9 is very much appreciated.

Enclosed is a copy of the hospital bill which you asked me to send to your attention. I do not yet have a copy of the bill from my physician for the surgery and after-care, but since the hospital bill is for \$279.60 and the limit of medical expenses under policy NY 10510 is \$150., perhaps that will not be required?

I've said it before, and I shall repeat: I am very pleased by the action of The Travelers and shall certainly recommend the Group Accident & Health Insurance very highly.

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DEPARTMENT OF FLORICULTURE AND
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Hester

October 5, 1957

167-AH-6084
Mrs. R. N. Hester, Supv. Adjuster,
The Travelers Insurance Co.,
Syracuse, N.Y.

Dear Mr. Hester and the Travelers Insurance Co.;
Your kind letter and the additional check was a most pleasant surprise. This is to express my sincere appreciation and some measure of happy surprise at the generosity and also the promptness of your response. Your Company has been more than fair. It is indeed a pleasure to be one of your policy-holders.
Thank you very much.

Very truly yours,

Gentlemen:

I want to take this opportunity to thank you for your prompt and efficient acknowledgment of my claim as a result of an accident I had on New Year's Day. I have never had such 'service' on anything of this type, and your staff is to be commended on the speedy and satisfactory work which they did on my claim.

I didn't mail my claim to you until Saturday, January 17th, so you couldn't have received it before Monday, the 19th. On Tuesday, the 20th, I had my check! Truly, that's "service" out of this world." Once again, my thanks, and I'll spread the good word around!

Very truly yours,

LORNA
117016 AVONDE
MIDDLETOWN, NEW YORK

2/3/58

Ter Bush & Powell,
attn. A.F. Hill,

Dear Mr. Hill,

Wish to thank you and your agents for courteous and prompt service to me in settling my recent disability claim.

352 State St.
Albany 10, N.Y.
31 Oct. 1953

Dear Mr. Vanderbilt,

This is to acknowledge the receipt of my check for \$46.01 in payment of my recent sickness claim. Your promptness and courtesy are greatly appreciated.

Very truly yours,

Contact one of the trained representatives here for full details on the C.S.E.A. ACCIDENT & SICKNESS PLAN.

- | | | | | | |
|-------------------|---------------------------|------------------------------------|-----------------------|------------------|--|
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Yr.	Make	Model (Dlx., etc.)	Cyl.	Body Style	Purchase date	<input type="checkbox"/> New
					Mo. Yr.	<input type="checkbox"/> Used

Days per week car driven to work? _____ One way distance is _____ miles.
Is car used in business other than to and from work? Yes No
Is car principally kept and used on a farm or ranch? Yes No
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During the first six months of the registers established in March, 1,300 career substitute clerk vacancies and 169 career substitute carrier positions were filled.

Of those who filed and took the test between Dec. 30 and Jan. 11, 250 passed the clerk test and 63 the carrier. It is expected that during the next six-month period, 1,700 jobs will be filled.

There is no residence requirements for this exam, but certification will be made first of the highest available eligibles who are

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Requirements

Applicants must be at least 17 years old at the time of filing. Eligibles will not be certified for appointment to substitute city carrier positions until they are 18.

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Applicants must be physically able to carry out the duties of the position which involves considerable physical effort including prolonged standing, walking. (Continued on Page 15)

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TEST AND LIST PROGRESS - N.Y.C.

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles and their certification dates and numbers.

B'klyn Hospital To Hold Dance On March 17

The Brooklyn State Hospital chapter of the Civil Service Employees Association will hold its annual spring dance on St. Patrick's Day, March 17, at 9:00 p.m. in the assembly hall.

The bi-annual election of Chapter officers and members of the board of directors will be held in May. All members are urged to cooperate in suggesting nominations. Members are also urged to participate in meetings. It is reported that membership is almost at the 100 percent mark.

We wish to extend our sympathy to the family of Michael Gormerly, head butcher at this hospital for many years. Michael will be missed by his many friends and co-workers. Also to the family of Anthony Trezza who recently died; to Mrs. John O'Malley on her recent death of her husband; to Mrs. Viola Cortino on the recent death of her sister; to Mrs. Joseph Confessore on the death of her father; to Mrs. Venezia on the death of her husband; to Mrs. Margaret Mangon on the loss of her brother; to Mrs. Winifred Diamond and John Diamond on the death of her husband and father respectively. We are also sorry to report the passing of Norman Thompson, Catherine Hope and one of our barbers, Ventura Torres. Our deep sympathy to the families concerned.

