

Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 14

Association Urges Columbia County to Revise Salary Plan

HUDSON, Oct. 2 — The Civil Service Employees Association has urged the salary committee of the Columbia County board of supervisors to consider a general salary adjustment for county employees and a revision of the county's present classification and salary plan.

The two-step proposal was made at a meeting of the salary committee and CSEA representatives here last week. Data given to the committee showed that salaries for Columbia County employees run as much as 27 per cent below those in neighboring counties.

Citing the serious inadequacies in the present county salary plan, the Association representatives requested that the plan be modified in accordance with the following formula:

1. For all full-time county employees a minimum salary adjustment of \$300 or 15 per cent of the first \$2,000 salary
2. Ten per cent of the second

\$2,000 of salary or fraction thereof

3. Five per cent of that portion of salary more than \$4,000 or fraction thereof

A job title comparison for Columbia County and neighboring counties for 16 positions showed Columbia trailing the others in all but a few instances.

As an example, in the maximum rate comparison, an account clerk in Columbia County receives \$2,960 annually, compared with \$3,800 in Delaware County and \$3,450 in Washington County.

Using an index of 100 per cent for Columbia County on the maximum rates for the 16 positions, the job title comparison showed Rensselaer County 127 per cent; Greene, 112 per cent; Delaware, 126 per cent, and Washington, 115 per cent.

Calling for a revision of the county's classification and salary plan, the CSEA group told the committee there were sufficient classification inadequacies within the county plan to warrant such a revision.

They further recommended that the necessary arrangements for such a revision be made by an outside agency such as the Municipal Service Division of the New York State Civil Service Department. As a part of the classification and salary plan revision, the CSEA representatives requested that longevity increments be incorporated in a revised salary plan to provide for additional increments after 10, 15 and 20 years of continuous county service.

Parker Cross, president of the Columbia chapter, and members of the headquarters staff have been representing the Association in the appeals.

Two Named To Institute Council

ALBANY, Oct. 2 — Robert C. Roberts of Hamilton was named recently to the council of the Agricultural and Technical Institute at Morrisville by Governor Rockefeller. He succeeds F. Reed Alverd of Hamilton, who resigned.

Mr. Rockefeller also has reappointed Robert H. Palmeter of Bouckville to the council for a new term ending July 1, 1970.

Mr. Roberts is vice-president of the Saratoga Springs Authority and a prominent Upstate Republican.

Grievance Board Set for Suffolk; Praised by CSEA

RIVERHEAD, Oct. 2—Suffolk County civil service workers this week won a major victory when the Suffolk Board of Supervisors approved a long-sought county civil service grievance board.

County Executive H. Lee Dennison said the establishment of the three-member board will give Suffolk's 2,000 workers a formal grievance machinery "free from interference, restraint, coercion or reprisal."

Eugene Gregory, president of the Suffolk CSEA Unit praised the action and said that the board would serve as a model for other municipalities throughout the state.

David Zaron, executive secretary of the Suffolk Civil Service Commission, said the adoption of the board procedure was a "forward step" in employee conditions and said it would "add dignity to the jobs of all county employees."

Dennison said the new board will consist of "a representative of the taxpaying public, a county civil service worker and a member of the present county civil service commission."

It will be appointed within two weeks.

While winning grievance machinery, Suffolk civil service workers also suffered a defeat. The Board of Supervisors refused to take up the CSEA's proposal for health insurance under the State Plan.

It would have cost the county \$175,000 a year.

In executive session, the board split 6-4 on the measure and so tabled it, without bringing it to an open vote. Suffolk long has lagged behind other municipalities in bringing health insurance to its workers. The CSEA has been plugging for the program for many months.

Insiders said economy was the main concern of the supervisors in turning down the CSEA health insurance. It did not appear likely to come up again until next year.

In another major matter, the CSEA fought with the supervisors to a draw over the revision of the

recent county's salary plan, to provide increased pay for those who had been short-changed under the original program. Dennison had sought an across-the-board \$100 a year raise for 270 workers, who had received only about \$100 increase under the new county plan. It would have cost \$80,000.

The watered-down plan approved by the supervisors merely allows workers, who received less than \$100 to move up to the next salary step. This would add only 56 of the 270 workers, at a cost of \$16,000. The other workers already were close to the \$100 mark.

Youth Division Center Dedicated

ALBANY, Oct. 2—The State Youth Division dedicated its rehabilitation center at Middletown last week in ceremonies honoring the late Edmond FitzGerald, former chief probation officer for Kings County.

The division center was named after the career probation officer, whose first job was with the State Parole Division in 1931. Before coming to this country, he served with the Irish Republican Army.

Nassau County Grievance Plan Effective Soon?

BALDWIN, Oct. 2 — Nassau County Executive A. Holly Patterson this week told members of the Nassau Chapter CSEA that the County would shortly adopt a long-sought grievance procedure.

Patterson, in a speech prepared for delivery at the 12th Annual Nassau CSEA Dinner, said he will establish a three man grievance board, which will include a CSEA representative. He said: "This board will be established along the lines of the state to order a more harmonious and cooperative relationship between the County of Nassau and all of its employees!"

The establishment of grievance machinery, one of the principle objectives in Nassau was praised by Chapter president Irving Flaumenbaum who termed the move "A wonderful step toward the improvement of employee benefits."

All CSEA Members Important—Please Read!

Watch for your CSEA Election Ballot. It was put in mail addressed to you on September 20, 1961. USE IT PROMPTLY. It is YOUR responsibility to choose YOUR representatives.

If you don't get your ballot, or lose it — get the necessary form to request a replacement from any of the sources listed below. DON'T DELAY — complete the form and return it to any of the sources listed below and a replacement ballot will be sent to you promptly.

DON'T DELAY - Election ballots must reach the Board of Canvassers at Albany Headquarters by 6 p.m. October 6, 1961. ACT ACCORDINGLY.

Watch For Your Election Ballot Use It Promptly Upon Receipt CSEA HEADQUARTERS, 8 Elk Street, Albany, New York.

or For Metropolitan NYC Area - CSEA Branch Office, 11 Park Place, New York City.

For Western N.Y. area - Field Representative Richard Sage, Rice Rd., Boston, N. Y.

For Central N.Y. Area - Field Representative Ben L. Roberts, 329 South Titus Ave., Ithaca, N. Y.

No Pay Raise For Syracuse City Employees

SYRACUSE, Oct. 2—City Hall employees will receive no general pay increase in 1962, the city's new budget, unveiled last week, shows.

The budget provides, however, a sixth annual increment averaging \$150 for about 500 employees — less than one half of the city's workers excepting teachers and police and firemen. The increment will go only to employees with five years or more of service.

Onondage Chapter, Civil Service Employees Association, had requested a \$300 across-the-board increase for all city employees. The municipal workers last general increase came in 1959 when the city's new 40-grade salary plan was put into effect.

The new budget provides \$250 raises for the city's 800 police and firemen, boosting the salary range for beginning patrolmen and firemen to \$4,915—\$5,505 in five annual steps. Starting salaries of these employees has been hiked \$1,115 since 1958 when beginning police and firemen received \$3,800. Teachers are under a separate salary plan.

Department heads and their deputies in city departments will receive no new increases in the 1962 budget, other than those they would normally get in the city's executive salary plan.

Erie Chapter Wants Next Annual Meeting

BUFFALO, Oct. 2—Next year's annual meeting of the Civil Service Employees Association will be held in Buffalo with the statewide group's Erie chapter as host —chapter leaders hope!

Erie County delegates to the annual meeting in Albany Oct. 8-10 have served notice that they intend to stage a vigorous drive to select Buffalo as the site of the 1962 session.

Said Chapter President Alexander T. Burke: "The Erie delegation will campaign strongly to be host to the annual meeting next year. We're serving notice right now that we want to show CSEA members how hospitable the City of Buffalo can be."

Lehman is Appointed First Deputy City Administrator

The appointment of Maxwell Lehman as First Deputy City Administrator was announced by City Administrator Charles H. Tenney. Mr. Lehman was sworn in by Mayor Robert F. Wagner

helped put into motion a variety of devices for the better management of city departments. Mr. Lehman has won the respect of those who deal and work with him."



LEHMAN SWORN IN —Maxwell Lehman, right, is shown being congratulated by Mayor Wagner on his appointment to First Deputy City Administrator of New York. Behind them is City Administrator, Charles H. Tenney. Mr. Lehman has been Deputy City Administrator since 1955, before which he served for 15 years as editor of *The Leader*. He is also executive secretary of the Metropolitan Regional Council, and professor of public administration at New York University.

In ceremonies at City Hall last week.

Mr. Lehman has held the position of Deputy City Administrator since August, 1955, after serving 15 years as editor of the *Civil Service Leader*. He is also executive secretary of the Metropolitan Regional Council, and Professor of Public Administration at New York University.

In naming Mr. Lehman, the Mayor said:

"He is a scholar in the art and science of government, but a scholar who doesn't sit in an ivory tower. He combines unique qualities as an idea man and a person who gets things done. He has been a major factor in bringing together the elected heads of government in the metropolitan region for dealing with their problems cooperatively; he has developed important tri-state transportation policy proposals; he has

City Administrator Charles H. Tenney added: "This is in every sense a well-merited promotion and it is good for the City. Mr. Lehman has an immense knowledge of the intricacies of City government. He is able to get quickly to the core of a problem and find acceptable solutions. He brings experience, know-how and imagination to the job."

Among projects upon which Mr. Lehman has worked were the reorganization of the New York City Housing Authority, the probe of private nursing homes, the installation of a management reporting system in city agencies, the disposition of municipal power plants. He recently resolved the problem of artists residing in lofts. He is chief editor of the City Administrator reports, and under the Mayor's direction, edits the City's annual report.

The new First Deputy has been

a member of the interstate transportation committee established by the governors of New York, New Jersey and Connecticut and the Mayor of New York; a member of the first charter revision staff appointed by Mayor Wagner in 1960; and frequently represents the city at intergovernmental conferences. He is also secretary of Mayor Wagner's cabinet. He has also been Professor of Political Science at Hunter College.

Mr. Lehman is the author of various works on governmental affairs, the most recent being "Home Rule vs. 'Super-Government'".

He is a member of the Board of Directors, Associated Hospital Service; Board of Directors, Queens Symphony Orchestra; and a member of the American Society for Public Administration. He is also in frequent demand as a lecturer and speaker on governmental problems.

Tentative Key To Maintainer's Helper, B, Tests

Here are the official tentative key answer's to the open-competitive and promotion tests for maintainer's helper, group B. The exams were given last Saturday, Sept. 30.

Candidate who wish to file protests against these tentative key answers have until the 19th day of October, 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 if postmarked after midnight October 19.

- 1.B; 2.B; 3.A; 4.A; 5.A; 6.C; 7.B; 8.A; 9.B; 10.B; 11.D; 12.D; 13.B; 14.C; 15.D; 16.B; 17.B; 18.D; 19.A; 20.B; 21.A; 22.D; 23.C; 24.D; 25.B; 26.C; 27.C; 28.C; 29.A; 30.C; 31.B; 32.B; 33.C; 34.A; 35.D; 36.A; 37.A; 38.D; 39.C; 40.A; 41.B; 42.B; 43.A; 44.A; 45.C; 46.A; 47.B; 48.A; 49.C; 50.A; 51.B; 52.A; 53.B; 54.B; 55.C; 56.A; 57.C; 58.D; 59.A; 60.C; 61.B; 62.D; 63.B; 64.C; 65.C; 66.D; 67.C; 68.D; 69.A; 70.B; 71.D; 72.D; 73.C; 74.C; 75.C; 76.D; 77.A; 78.D; 79.C; 80.D; 81.D; 82.B; 83.D; 84.C; 85.D; 86.A; 87.B; 88.C; 89.A; 90.D; 91.D; 92.A; 93.C; 94.D; 95.D; 96.B; 97.A; 98.B; 99.B; 100.D.

AEC Staff Needed In A Host of Areas

The U.S. Atomic Energy Commission needs reactor engineers, nuclear physicists, health physicists, inspection specialists, radiation specialists, biochemists, nuclear safety engineer, industrial hygienists, and radio chemists.

Positions are in New York, Germantown, Maryland and other locations. If interested, write to the Personnel officer, U. S. Atomic Energy Commission, 376 Hudson St., New York 14, N. Y. for further information.

FOR FINE HOMES IN ALL SECTIONS — PAGE 11

CIVIL SERVICE LEADER
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READ The Leader every week for Job Opportunities

Your Public Relations IQ

By LEO J. MARGOLIN



(Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is a vice-president of the public relations firm of Martial & Company, Inc.)

This is the time of the year when all good politicians come to the aid of the cliché — and the wild charge. Election is near; political thermometers are rising. And just as sure as apples make applesauce, some political speaker will denounce "government waste for propaganda."

Again—just as it has happened periodically for the past 100 years—the whole concept of government information will be attacked.

To make matters even more incongruous, some newspaper editors—who should know better—will join in the attack. Seemingly, they don't want to understand that even if they had the staffs—and most don't—they couldn't possibly cover the total spectrum of government.

When you hear these charges, you have our permission to yawn. Later, you may get as mad as you wish, just as we do as we hear absurdity piled upon absurdity.

The public information function of government is here to stay. All civil servants know well that there can't be intelligent government by the people without accurate and frequent information to the people. Government has become far too complex for the average citizen to understand its intricacies without a steady flow of factual as well as explanatory information.

Practically every government

2 Tests Scheduled By New Rochelle

The New Rochelle Civil Service Commission has scheduled examinations for the positions of assistant city planner and planning draftsman trainee.

For the assistant city planner test, applicants must be New York State residents. Filing deadline for the assistant planner test is Oct. 11. The jobs pays \$7,100 to \$8,840 a year. Filing deadline for the \$3,950 a year job as planning draftsman trainee is Oct. 25.

Information may be obtained from the New Rochelle Civil Service Commission, 52 Wildcliff Road, New Rochelle, New York.

department has public information officers and services. Many of the government information people are as good as the highest paid public relations practitioners in private industry. All have a major responsibility to bring light where there is darkness, and understanding where there is confusion. But equally important, they must tell their stories straight and honestly, even though the truth be bad, good, or indifferent.

Civil service employees can help in the informational process. They are in a better position to determine what aspect of government is causing misunderstanding. When they run across such situation, it is their duty to inform the agency's information officer, who will take prompt steps to rectify the condition.

Action such as this should prove to today's crop of political speakers that civil servants know their jobs, their American history, and their State and Federal Constitutions.

James Madison put it into words which could not possibly be misunderstood:

"A popular government without popular information or a means of acquiring it, is but a prologue to a farce or tragedy, or perhaps both."

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FOR THE BEST IN HOMES — SEE PAGE 11

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MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

(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).

MANY LETTERS were sent to J. Earl Kelly, director of classification and compensation, re the nurses' salary appeal.