The following employees have recently retired from the hospital and we wish them every happiness: Mrs. Lottie Houston, Mrs. Clara Marley, Mrs. Bridget Barrington, Mrs. Emma Harmon, Mrs. Catherine Bristenstein and Mrs. Maude Flynn.

Congratulations to Mr. and Mrs. Piore Scarpa who recently became grandparents.

The following employees are making a good recovery in our employees' sick bay: Agnes Searson, Eloise Goodwin, Janet Petrullo, Barbara Haggerty, Patrick McLaughlin, Winifred Cawley, and John Pasoccolo.

The speaker for the Psychiatric Forum to be held on April 6, 1961 will be Judge Justine Wise Polier. The topic will be emotions in the anxious age as it affects our youth.

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B'nai Brith Women Set Fashion Show

The Municipal and Concourse chapters of B'nai Brith will hold a luncheon and fashion show by Bonds' Fifth Ave. at 1 p.m. Sat-

urday, March 11, at Bonds' Country House Restaurant, Fifth Ave. and 35th St., Manhattan. Tickets are \$2.75.

LEGAL NOTICE

McEACHRAN, LORETTA V.—File No. 580 1961.—CITATION—THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO: MAE BANNON, GERTRUDE JACOBS, GEORGE MOONEY, ELIZABETH BARRY, ROSA LUDWIG, MAY SNYDER, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK AND TO THE OTHER HEIRS, DISTRIBUTORS AND NEXT OF KIN WHO AND WHOSE NAMES AND PLACES OF RESIDENCE ARE UNKNOWN AND CANNOT AFTER DILIGENT INQUIRY BE ASCERTAINED BY THE PETITIONER HEREIN.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on April 3, 1961, at 10:30 A.M., why a certain writing dated July 14, 1946, which has been offered for probate by KATHRYN J. McGOUGH, residing at 1510 Archer Road, Bronx, N.Y., should not be probated as the last Will and Testament, relating to real and personal property of LORETTA V. McEACHRAN deceased, who was at the time of her death a resident of 189 East 48th Street, in the County of New York, New York.

Dated, Attested and Sealed, February 29, 1961.

HON. JOSEPH A. COX, Surrogate, New York County PHILIP A. DONAHUE, Clerk

THE PEOPLE OF THE STATE OF NEW YORK—By the Grace of God Free and Independent, TO: MAX MICHEL, absentee, SOPHIE MICHEL, nee MENDEL, his wife, PUBLIC ADMINISTRATOR OF NEW YORK COUNTY, STATE TAX COMMISSION OF NEW YORK.

Upon the petition of SIMON J. NUSBAUM, who resides at 295 Madison Avenue, New York City, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 28th day of March, 1961, at half-past ten o'clock in the forenoon of that day, why the Surrogate should not inquire into the facts and circumstances concerning the alleged death of MAX MICHEL and SOPHIE MICHEL, nee MENDEL, his wife, and make a decree determining the fact of death of said alleged decedents, and why ancillary letters of administration on the estate of MAX MICHEL should not be issued to SIMON J. NUSBAUM of New York, New York.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Seal) WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 9th day of February, in the year of our Lord one thousand nine hundred and sixty-one.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