RECENTLY WE RECEIVED a copy of a letter sent to Mr. Kelly by one of the head nurses at Craig Colony.

WE FEEL THAT the letter is enlightening, factual, timely and helpful. We are passing most of the letter along to you. It is as follows:

Dear Mr. Kelly:

I would like to urge you to more than just review the appeal for reclassification of nurses in State service. I am a head nurse at Craig Colony & Hospital, and work in Peterson Hospital which has 25 beds for acutely ill male patients. We care for many surgical as well as medical patients. I work the afternoon shift (3:15 to 11:45) all alone with no help. It is also my job to relieve the afternoon supervising nurse when she is off duty. This gives me the full responsibility of over 2,000 patients and about 50 employees besides caring for the 25 acutely ill patients in the Hospital. Sometimes I have to work a double shift, if someone calls in ill, which is 16 hours straight. Sometimes, I am called back on duty on my day off, when someone is ill or for some other emergency, often for 10 to 12 days without a day off.

I am the father of six children. My gross salary for two weeks is \$225.99 but my take-home pay is only \$176.96 which makes a weekly salary of \$88.45. I cannot support and feed eight people on this so I have to have another job for supplemental income in order to support my family. I am at maximum salary except for an extra step and longevity increment for 15 years in grade. I graduated from Craig Colony School of Nursing in 1951 and have been a graduate for ten years with a total of thirteen years in State service. Besides my three years in training, I attended college at the State University of New York, Geneseo, N. Y., part-time and took courses part-time at the University of Buffalo, and one year full time at the University of Buffalo on State scholarship. At present I have obtained 51 credit hours of college work.

A nurse in State service finds himself in a very static position. He has very little chance for advancement beyond a head nurse position. For example, at Craig Colony we have five male supervising nurses which gives very little chance for the male head nurse to be promoted, within the next 10 to 20 years. There are approximately 20 candidates for the five positions.

We are unable to keep our new graduates here because of the low starting pay for staff nurses. Ever since they started to commission male nurses in the Army and Air Corps we have lost most of our younger male nurses and we continue to lose almost all of the new graduates because the service offers a much better opportunity for advancement and better starting pay. Many nurses won't consider working in State service because of the type of work we do and the kind of patients we have to care for. Also the heavy load of responsibility scares many of them away. Our type of work in most instances is quite hazardous. My wife and children need me to support them, but according to experts we are not doing hazardous work.

In Peterson Hospital, we have three male head nurses for three shifts. When one of us is off, an attendant takes our place because there is no registered nurse to take our place. After a while it gets very discouraging when you look around and see what a rut we are in. Most people feel ward service is the worst place to work in a State Hospital. As I look back ten years, nearly all the attendants that I worked on ward service with then are now in the maintenance department and they are on the same levels of pay as I am and they did not have to go to school to be specially trained in the particular trade. Most of them have worked up from assistant carpenter, plumber, etc., to a carpenter, plumber, etc., title which is Grade 11, the same as head nurse. We also have to work week ends and holidays. We usually get one weekend month off and occasionally a holiday. Lately I am getting so discouraged that I have been considering looking for another job. This I do not want to do but I may be forced into it.

I hope this letter will give you a little clearer picture of what nurses in State service are up against. I am sure there are other cases in State Service similar to my situation; in fact, we have many more right here at Craig Colony. I hope and pray that you will give us some hope for the future because our number is growing smaller all the time. Most people ask us how we stand it. Our reply is, "You just get used to it after awhile," but many of us are tired of getting used to things the way they are. I have made up my mind that I will fight to get some help.

Craig Colony and Hospital Picks Most Promising Civil Servant

ROCHESTER, Oct. 2 — James Scaccia has been recognized as the Craig Colony and hospital nursing student "who showed the greatest promise as a future civil service employee."

Arthur Lawson, president of the hospital's chapter of the Civil Service Employees Association, presented "most promising" award

to Scaccia.

Scaccia was one of 17 senior nursing students at the Colony who received pins and diplomas in annual commencement exercises at Craig Colony last month. About half the graduates are expected to stay on at the hospital, according to Dr. Vincent I. Bonasede, director.

Rochester Drive Gets Good Start

ROCHESTER, Oct. 2 — The drive here to recruit 2,000 new members to the Monroe county chapter of the Civil Service Employees Association is off to an encouraging start with a report that most of the municipal hospital staff had pledged.

Agnes Brown, campaign chairman, said that many of the hospital workers have signed and

others will. However, she said, it is too early to determine whether or not the campaign will succeed.

Miss Brown pointed out that in last year's drive to recruit county employees there was little indication at the start that it would be a success. One thousand joined the chapter, she said.

So far, 25 persons from the municipal hospital and other city

agencies have joined the association, Miss Brown said. From scattered departments a number have been recruited, she said.

Officials of the chapter contend, that it is too soon to judge the driver's potential. "The first of this week we will start canvassing in earnest", said Miss Brown of the City's comptroller's office.

"We don't want the workers to feel that we are too aggressive about it" she added.

The County chapter has grown in the past year from about 300 members to its present high. Chapter leaders are encouraged by the fact that City manager Gordon A. Howe has permitted it to stuff city pay envelopes with literature supporting the drive and pointing out advantages of membership.

Rochester Unit Forms Committees

President Samuel Grossfield of the Rochester chapter, Civil Service Employees Association, has announced the following appointments to committees for the 1961-62 season.

Social: Merely Blumenstein, chairman; and Robert Dobmeier, Rose Nicoletta, Sara D'Amico, Frank Straub, Joseph Polvino, Robert Campbell and Frances Bird.

Legislation and resolutions: Frank Matthews, Leo Bernstein, Tony Binacchi, and Frank Di Prima.

Grievance: Melba Binn, chairman, and Walter Corcoran and Ruth Lazarus. Program chairman: Leo Bernstein.

Membership: Peter Andrialis, chairman; and Pauline Ruppel, Betty Morris, Joseph Polvino, Raymond Welch, Patricia Billotti, Cal Rosenbom, and Marie Laudisi.

On Columbus Day, October 12, at 2:30 p.m., the members of the Chapter will be guests on a conducted tour of the Eastman Kodak Company.

3 Court Stenos Await App'tment

(From Leader Correspondent)

ROCHESTER, Oct. 2 — Three court stenographers are expected to be chosen from a civil service list to handle the work of the Supreme court justices in the seventh judicial district.

The posts pay \$11,304 a year. Eleven persons took the examination and these four qualified, according to the Civil Service Commission in Albany.

Hyman Kreltzman, Helen J. Cassidy, Raymond A. Michel, and Anna Meyers all of Rochester. The prospective stenographers were to be interviewed by the supreme court justices before the appointment. The new justices are: Jacob Ark, and William G. Easton of Rochester, and Dominick Gabrielli of Bath.

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CIVIL SERVANT CODE — Mrs. Agnes Brown, chairwoman of the City of Rochester membership committee of the Monroe chapter, Civil Service Employees Association, is shown presenting a framed copy of the Code of the Civil Servant to Rochester Mayor Peter Barry, in recognition of his continued interest in the problems and welfare of public employees in his city.

Committee for New Rochester Federal Building Is Formed

ROCHESTER, Oct. 2 — A citizen's committee to obtain a new Federal building for government employees here is being formed. Milton Offen, president of the

National Federation of Federal Employees, Local 68, said that the committee includes prominent local citizens. A committee meeting is planned for the "near future" he said.

Chautauqua Aides Get Pay Raise

MAYVILLE, Oct. 2 — It was Christmas in September for approximately 400 Civil Service employees of Chautauqua County.

Wage increases amounting to about \$80,000 annually have been approved by the Board of Supervisors.

The board's action on Sept. 8 represented the first direct wage increase in three years for Civil Service workers.

The pay increases will amount to approximately 5%.

Two years ago the board "held the line" on wage increases. A year ago a hospital medical care plan with monthly premiums of \$6.71 per worker was instituted in lieu of a general wage increase.

The local last week unanimously resolved to urge the Federal government to accept the City Council's offer of land for a new Federal building. Federal employees here contend their quarters are cramped, outdated, inadequate, and makeshift. Most of them work in the 76 year old Federal building on Fitzhugh St. Copies of the Local's resolution are being forwarded to Senator Kenneth B. Keating, and Senator Jacob J. Javits and Representatives Harold C. Osertag and Judy Weis. Offen says the land offer had not been accepted by the Government and that Federal officials have been indifferent to leasing a newly constructed building.

There are about 600 Federal employees in Rochester. The resolution said "there is a definite need for" a new federal building in this city.

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

By CAROL CHRISTMAN

Bell Notes Increased Efficiency of U.S. Aides

Federal employees are doing a better job. Budget Director David Bell gave some statistical examples in support of this in a speech to the Life Office Management Association.

For instance, the number of passports either issued or renewed by one employee of the passport unit jumped from 1,700 to 2,200 over the past five years.

Another example is that, although the Post Office's work load increased by 41 percent over the last ten years, the number of postal clerks only increased 25 percent in the four years from 1955 to 1958; and that the relative administrative costs in the Veterans Administration was reduced by 13 percent.

200 Federal Aides Due \$950,000 Under New Hiss Act Amendments

Some 200 former Federal employees or their survivors who have been denied civil service annuities under the so-called Hiss Act will be eligible to receive an estimated \$950,000 in back annuities under a new law signed by President Kennedy last week.

The Hiss act of 1954 was designed primarily to prevent payment of annuities or retired pay to disloyal or subversive persons in Government service. The act however included provisions which denied benefits for reasons which had nothing to do with loyalty or national security. Most of the annuity denials were based on conviction for violation of the postal laws.

The new law amends the Hiss act to make the penalty of denying annuity or retirement pay apply only in cases involving national security.

The Civil Service Commission, which proposed the amendments, is arranging prompt restoration of denied annuities.

110,295 Aides Honored For Suggestions, 79,072 For Job Performance

A total of 110,295 Government employees earned special recognition for ideas and 79,072 were rewarded for job performance "above and beyond the call of duty."

These figures are from the recently completed summary of the Government's incentive awards program.

Measurable return to the Government for ideas and high performance was computed at \$101,467,874. Civil Service Commission chairman John Macy, who quoted these figures in a recent San Francisco speech before a joint meeting of the Federal Business Association and the Federal Personnel Council, emphasized that unmeasurable return to the Government might easily exceed this figure in importance.

The Government's awards totaled \$10,897,870 for sustained high performance and \$2,669,998 for accepted suggestions.

Macy Lists Six Major Goals of Civil Service

The six major contemporary goals of the Federal service, according to Commission chairman John Macy are:

To capitalize on the strong Presidential support and leader-

ship given to career civil service.

To attract the Nation's best talent into the Federal service.

The development of talent within the career service.

Greater mobility within the career service.

An adequate and equitable pay system for the Federal Civilian work force.

To raise the prestige of the Federal service in American society.

Chief Judge Worley To Be Feted This Week

Mr. Justice Tom Clark of the United States Supreme Court will present the thirteenth annual Americanism Award to Chief Judge Eugene Worley of the United States Court of Customs and Patent Appeals in Washington. The dinner will be given by the Col. Francis Vigo Post No. 1093, American Legion at the Waldorf Astoria, Saturday, Oct. 7.

Mayor Robert Wagner, honorary chairman of the dinner, will be one of the principal speakers. Paul Screvane, deputy mayor, will act as toastmaster.

50 Selected For Peace Corp Training Prog.

Peace Corps Headquarters recently announced the names of 50 men and women selected for training at the University of California at Los Angeles. Candidates who successfully complete the 10-

Public Works Promotes Two

ALBANY, Oct. 2 — Two career employees with the State Public Works Department have been given provisional promotions as district engineers.

Norman W. Krapf will be in charge of the department's Buffalo district and James C. Norton will head the Watertown district. Both men formerly were assistant district engineers.

Mr. Krapf fills the vacancy left by the death of Elmer G. H. Youngmann. Mr. Norton succeeds Robert W. Sweet, who was named chief engineer for the department in July.

Starting salary for the men in their new jobs will be \$17,690 a year. Mr. Norton has served with the department for 34 years. Mr. Krapf has 33 years of service.

week training schedule at U.C.L.A. will work as teachers in Nigerian secondary schools.

DeWitt Clinton Center Offers First Aid Class

The DeWitt Clinton Adult Center, 100 W. Mosholu Parkway, the Bronx, will give a course in First Aid, starting Monday October 2 and Wednesday October 4, from 7:30 p.m. to 9:30 p.m. Register now from 7 p.m. to 9:45 p.m. The course includes the emergency care given to an injured or sick person until a physician can be obtained. You learn control of bleeding, artificial respiration, fractures, burns, poisons and common emergencies as well as transportation of an injured or ill person. It is a five week course. Each period is a two hour practical working class. A Red Cross Standard First Aid Certificate is issued to those who qualify. New York City teachers may use this course to qualify for salary increment. For further information call KI 3-4794.

FOR FINE HOMES IN ALL SECTIONS — PAGE 11

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Filing Open for State Trainee & 39 Other N. Y. State Tests

Applications are now being accepted for 40 N. Y. State exams. The exams are listed below along with the examination number and the salary range.

Closing Oct. 16

- Professional library examination, No. 661b, salary varies with location, New York State residence is not required.
 - Senior stenographer, No. 6145, \$4,020 to \$4,950 a year.
 - Senior hardware specifications writer, No. 6151, \$9,030 to \$10,860 a year, New York State residence is not required.
 - Assistant architect, No. 6161, \$7,360 to \$8,910 a year, New York State residence is not required.
 - Senior youth parole workers, No. 6162, \$6,630 to \$8,040 a year, New York State residence is not required.
 - Accounting trainee, No. 6163, appointments at \$5,200 and \$5,620 a year, New York State residence not required.
 - Business consultant, No. 6164, \$7,000 to \$8,480 a year.
 - General industrial foreman (all specialties), No. 6164, \$6,280 to \$7,520 a year.
 - Industrial superintendent, No. 6166, \$9,50 to \$11,400 a year.
 - Assistant industrial superintendent, No. 6167, \$8,150 to \$9,340 a year.
 - Landscape architect, No. 6168, \$7,360 to \$8,910 a year.
 - Senior landscape architect, No. 6169, \$9,030 to \$10,860 a year.
 - Senior plumbing engineer, No. 6170, \$9,030 to \$10,860 a year.
 - Senior draftsman (architectural), No. 6171, \$4,160 to \$5,840 a year.
 - Chief bureau of education guidance, No. 6174, \$11,710 to \$13,890 a year.
 - Director of secondary education, No. 6175, \$13,680 to \$16,085 a year.
 - Museum technician, No. 6176, \$3,800 to \$4,730.
 - Senior compensation claims examiner, No. 6187, \$6,280 to \$7,620 a year.
 - Associate compensation claim examiner, No. 6188, \$7,360 to \$8,910 a year.
 - Parkway foreman, No. 6189, \$4,020 to \$4,980 a year.
 - Specialists in education, No. 312, associate level position, No. 500 to \$11,400 a year and assistant level positions, \$7,740 to \$9,360 a year, New York State residence not required.
- Closing Oct. 30.**
- New York State residence is not required for the first 10 tests listed.
- Principal biostatistician, No. 6172, \$11,120 to \$13,230 a year.
 - Senior biostatistician, No. 6180, \$7,000 to \$8,480 a year.
 - Associate biostatistician, No. 6181, \$9,030 to \$10,860 a year.
 - Senior planning technician, No. 6182, \$7,000 to \$8,480 a year.
 - Associate planning technician, No. 6183, \$8,580 to \$19,340 a year.
 - Senior nutritionist, No. 6185, \$7,000 to \$8,480 a year.
 - Consultant public health nurse (hospital), No. 6186, \$7,360 to \$8,910 a year.
 - Professional career tests (state trainee), No. 2220, Appointments at \$5,200 a year.
 - Public administration internship, No. 6260, Appointments at \$5,200 a year.
 - Managing editor, "New York