LEGAL NOTICE

EVANS, HENRY—P 2975, 1954.—CITATION—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God, Free and Independent, TO: AGNES N. MAHON (named in said will as A. N. Mahon); JOHN KENNEDY ROBERTS, as an Executor, of the will of Pearl K. Roberts, deceased; WELLS FARGO BANK, as Trustee under the will of Robert F. Lopez, deceased; WELLS FARGO BANK, as Trustee under the will of Robert F. Lopez, deceased; for Winifred A. Leonardini; WINIFRED A. LEONARDINI; NOEL DAVIS; ARABELLA SCHWERTIN LIEB; FANNY SEIBEL; BETTIE BAUER; AGNES HOPKINS; VIRGINIA BRAGG TYSON; FLORENCE H. LOCKETT; SALLIE JOAN LOCKETT HENRY; SHIRLEY LOCKETT AINSWORTH; UNIVERSITY OF TENNESSEE; WORTH; UNIVERSITY HOSPITAL, INC.; THE LEIGH MEMORIAL HOSPITAL; THE AMERICAN NATIONAL RED CROSS; FATHER FLANAGAN'S BOYS' HOME; TRUSTEES OF HAMPTON INSTITUTE; TUSKEGEE INSTITUTE; THE PINEY WOODS COUNTRY LIFE SCHOOL; HENRY E. GRAY, as Executor of the will of Edward W. T. Gray; CORA L. GRAY, as an Executor of the will of Edward W. T. Gray; ROSA GRAY GARRETT GOLINS, as Executor of the will of William F. Gray; NELSON C. MUNGER, as Executor of the will of Blanche G. Munger; HOUSTON BANK & TRUST COMPANY, as Trustee under a Declaration of Trust dated March 29, 1938, made by Blanche G. Munger; NELSON C. MUNGER; ROSA LIE M. GRANT; CARL W. SCHUMACHER, as Administrator with the will annexed of the Estate of John B. Schumacher, deceased; HENRIETTA M. ADLOR; CHARLES B. ADLOR; FLORENCE H. RAKER, as an Executor of the will of Siegfried J. Nilson (named in decedent's will as Dr. S. J. Nilson); CARIN NILSON; FLORENCE H. RAKER; ELIZABETH MORNER GLEISTEIN, also known as Gleystein; DR. EDWARD SHORTMAN, also known as Schortman; WARREN RAKER; WENDY JANE RAKER, an infant under the age of 14 years; CARYN ELIZABETH RAKER, an infant under the age of 14 years; FLORENCE H. RAKER, as guardian of the person and property of Wendy Jane Raker, an infant under the age of 14 years; FLORENCE H. RAKER, as guardian of the person and property of Caryn Elizabeth Raker, an infant under the age of 14 years; HINDMAN SETTLEMENT SCHOOL, INCORPORATED; being persons interested as beneficiaries; remaindermen or otherwise in the trusts for the benefit of Pearl K. Roberts and Agnes N. Mahon, under the will of Henry Evans, deceased, who at the time of his death was a resident of the County and State of New York. SEND GREETING:

Upon the petition of THE HANOVER BANK, a domestic banking corporation having its principal office and place of business at No. 70 Broadway, New York, New York, as surviving Trustee under the last will and testament of Henry Evans, deceased and WATSON WASHBURN, residing at No. 131 East 51st Street, New York, New York, and THE CHASE MANHATTAN BANK, a domestic corporation having its principal office and place of business at No. 18 Pine Street, New York, New York, as Executors of the last will and testament of Carl J. Schmidlapp, deceased co-Trustee under said will.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York to be heard at the Hall of Records in the County of New York on the 31st day of March, 1961, at 10:30 o'clock in the forenoon of that day, why the accounts of proceedings of said

THE HANOVER BANK as surviving Trustee and WATSON WASHBURN and THE CHASE MANHATTAN BANK as Executors of the last will and testament of Carl J. Schmidlapp, deceased co-Trustee of the trust for the benefit of Pearl K. Roberts and Agnes N. Mahon, shall not be judicially settled and allowed.

IN WITNESS WHEREOF, we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed. WITNESS HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County at the County of New York this 3rd day of February in the year of our Lord, One Thousand Nine Hundred and Sixty-one. a/ PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

WIGHAM, REGINALD E.—In pursuance of an Order of Hon. Joseph A. Cox, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Reginald E. Wigham, late of the County of New York, deceased, to present the same with vouchers therefor, to the subscriber at his place of transacting business at the office of Harry Krieger and Philip Krieger, Esqs. his attorneys, at 20 East First Street, Mount Vernon, New York, on or before the 12th day of July 1961.

Dated, Mount Vernon, N. Y. the 27th day of December 1960. Reginald Eastman Wigham, Executor. HARRY KRIEGER and PHILIP KRIEGER, Attorneys for Executor, No. 20 East First Street, Mount Vernon, N. Y.

News From State Insurance Chapter

It was reported at a recent meeting of the State Insurance Fund chapter of the Civil Service Employees Association that Al Sherris was elected to the Employee Ratings Appeal Board. Favorable results of the current membership drive were also reported.

Catherine Mullen and Edna Crawford both received prizes for their fine work during this drive.

The letter-writing campaign, decided on at this same meeting, has already resulted in well over 300 letters being written to Legislators and the letter-writing is only beginning.