- State Conservationist", No. 6177, \$10,020 to \$11,990 a year.
- Senior building construction engineer, No. 6178, \$9,030 to \$10,600 a year.
- Forest pest control technician, No. 6178, \$3,800 to \$10,860 a year.
- Assistant hydraulic engineer, No. 6190, \$7,366 to \$8,910 a year.
- Senior hydro-electric operator, No. 6192, \$5,020 to \$6,150 a year.
- Assistant supervisor of stream improvement, No. 6193, \$5,630 to

- \$6,850 a year.
 - Forestry aide, No. 6194, \$3,800 to \$4,720 a year.
 - Head housekeeper, No. 6196, \$4,760 to \$5,840 a year.
 - Assistant director of workmen's Compensation Board operations, No. 6195, \$15,200 to \$17,755 a year.
 - Hydro-electric operator, No. 6191, \$4,490 to \$5,530 a year.
- For application forms write or visit the State Office at 270 Broadway, N.Y.C.

Manhattan Vet's Hospital Seeks Practical Nurses

Practical nurses are urgently needed by the Veterans Administration Hospital in Manhattan. Women only are wanted for these jobs which pay \$4,040 a year. Applicants must have successfully completed a full-time program of study in practical nursing. Applicants must be licensed to practice in a state or territory of the U.S. or the District of Columbia. Applications will be accepted from persons who are qualified except for the license, provided application for the license has been made. Such applicants may be appointed, but they must obtain the license during the probationary period.

In addition to the education and license requirements, applicants must have had one year of progressively responsible experience as a practical nurse under professional nurse supervision. Applicants must be physically able to perform the duties of the position. They must also appear for an oral interview to determine whether they possess personal qualities such as tact, patience, understanding and emotional stability. Applications and further information may be obtained from the Executive Secretary Board of U.S. Civil Service Examiners, Veterans Administration Hospital, 1st Ave. at E. 24th St. Applications will be accepted until further notice.



Courtesy TRUL, The Man's Magazine

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TUESDAY, OCTOBER 3, 1961 31

Tug-of-War With the City

THE WAYS of bureaucracy are wonderful to behold—especially when government plays tug-of-war with itself.

Almost desperately, the City Fathers have appealed for more and better applicants for government positions—particularly for applicants to the police force. Representatives have scoured surrounding counties and cities, even to the point of giving special examinations in Bridgeport and Albany. Yet, even in the face of a "labor surplus"—i.e. high unemployment,—the recruitment record for the past year has displayed a simple fact: there is no surplus of candidates for skilled jobs in civil service.

The reasons for this are many and buried deeply in our society, but one simple facet is startlingly clear: an applicant for a job with New York City must pay a fee just for filing. The candidates, so badly needed for police jobs, must pay \$5. each for the privilege of applying for the job. In private industry the same policy would be considered not only foolhardy but a violation of the law.

Similarly, the Police Department decided that, in a city where there are more than 600,000 Puerto Ricans, and this group represents a substantial policing problem, it might be wise to have some Puerto Rican-born policemen. The call went out. But Puerto Ricans tend to come in smaller sizes than the average New Yorkers. The minimum height to a police candidate must be 5'8". Result: few former Puerto Ricans or their children can qualify.

Somewhere in the city administration there should be a rationale that makes city civil service policy realistic and pull in one direction.

At Long Last

GRIEVANCE procedures will soon be granted to employees of Nassau County. This was the promise of A. Holly Patterson to some 500 members of the Nassau CSEA Chapter at the unit's annual dinner dane, on Saturday night.

Earlier in the week, the Suffolk County Board of Supervisors had granted the same to their employees. We hope the measure continues on its route and is passed by the ruling bodies of every city, town and village in the state.

A short time ago, in another Metropolitan County, a police sergeant, a man whom the county had seen fit to promote to a position as a supervisor of men was brought on charges by his Chief. The charges were prosecuted by the same chief; and the jury included his chief. Prosecutor judge, complainant and jury in the role of one man can lead to a personality clash and abuses.

As a result of these charges and trial, the man was demoted to the rank of patrolman in addition to a lengthy suspension. An appeal is soon to be heard by the Supreme Court. All eyes will be on the case, to see whether or not trial procedures in Civil Service throughout the state are legal or not.

However, in the meantime, A. Holly Paterson and the Suffolk County Board of Supervisors deserve credit for righting a long standing injustice.

Questions Answered On Social Security

My father died in April. He was divorced from my mother but he had not remarried. My sister has three children under 18 years of age. Are they entitled to any benefits on my father's social security?

No benefits are payable to the grandchildren of a wage earner.

How much is being paid in social security benefits?

For January 1961, the figure was a little over \$82 million dol-

lars. This means benefits of over 10 billions of dollars was paid out across the Nation last year from the Social Security Trust Fund. In 1940, total benefits paid out were about 36 million dollars.

How long must a wife be a wife in order to collect on her husband's social security?

Before September 1960, she must have been married to the beneficiary for at least three years; now she can qualify after the marriage has been in effect for one year.

LETTERS TO THE EDITOR

Charges Welfare Police "Forgotten"

Editor, The Leader:

The topic of salary increases for various police groups has been very much discussed in the weekly civil service publications recently. On January 1, 1962, Housing officers and Transit patrolmen will receive a pay scale of \$5,600 to \$6,981 a year, City Court officers will reach \$4,946 to \$6,261 a year, and City deputy sheriffs receive \$5,422 to \$6,808. There is no argument that these groups are deserving of police salaries for police work, and the Mayor states that he understands their problems and wishes to equate their salaries whenever possible.

Yet there is still one police group that remains shackled with an outdated mode of pay, the forgotten Welfare patrolmen of the City of New York. It is completely inconceivable how this group is forced to lag behind in this day and age when everyone knows they perform a police type of function in every sense of the word.

The crux of their problem stems from the fact that they are with a social agency, but this does not alter the fact that they are sworn to uphold law and order by the Police Department; the Welfare Department's own regulations require these patrolmen to keep the peace and protect life and property. The discrimination against this group is unworthy of an city administration and should be corrected with the other election promises.

Last year the Mayor ordered Commissioner James R. Dumpson to evaluate his Welfare police, which he did, thus producing his recommendations among which was stressed a pay scale at least on par with the Housing Police. The Welfare police receive only \$3,500 to \$4,580 a year, which by no stretch of the imagination can be considered police pay for police work.

If being with a social agency means these men must be saddled with pay less than that of a laborer, then I suggest they be placed under supervision of the Police Department altogether, which is better than being bossed by a clerk who has never worked in the police line, or been inclined to do so.