Welcome back to Mary Warner of Underwriting. Best wishes to Isobel McDonald of Legal who is retiring. Send a get well card or a letter to Katherine Moses of Field Service, a member of the Executive Board of the Chapter, who is recuperating after surgery at her home, 1442 President St., Brooklyn. She'd like to hear from all her friends in the State Fund chapter.

Roswell Park Activity Report

The recent meeting of the Roswell Park Memorial Institute chapter of the Civil Service Employees Association was held at the Towne House Restaurant with president John Dee presiding. The guest of the evening was Jack Hennessy, President of the Buffalo chapter, CSEA.

Among the many topics of discussion was the Rochester Western Conference meeting. The officers who attended the meeting were John Dee, pres., George Dillon, vice pres., and Bea McCarthy; secretary. Delegate Eve Noles and Dave Rupp, chairman of the grievance committee also attended the affair.

The RPMI chapter and the Buffalo State chapter have made plans to form an alliance with Buffalo State chapters, the meetings will be held in an informal manner to discuss problems, resolution and projects.

Congratulations to Genevieve McGrath who was appointed chairman of the Budget Committee pro-temp, pending Paul Pilliteri's resignation.

A meeting of the representation

TEST & LIST PROGRESS

(Continued from Page 10)

Table listing various job titles and their corresponding test or list progress dates and numbers. Includes roles like Senior mechanical engineer, Senior real estate manager, Senior shorthand reporter, etc.

T

Table listing various job titles and their corresponding test or list progress dates and numbers. Includes roles like Tabulator operator, Telephone operator, Telephone operator (Housing Authority), etc.

committee and the chairman of the Constitution Committee will be held to go over a recent survey submitted to Pres. Dee by acting chairman of representation, Fred Maenza.

Mrs. Ann Harris resigned as Chairman of the Committee on Representation. Ann will remain as a member of the Committee. Fred Maenza, Representative of Biochemistry, will succeed Mrs. Harris as Chairman of the committee.

The Christmas candy sale was a grand success. Paul Pilliteri,

chairman, turned over \$129.00 to RPMI chapter.

2 Librarian Jobs Get Higher Titles

One position of supervising librarian has been re-evaluated to principal librarian and one of senior librarian to supervising librarian in the Brooklyn Public Library by the New York City Department of Personnel. The re-evaluations were made pursuant to interpretation of class specifications due to increased circulation.



WELCOMING MR. KAPLAN: H. Eliot Kaplan, right, president of the State Civil Service Commission, was welcomed to the annual dinner meeting of the Civil Service Employees Association in Albany last week by Irving Flaumenbaum, left, president of Nassau County chapter, CSEA. In the background is Bernard Schmall.

TERRIFIC SAVINGS CITY EMPLOYEES BIG DISCOUNTS FORDS FALCONS THUNDERBIRDS A-1 USED CARS ALL YEARS & MAKES SCHILDKRAUT FORD LIBERTY AVE. & 165th ST. JAMAICA RE. 9-2300

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Buffalo Chapter Reports On Valentine Dance, New Employment Division Unit

The Buffalo chapter of the Civil Service Employees Association held their monthly meeting recently. Congratulations were extended by president John Hennessey to his social chairman, Mrs. Mary Gormley, and her committee, Arlene Holzer, Ethel Irwin, Providence Rippl, Gloria Robinson and Mrs. Winnie Klaus for their successful Valentine party which was held February 11. A crowd of 150 were present for cocktails, dinner and dancing. The highlight of the evening was the selection of the king and queen of hearts who reigned over the dance. Louis Bell, manager of the Lancaster Employment Office, and his charming wife were selected as the reigning monarchs. The judges were: Dr. Paul Bulger, president of Buffalo State Teachers College; John A. Evanko, acting director of the Division of Vocational Rehabilitation; Wilbur Hardies assistant supervisor of the Dept of Taxation and Finance; Joseph Dunn, of Agriculture & Markets; and Royal Howard of the Engineering Department of Public Works. Nearly every department from the Buffalo Chapter was represented at this affair. John Dee, president of the Roswell Park Memorial Institute; Arthur Rotes, president of the Buffalo State Hospital chapter; Oliver Longhine, president of Mt. Morris chapter; Raymond Walker, president of the Thruway chapter; and William DiMarco, president of the Erie County the Thruway chapter; and William DiMarco, president of the Erie County chapter also attended.

The general business meeting was presided over by John Hennessey and covered several important business matters pertinent to the Buffalo area. Among these were the lack of parking and eating facilities in conjunction with the future erection of the new State Office building. Mr. Hennessey and Robert Jones of Public Works are meeting in Albany to discuss this vital matter with a special committee. The members of the Buffalo chapter are deeply concerned and have strongly urged the Chapter to look into this matter so that arrangements can be made for the many employees and members of the community who will be using this new State Building.

Celeste Rosenkrantz spoke and presented a carefully outlined plan for the formation of a new chapter for the Division of Employment in the Buffalo area. Miss Rosenkrantz stated that many employees in her department have urged the formation of this new chapter which would deal with the many problems specifically related to their own department. Careful consideration to this request will be given by the Buffalo chapter. Miss Rosenkrantz also spoke on the coming tour to Hawaii and urged all members and their friends who were interested to contact her for applications as soon as possible.

After the general meeting, Francis Casey, supervisor of field men, spoke to the members on the history of the New York State Employees Retirement System and the effect it had on the employees to date. The subject of loans and death benefits was also discussed and a question and answer period followed.

Present at this interesting discussion were Albert C. Killian, president of the Western Conference; John Dee, president of the Roswell Chapter; field men Richard Sage and James Powers; and George Britton, delegate from the Thruway Chapter.

Buffalo area delegates present from their many departments were: Marie McLaughlin, Marie Nowicki, Gloria Robinson, Joseph Vollmer, Winnie Klaus, Dolores Monnot, Thelma Pottel, Helen Wayne, Elnor Dowd, Mary Campbell, Lorraine Hammer, Peter Blaauboer, Robert Jones, Roy Howard, B. Schwartz, C. M. Bennett, E. C. Mesner, Mrs. Grass and Matt Yusczyk.

BUFFALO VALENTINE DANCE



Shown above are the officers and judges of the Valentine dinner dance held by the Buffalo chapter of the Civil Service Employees' Association. Standing, left to right, are: Royal Howard, Engineering Department of Public Works; John Evanko, acting director of Division of Vocational Rehabilitation; John Hennessey, president of the Buffalo chapter; Dr. Paul Bulger, president of Buffalo State Teachers College; Joseph Dunn, Agriculture & Markets; and Wilbur Hardies, assistant supervisor, Department of Taxation & Finance. Seated, left to right are: Arlene Holzer, Buffalo chapter treasurer; Mrs. Mary Gormley, first vice-president; Ethel Irwin, recording secretary; and Providence Tripi, corresponding secretary.

Oneonta Chapter Holds Meeting

The Oneonta chapter of the Civil Service Employees Association holds its monthly meeting and buffet supper at Jerry's Restaurant, 15 Dietz Street, Oneonta, New York on Tuesday evening, February 21.

President Joseph Mahany, announced regretfully that the Honorable Paul Talbot, State Assemblyman, had been unable to accept our invitation to speak to the membership on the Legislative program as it affects State employees, because of previous commitments.

Plans were made for the Annual Central Conference Meeting in April for which Oneonta is the host chapter this year.

After the business meeting, committee chairman Alfred Friedman provided sing-a-long with Mitch recordings with which the membership exercised their voices.

We're Tradin' Like Crazy!

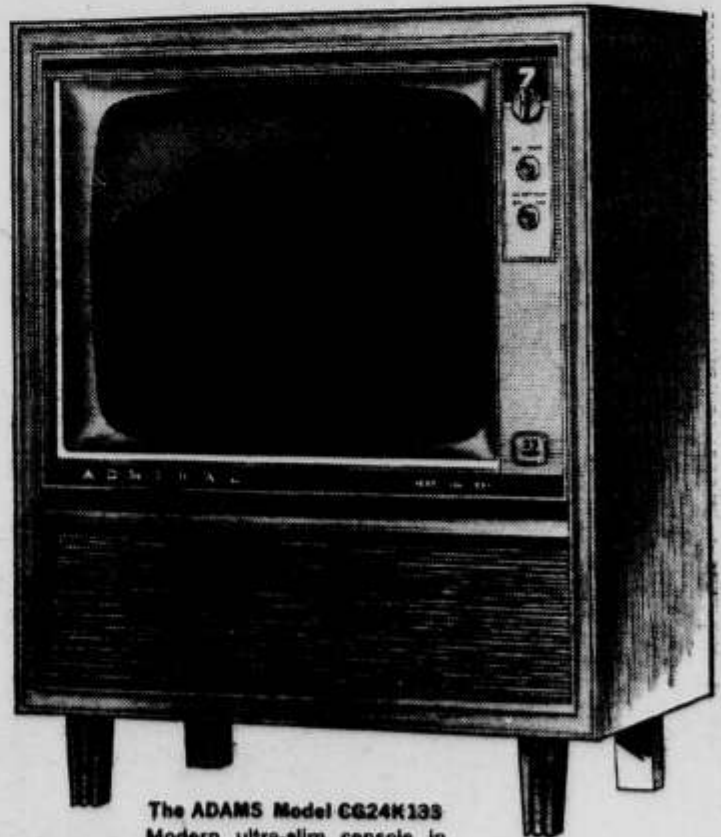
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PICTURE REPORT ON CSEA MEETING