NAME WITHHELD
BRONX, N.Y.

No Regrets, Says Practical Nurse

Editor, The Leader:

I was tempted to write when the staff attendants and practical nurses were feuding. It was when I read the letter from "only an attendant" that decided me. Don't belittle yourself as an attendant. No one knows better than I what a tough job it is, as I was once one myself.

For years I wanted to take up nursing, but couldn't because of responsibilities. Seven years ago, I was finally able. After obtaining a year's leave of absence, I took a course in practical nursing at a very reliable school.

This meant forfeiting a year's salary plus training expenses. After completing the course and passing the State board exam, I received my license and returned to the institution as a licensed practical nurse.

I don't feel superior to an attendant, and certainly know I



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).

Mental Strain and Workmen's Comp.

UNDER ITS HEADING, "The Law", "Time" of August 25, 1961, had an article entitled "Death by Overwork". It described how the Dean of the Denver University Law College, collapsed and died from overwork on his job, and it summarized the decision of the Colorado court which sustained a workmen's compensation award to the Dean's family.

"TIME" WENT ON to state that: "New York has for some years held that physical or mental strain, resulting in a fatal heart attack, was overexertion under the workmen's compensation laws." Most of us think of workmen's compensation only in terms of physical accidents. I began to wonder. I have known public employees who suffered breakdowns from the stress of their work. Are such people entitled to workmen's compensation? Are such people entitled to accidental disability retirement?

Workmen's Compensation

I SUBMITTED THE "TIME" statement, quoted above, to Haskell Schwartz, the Vice Chairman of the Workmen's Compensation Board and, in my opinion, one of the leading authorities on workmen's compensation law - and a career public official who worked with me on the law staff of the Joint Legislative Committee investigating the administration of the Unemployment Insurance Law in 1939. We are from the old neighborhood and I believe we are the only ones left who follow the old custom of meeting at the candy store evenings to discuss the solutions to the world's troubles. Haskell sent me a memorandum promptly. In it he told me that the "Time" statement was "essentially correct" if by "strain" is meant that "the work was sufficiently strenuous to require more than normal exertion." He referred me to a case decided by the Court of Appeals during the summer, which has not been reported yet, *Klimas v. Trans-Caribbean Airways*.

IN THE KLIMAS case, the Court of Appeals held in favor of the employee's family by a four to three vote. Judge Froessel, who wrote the majority opinion, noted that the court below had rejected the claim "holding that in the absence of any physical strain an industrial accident cannot be made out". The Judge tersely added: "We do not agree."

The Court's Opinion

THE JUDGE WENT ON and made it clear that mental or emotional strain could be the basis of a workmen's compensation award. He wrote, as follows:

"Despite the claim to the contrary, there is ample authority in this court and in the Appellate Division sustaining awards of compensation for physical injuries resulting from mental or emotional strain, where the evidence was clear, and our present decision merely follows those precedents. We think it may not be gainsaid that undue anxiety, strain and mental stress from work are frequently more devastating than a mere physical injury, and the courts have taken cognizance of this fact in sustaining awards where no physical impact was present."

IN THE KLIMAS CASE, the employee had been fatally stricken with a heart attack. Of course, the principle remains the same where the employee is disabled and lives. In fact, Judge Froessel discussed such a case in the *Klimas* opinion, and the employee he referred to was a public employee. The Judge wrote, as follows:

"And in the *Anderson* case, supra, the Board found that claimant, a supervising inspector employed by the State Department of Labor, had sustained accidental injuries in the nature of a coronary occlusion at home as the result of the continued anxiety and excessive exertion at work under trying circumstances. Here too claimant worked long hours and was under severe pressure and excessive strain for a period of approximately 18 months before the attack. We again denied leave to appeal from the unanimous affirmance by the Appellate Division of the award of compensation."

IN NEXT WEEK'S column I will discuss "Mental Strain and Accidental Disability Retirement."

haven't the knowledge of a registered nurse, but am much more qualified in caring for the ill. We are trained to work under and assist a registered nurse, but a L.P.N. is often asked to take charge in the absence of the R.N. When this occurs, I am thankful that I have the knowledge and ability to do so.

Of course, we want more money. Who doesn't? But only to be brought up at least to the grade of the staff attendant, which is only fair.

We all work hard in an institu-

tion—from the lowest grade to the highest, but all for the same purpose—to care for the ill and those poor unfortunates unable to care for themselves—to try to bring a little love and sunshine into their lives. It is more than just a job to me.

Perhaps I am wrong, but do I detect a note of "sour grapes"? Why? If you have an inclination to become a L.P.N., I would suggest that you do so. I'm sure you won't regret it. I haven't.

DOROTHY LEAIRD, L.P.N.
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Truck Inspector Jobs With I.C.C. Pay \$4,345

Men with experience in truck safety inspection may qualify for U. S. safety inspector jobs paying \$4,345 a year.

These jobs are with the Interstate Commerce Commission's Bureaus of Motor Carriers located throughout the country. After satisfactory completion of six months of training in enforcing the ICC's safety regulations, appointees will be promoted to GS 7 at a salary of \$5,355 a year.

Applicants must have had at least two years of experience in investigation of highway accidents, supervision of maintenance

of vehicles of motor carrier fleets, and/or development and execution of highway safety programs. Education may be substituted for experience.

Applicants must be U. S. citizens, over 18 and physically fit. A written test is required of all applicants.

The required length of experience will not in itself be accepted as proof of qualification for the position. The applicant's record of experience or training must show that he has the ability to perform the duties of the position.

Such experience as selecting, training and supervising commercial motor-vehicle drivers is considered qualifying. Experience in routine inspection and report of traffic accidents or as a truck or bus driver is not considered qualifying.

For further information and application forms, visit the second region of the U. S. Civil Service Commission, 220 E. 42nd St., New York 17, N.Y. The announcement is No. 259B. There is no closing date.

Motor Vehicle Breakfast Set

The Department of Motor Vehicles will hold their First Annual Communion Breakfast on Sunday, Oct. 8th at Siena College.

The Rev. Sixtus O'Connor, vice pres., of Siena College will be the principal speaker and Ellis T. Riker, administrative director will be toastmaster.

Reservations may be made thru Mrs. Thelma Oboyski, chairman, or Mrs. Gertrude Watkins, ticket chairman.

State Sets Three Statistician Tests

Qualified statisticians may compete in three New York State civil service tests on Dec. 2. Salaries range from \$7,000 to \$11,120 a year. Applications will be accepted until Oct. 20. New York State residency is not required. Additional information and application forms may be obtained from the recruitment Unit, Box 30, New York, State Department of Civil Service, The State Campus, Albany 1, N. Y.

Continuous State Social Work Tests

Several New York State exams in the field of social work are currently open on a continuous basis. New York State residence is not required for any of these tests.

College graduation and one or more years of graduate training or experience is required for all of the positions.

Following are the titles, salary range and announcement numbers.

- No. 147, welfare representative (public assistance), \$6,630 to \$8,040 a year.
- No. 152, welfare representative (child welfare), \$6,630 to \$8,040 a year.
- No. 153, senior medical social worker, \$6,630 to \$8,040 a year.
- No. 154, youth parole worker, \$5,940 to \$7,220 a year.
- No. 169, State social worker, (entrance level-all specialties), \$5,320 to \$6,500 a year and \$5,620 to \$6,850 a year.
- No. 183, senior psychiatric social worker, \$6,630 to \$8,040 a year.
- No. 196, parole officer, \$6,280 to \$7,620 a year.
- No. 306, supervising psychiatric social worker, \$7,740 to \$9,360 a year.

For detailed announcements of these or other social work positions, write, specifying the field

of interest to: Mrs. Norma Kunofsky, Sect. 3-W, State Department of Civil Service, The State Campus, 1220 Washington Ave., Albany 1, N. Y.

Charwomen Sought By Post Offices

Post offices in the metropolitan area are recruiting charwomen at \$1.64 an hour.

The jobs are open only to those who have veterans preference.

Applications for these jobs may be obtained from the Board of U. S. Civil Service Examiners, General Post Office, Room 413, 271 Washington St., Brooklyn 1, N. Y. Filing will continue until further notice.

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Foster Homes For Children

FAMILY and CHILDREN SERVICE of Albany, a non-sectarian Red Feather Agency with social services including family counseling, foster care of children, adoption and counseling with unmarried mothers, is in need of private foster homes for infants and older children. Those desiring to become foster parents, please phone or write Family and Children's Service, 12 S. Lake Avenue, Albany, New York, Hobart 3-1107.

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Continuous Filing Set For Engineering Jobs

Applications are being accepted continuously for two civil engineering exams in New York City. The test are for junior civil engineer and for assistant civil engineer.

Junior civil engineers get \$5,150 a year, and assistant civil engineers get \$6,400 a year.

Candidates for the junior civil engineer test must have a baccalaureate degree in civil engineering or graduation from high school and four years of practical experience in civil engineering work.

For assistant civil engineer candidates, a baccalaureate degree in civil engineering and three years of experience in civil engineering work is required.

High school graduation and seven years of experience or a satisfactory equivalent combination of education and experience is also acceptable.

Experience counts for all of the total grade for the junior civil engineer test. Applicants for these jobs who do not have a civil engineering degree must also pass a qualifying written test. For the assistant civil engineer exam, the written test counts for all of the total grade.

Applications may be obtained at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N.Y. Applications may be filed in person only, be-

tween 9 a.m. and 10 a.m.

Test Times

Written tests for both titles will be given on any week day, from 9 a.m. to 11 a.m. when requested by a candidate, provided the candidate has not failed a previous test in the title in the preceding two months period, or failed a second test within a six months period prior to the date of application.

For both titles the test will take about four and a half hours. Prospective candidates should come prepared with a slide rule and lunch when they present their application for filing.

City Offering Test For Prom. to Ass't. Mechanical Engineer

An examination for promotion to assistant civil engineer in various departments of the City government will open for the filing of applications on October 4.

This is a \$6,100 to \$7,000-a-year title, and vacancies in it occur from time to time. To take the test, candidates must be permanently employed as either junior mechanical engineers or mechanical engineering draftsmen.

Complete information and application forms will be available after October 4 at the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y. Filing will close October 24.

Housekeeping Officer, Therapists in Manual Arts Sought at \$4,345

The Veterans Administration is seeking manual arts therapists and hospital housekeeping officers for vacancies in a number of its hospitals across the nation. Entrance salary for both jobs is \$4,345 a year.

Additional information and applications forms may be obtained from the personnel officer at any VA Hospital or from the Person-

nel Service, Department of Medicine and Surgery, Veterans Administration, Central Office, Washington 25, D.C.

Supervising Buyer In Purchasing Group

In a public hearing held recently a resolution to classify supervising buyer in the purchasing occupational group, in the competitive class, subject to rule XI was approved.



Greene Named To State LRB

ALBANY, Oct. 2 — Assistant Attorney General Martin Greene of The Bronx has been named for a six-year term on the State Labor Relations Board. He succeeds Joseph DiFede, whose term expired. The post carries a salary of \$19,500 a year.

A member of the GOP county committee in the Bronx, Mr. Greene also has served at one time with the State Labor Department.

Public Hearing on Jr. Psychiatrist is Set

A public hearing will be held Tuesday, Oct. 10 at 10:10 a.m. on the resolution to classify junior psychiatrist, salary grade 18, in the non competitive class, Part I, Rule XI, for the Department of Correction.

Notice of Names of Persons Appearing as Owners of Certain Unclaimed Property Held By

GRACE NATIONAL BANK OF NEW YORK

7 HANOVER SQUARE, NEW YORK CITY
The persons whose names and last known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

Amounts Due on Deposits

T & G Realization Corp., Address Unknown
Amounts Held or Owning for the Payment of Negotiable Instruments or Certified Checks

- Marjorie Boulton C., Address Unknown
- Miguel Carvajal, Address Unknown
- Felix Chiang, Address Unknown
- Mrs. Louisa De Fernandez, Address Unknown
- Helin Tackle Co., Address Unknown
- Pinhas Hillel Lamerman, Address Unknown
- Ramon Magnany, Address Unknown
- Dr. Hector Maximo, Address Unknown
- Montgomery Ward Co., Address Unknown
- Louisa Elena De Neva, Address Unknown
- Senora Herma G. Ovalle, Address Unknown
- Perera Co., Address Unknown
- E. N. J. Pirman, Address Unknown
- C. G. Riner, Address Unknown
- Lillian Ruiz, Address Unknown
- Ramay San, Address Unknown
- State Tax Commission, Address Unknown

A report of unclaimed property has been made to the State Comptroller pursuant to Section 501 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the bank, located at 7 Hanover Square, in the City of New York, New York, where such abandoned property is payable.

Such abandoned property will be paid on or before October 31st next to persons establishing to its satisfaction their right to receive the same.

In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt the State Comptroller and it shall thereupon cease to be liable therefor.



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We find security in the professional competence, understanding and skill of our doctors and surgeons. We find security in the competence with which our hospitals are operated.

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In case of illness or the need for hospital care in your family, the Statewide Plan offers the same kind of security you find in the skill and competence of the medical profession.

Don't take chances. Give your family the security it needs. For full information about the Statewide Plan, see your Personnel or Payroll Officer. Do it now!

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Specialists in Missiles Earn \$8,955 with U.S.

The Federal equipment specialist test will be used to fill jobs throughout the U.S. and perhaps abroad. These jobs are with the U.S. Army Ordnance Missile Command and pay \$8,955 a year.

A missile specialist acts as technical advisor and instructor in operation, repair and supply of U.S. Army Ordnance missile material in either surface to air or surface to surface missile systems.

Applicants must have had experience or training of sufficient scope and quality to perform the duties of the position. Applicants

will be ranked on the basis of experience and training.

Interview

Applicants who meet the experience and training requirements for eligibility will be required to report for an oral interview.

Veterans preference will be granted to eligible applicants.

Further information and application forms available at the U.S. Civil Service Commission's regional office at 220 E. 42nd St., New York 17, N. Y. The announcement is No. 5-35-17 (61). There is no closing date.

Physician, Chemist Exams Set in Pa.

Tests for resident physician, clinical assistant, chemist II and III will be held Nov. 18 according to announcement from the Pennsylvania State Civil Service Commission.

N. Y. C. Sets Feb. Filing For Batteryman Exam

The New York City Civil Service Commission has scheduled the filing period for the batteryman examination to open Feb. 1, 1962. The practical test is scheduled for May 23, 1962. Batteryman earn a starting salary of \$5,265 a year.

Candidates must have had five years of experience in the repair and maintenance of batteries to qualify for this test.

A practical test will count for all of the total grade. In this test, candidates will be required to demonstrate their competence in the building of a wet type storage battery as well as their ability to mix acids and use test and charging equipment. Candidates may have to pass a qualifying written test.