CANDID CAMERA: CSEA President Joseph F. Feily, top left, recognizes a speaker. At right, John Wolff leads a Department of Labor session. Second row, left, Sam Friedman, CSEA Civil Service Dept. representative emphasizes a point to William Murray, State Civil Service Dept. administrative director. Next picture shows several delegates at the business session. Third row left, Harry W. Albright, Jr., CSEA counsel explains current legislative matters while at right Charles E. Lamb, CSEA fourth vice president, and Ted Wenzl, CSEA treasurer, listen. Scene to left shows delegates attending the business session.



NEW STAFF MEMBER WELCOMED: Gary Perkinson, right, newly-appointed assistant public relations director of the Civil Service Employees Association, was welcomed to the annual meeting of the CSEA in Albany last week by Raymond G. Castle, left, CSEA, second vice president, and Peter Volmes, both of whom serve the Public Relations Committee of the CSEA. Mr. Perkinson comes to the CSEA from the Associated Press. Prior to that he was a reporter for the Troy Record.



NEIGHBORS: Gov. Nelson A. Rockefeller, left, attending the annual dinner meeting of the Civil Service Employees Association in Albany last week, greeted a fellow Westchesterite, popular Bill O'Brien, Blue Cross representative who attended the session.

Post Offices Need Clerk-Carriers

(Continued from Page 9)
throwing, and reaching. Clerk carriers may also have to handle heavy sacks of mail. A physical examination is required before appointment.

As substitute carrier jobs may involve driving, a driver's license is required before appointment of a career job. Eligibles for substitute carrier also must pass a Civil Service Road Test before appointment.

A written test is required of all applicants. The test will take about two hours and will be designed to test aptitude for learn-

ing and performing the duties of the position. The test subjects are: general abilities, following instructions, and address checking. Sample questions will be sent with notice of admission to the test.

Separate registers for substitute distribution clerk and substitute city carrier will be established. At the time of examination, applicants must specify the position desired. Persons who attained eligibility on the substitute city carrier register under announcement No. 2-101-2(58) and 2-101-5(59) and who are still interested

in the positions should apply for the new examination. Those on substitute clerk register established under announcement No. 2-101-10(59) do not need to file for this examination.

Application forms 5000-AB can be obtained from the Board of U. S. Civil Service Examiners, General Post Office Room 3506, 33rd St., New York 1, N. Y.; from the Director, 2nd U.S. Civil Service Region, News Building, 220 E. 42nd St., New York 17, N. Y., or from any of the main post offices in the five boroughs of New York City.

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Non-Profit Society For Construction Inspectors Forming

A drive is underway to organize a non-profit service, the American Society of Construction Inspectors, which through the cooperative efforts of its participants will help raise the educational and ethical standards of the profession.

The Society shall strive to provide pertinent information of the latest technological methods and industrial practices that will be of special interest to field construction men.

For additional information about this organization, write to American Society of Construction Inspectors, Box 1234, New York 8, N. Y.

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Miss Height Renamed To Welfare Board

ALBANY, March 6—Dorothy I. Height of New York City has been reappointed to the State Board of Social Welfare by Governor Rockefeller.

In a second reappointment, the Governor named George M. Fraunheim of Eggertsville to a new term on the board. Members receive \$40 a day, not to exceed \$1,000 a year.

City Exam Coming June 24 for

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Governor's New Pay Plan

(Continued from Page 1)
 than \$6,000 a year. The raise will mean \$306 more a year for those at the maximum of Grade 1 and \$3,199 a year more for those in Grade 37, the next to the highest grade in state service.

In addition, Mr. Rockefeller pointed out that the "5-Point

Plan" would continue. The Governor emphasized repeatedly his concern over the flight of personnel from State agency and departments to other jobs. Most delegates hearing his remarks interpreted them as a sign that the Governor will attempt to complete next year his

goal for placing the State in a more competitive position in the job market by raising salaries.

The Leader presents below, for the first time in print, the entire proposed salary schedule. Further explanations of the plan will appear in future issues of The Leader.

Proposed New Salary Schedule

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Longevity Step	X-Longevity Step
1	\$2,840	\$3,550	\$142	\$2,840	\$2,982	\$3,124	\$3,266	\$3,408	\$3,550	\$3,692	\$3,834
2	2,950	3,690	148	2,950	3,098	3,246	3,394	3,542	3,690	3,838	3,986
3	3,100	3,875	155	3,100	3,255	3,410	3,565	3,720	3,875	4,030	4,185
4	3,250	4,060	162	3,250	3,412	3,574	3,736	3,898	4,060	4,222	4,384
5	3,410	4,255	169	3,410	3,579	3,748	3,917	4,086	4,255	4,424	4,593
6	3,600	4,480	176	3,600	3,776	3,952	4,128	4,304	4,480	4,656	4,832
7	3,800	4,720	184	3,800	3,984	4,168	4,352	4,536	4,720	4,904	5,088
8	4,020	4,980	192	4,020	4,212	4,404	4,596	4,788	4,980	5,172	5,364
9	4,250	5,250	200	4,250	4,450	4,650	4,850	5,050	5,250	5,450	5,650
10	4,490	5,530	208	4,490	4,698	4,906	5,114	5,322	5,530	5,738	5,946
11	4,760	5,840	216	4,760	4,976	5,192	5,408	5,624	5,840	6,056	6,272
12	5,020	6,150	226	5,020	5,246	5,472	5,698	5,924	6,150	6,376	6,602
13	5,320	6,500	236	5,320	5,556	5,792	6,028	6,264	6,500	6,736	6,972
14	5,620	6,850	246	5,620	5,866	6,112	6,358	6,604	6,850	7,096	7,342
15	5,940	7,220	256	5,940	6,196	6,452	6,708	6,964	7,220	7,476	7,732
16	6,280	7,620	268	6,280	6,548	6,816	7,084	7,352	7,620	7,888	8,156
17	6,630	8,040	282	6,630	6,912	7,194	7,476	7,758	8,040	8,322	8,604
18	7,000	8,480	296	7,000	7,296	7,592	7,888	8,184	8,480	8,776	9,072
19	7,360	8,910	310	7,360	7,670	7,980	8,290	8,600	8,910	9,220	9,530
20	7,740	9,360	324	7,740	8,064	8,388	8,712	9,036	9,360	9,684	10,008
21	8,150	9,840	338	8,150	8,488	8,826	9,164	9,502	9,840	10,178	10,516
22	8,580	10,340	352	8,580	8,932	9,284	9,636	9,988	10,340	10,692	11,044
23	9,030	10,960	366	9,030	9,396	9,762	10,128	10,494	10,860	11,226	11,592
24	9,500	11,400	380	9,500	9,880	10,260	10,640	11,020	11,400	11,780	12,160
25	10,020	11,990	394	10,020	10,414	10,808	11,202	11,596	11,990	12,384	12,778
26	10,550	12,590	408	10,550	10,958	11,366	11,774	12,182	12,590	12,998	13,406
27	11,120	13,230	422	11,120	11,542	11,964	12,386	12,808	13,230	13,652	14,074
28	11,710	13,890	436	11,710	12,148	12,582	13,018	13,454	13,890	14,326	14,762
29	12,330	14,585	451	12,330	12,781	13,232	13,683	14,134	14,585	15,036	15,487
30	12,980	15,310	466	12,980	13,446	13,912	14,378	14,844	15,310	15,776	16,242
31	13,680	16,085	481	13,680	14,161	14,642	15,123	15,604	16,085	16,566	17,047
32	14,410	16,890	496	14,410	14,906	15,402	15,898	16,394	16,890	17,386	17,882
33	15,200	17,775	511	15,200	15,711	16,222	16,733	17,244	17,755	18,266	18,777
34	16,010	18,640	526	16,010	16,536	17,062	17,588	18,114	18,640	19,166	19,692
35	16,830	19,535	541	16,830	17,371	17,912	18,453	18,994	19,535	20,076	20,617
36	17,690	20,470	556	17,690	18,246	18,802	19,358	19,914	20,470	21,026	21,582
37	18,630	21,485	571	18,630	19,201	19,772	20,343	20,914	21,485	22,056	22,627



JOE AND JOE: Joseph F. Feily, president of the Civil Service Employees Association, is seen as he chatted with State Tax Commissioner Joseph Murphy, a guest at the annual dinner meeting of the Employees Association, held last week in Albany.

Unusual Europe-Israel Tour Offered by Metro Conference for 1961

An unusual travel program which will offer two leisurely weeks in Europe and two exciting weeks in the State of Israel is being sponsored as a service to members of the Metropolitan Conference of the Civil Service Employees Association in 1961.

Samuel Emmett, chairman of the Conference travel program, announces that the 28-day tour will include round trip air transportation to Europe and Israel, all hotel accommodations, most meals, sightseeing tours on both the Continent and in Israel, land travel and baggage handling. The entire package is less than \$1,000, which is from \$400 to \$800 less than regular market prices.

The Itinerary

Mr. Emmett said the tour is strictly limited to Conference members and members of their families. No others need apply.

The group will leave New York July 18 and return Aug. 14 from Tel Aviv. First stop will be Paris, where there will be sightseeing in the world's most beautiful city, time for shopping and a side trip to fabled Versailles.

From there the tour heads for a lovely two-stay in Lucerne, Switzerland, and then on to Florence, Italy. A three-day stay is

scheduled in historic Rome.

Again traveling by air, the tour heads for Israel and lands at Tel Aviv. The old and new sections of the city will be visited, as well as the surrounding countryside. From here, the group goes for a three-day stay in ancient Jerusalem, with tours that will take the travelers back through thousands of years of Jewish, Christian, Roman and pagan history. A famed "kibbutz" will also be visited.

Haifa Included

The port city of Haifa comes next and then a return to Tel Aviv for four days, with numerous interesting excursions planned before leaving Tel Aviv for New York.

Mr. Emmett announced that only 80 persons can be accommodated on this tour and urges immediate application for space, as some applicants already have been made.

Descriptive brochures giving a day-by-day accounting of where you will be and what you will be doing, as well as applications for the tour, may be had by writing to Mr. Emmett at 1060 East 28th St., Brooklyn 10, N.Y., or by calling Mr. Emmett at CLOverdale 2-5241.

Wants Good Friday Made Legal Holiday

ALBANY, March 6. — A Bronx Democratic Assemblyman wants Good Friday made a legal state holiday.

Ferdinand J. Mondello, serving his first year on Capitol Hill, has introduced legislation designating Good Friday as a holiday, saying: "This is a Christian holiday observed by Christians all over the

world. It is a solemn day of obligation for the members of the Roman Catholic faith. Millions of Catholics in the state take time from their work to attend Mass and devotions. It would be fitting that the great State of New York recognize this fact and designate Good Friday a State holiday."

Mr. Mondello said there was

precedence for the move since such state as California, Connecticut, Delaware, Florida, Hawaii, Indiana, Louisiana, Maryland, Minnesota, New Jersey and others mark the observance.

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



NEW CSEA FLAG: Foster Williams, left, speaks during presentation of a new flag to the Civil Service Employees Association at the organization's annual meeting in Albany last week. The flag is a gift from Ter Bush & Powell and The Travelers, agents and underwriters of the CSEA Group Life and Sickness and Accident Plans. Participating in the presentation with Mr. Williams, of The Travelers, are, from left: John Devlin, of Ter Bush & Powell; Joseph F. Feily, CSEA President, and Ted Wenzl, CSEA treasurer. Ter Bush & Powell have served the Association 25 years.



QUESTION ON THE PAY PLAN: Davis L. Shultes, left, is seen as he listened to a question on the State salary proposals during the business session of the annual meeting of the Civil Service Employees Association in Albany last week. Next to Mr. Shultes, who is chairman of the CSEA Salary Committee, is Frank Lasche, assistant CSEA counsel.