During the filing period, applications will be available at the Applications Section of the Department of Personnel, 96 Duane

St., New York 7, N. Y. Do not try to apply now as application forms are not available.

Oct. 10 Hearing on Consultant Public Health Nurse Title

A public hearing will be held on a resolution to delete consultant public health nurse (program evaluation), from the competitive class, subject to Rule XI, public health nursing occupational group. The hearing will take place Oct. 10 at 10 a.m.

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Senior Steno OC & Prom. Exams Set

There are about 200 senior stenographer vacancies in various City departments, and both open competitive and promotion exams will be used to fill them.

Senior stenographer is a \$4,000 to \$5,030 a year position. Applications for it will be accepted from October 4 to October 24.

Promotion Test

To apply for the promotion exam, candidates must have been employed for six months in one of the following titles: stenographer, typist, senior typist, clerk, senior clerk, department library aide, public health assistant, dental assistant, or any title in salary grade 8 or lower in the office appliance operator occupational group.

Open Competitive

Required for the open competitive test are graduation from a senior high school and one year of stenographic experience, or two years of experience. Those lacking in some of the experience or education may take the test, but must meet the requirements by the time of appointment.

There will be a written test and a practical test, each weighted 50 and requiring 70 per cent to pass. The written test may include questions on office practice, grammar, spelling, vocabulary, and arithmetic problems.

For the practical test, candidates must be able to take dictation at the rate of 80 words per minute for five minutes and transcribe the dictated passage on a typewriter within a specified time.

Apply to the Application Section of the Department of Personnel, 53 Duane St., New York 7, N. Y.

Coast Guard Entrance Exam Filing Now Open

Future Coast Guard officers should file now for the Coast Guard Academy entrance exam. The tests will be held on Feb. 19 and 20, 1962. Filing deadline is Jan. 16, 1962.

The examination is open to all unmarried men who will have reached their 17th but not their 22nd birthday on July 1, 1962, and who are or will be high school graduates with 15 units by June 30, 1962. Three units of English, two units of algebra and one unit of plane geometry are required.

For further information about the test and requirements write to Commander, Third Coast Guard District, Room 129, Custom House, New York 4, N. Y. or phone HANover 2-5700.

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Police & Fire Stations Will Be Housed in Same Midtown Office Building

Going into operation this week will be a novel experiment in multiple dwelling — in this case concerning the police and fire departments of New York City.

A new police station and fire house will open in midtown Manhattan, on East 51st Street, in an office building. The former quarters of both were demolished to make room for the building, and

both have been in temporary quarters until now.

Both the police stations and the fire house will have separate quarters and entrances separated from each other and from those of the building. The police station will have a basement parking garage with a ramp to the street.

According to the City Department of Real Estate, which handled the selling of the property to the building owners and the leasing of space in it, these facilities will be some of the most modern in the country.

The police station, the 17th precinct, has been housed temporarily at 225 East 49th Street. The fire station has been in a specially constructed building on 50th and Third Avenue. It consists of Truck (ladder) Co. 2, and Engine Co. 8, both part of the Eighth Battalion.

U.S. Medical Technicians Earn \$3,760

Jobs paying \$3,760 a year are open to medical technicians with the U. S. Public Health Service Hospital in Staten Island. With more experience the salary is \$4,345 a year.

Candidates for the \$3,760 a year jobs must have one year of experience in laboratory work on blood counts, hemoglobin estimating, analyzing urine and other related work.

Education may be substituted

for experience. However, all applicants must have at least three months experience.

An applicant must be physically able to perform the duties of the position.

More complete information and application forms are available through the Board of U. S. Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, N. Y. Applications are being accepted until further notice.

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

State Clerk Pool Appoints 27

In the last clerk pool held by the State Civil Service Department here, 27 appointments were made from the 202 names that were called. All 27 were made to clerk positions, and no appointments were made to file clerk. The next pool will be held October 18.

Education Trainee Non-Competitive

A resolution to classify cooperative education trainee (high school) in the non-competitive class, part II, Rule X, under the heading "all city departments" was approved in a public hearing held recently.

LEGAL NOTICE

At a Special Term, Part II, of the CITY COURT OF THE CITY OF NEW YORK, held in and for the County of New York, at Courtroom thereof, No. 111 Centre Street in the Borough of Manhattan, City and County of New York, on the 19th day of September 1961.

PRESENT: HON. ROBERT V. SANTANGELO, JUSTICE.
In the Matter of the Application of JESUS CICERON VELASCO, for leave to change his name to CICERON VELASCO, on reading and filing the petition of JESUS CICERON VELASCO, duly verified, praying for a change of his name, it being requested that he be permitted to assume the name of CICERON VELASCO in place and instead of his present name and the Court being satisfied that the said petition is true, and it appearing from said petition, and the Court being satisfied that the best interests of said petitioner, JESUS CICERON VELASCO, will be substantially promoted by the proposed change of name and further that there is no reasonable objection to the change of name proposed, and it further appearing that said petitioner, JESUS CICERON VELASCO, was born at Jambala, Colombia, South America, on December 28th 1917, and it further appearing that said petitioner is not registered and not required to be registered under the provisions of the United States Selective Service Act.

NOW on motion of EMANUEL FRIEDMAN, attorney for the said petitioner, it is

ORDERED, that the petitioner, JESUS CICERON VELASCO, born at Jambala, Colombia, South America on December 28th 1917, be and he hereby is authorized to assume the name of CICERON VELASCO in place and instead of his present name upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely,

That this order be entered and the said petition upon which it was granted be filed within ten days from the date hereof in the office of the Clerk of this Court in the Borough of Manhattan, City of New York; that within twenty days from the date of entry hereof, a copy of this order shall be published in the Civil Service Leader, a newspaper published in the County of New York, and that, within forty days after the making of this order, proof of such publication by affidavit shall be filed with the Clerk of this Court.

That, following the due filing of the said petition and entry of said order as heretofore directed, the publication of such order and the filing of proof of publication thereof, and on and after the 29th day of October 1961, the petitioner herein, JESUS CICERON VELASCO, shall be known as and by the name of CICERON VELASCO, which he is hereby authorized to assume, and by no other name.

ENTER, R. V. SANTANGELO J.C.C.

Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.

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RANGES — WASHING MACHINES — ALL ELECTRICAL APPLIANCES — REFRIGERATORS — TELEVISION — RADIOS — DRYERS

276 Students Take Part in City's New "Learn-Earn" Program

Fifty-five high school students were welcomed to work with the City recently by Dr. Theodore H. Lang, personnel director and chairman of the Civil Service Commission.

They are part of the 276 who will fill 138 jobs this year under the City's new "Learn-Earn" program. Each of the jobs will be held by two students, who will alternate at it — one working for a week while the other attends school.

The students will work in 10 City Agencies, including the Department of Hospitals, in which the period of alternation is two weeks instead of one. They are juniors and seniors and will work as long as they remain in school.

The program was developed to prevent drop-outs from school, which often happens because of financial reasons, and to fill vacancies in the hard-to-fill category.

The Departments

The departments in which the students are working are Health, Hospitals, Welfare, Transit Authority, Real Estate, Finance, Youth Board, Housing Authority, Board of Education and Department of Personnel.

They will work as clerks, stenographers, typists, office appliance and key punch operators, and as dietary nurses and laboratory aides in city hospitals and health centers. The standard pay of \$2-750 a year will be shared by the two students working in each position.

This is the first program of its kind in the nation. While similar programs have been carried out elsewhere in conjunction with private industry, this is the first of its size and nature to be initiated by any city government and aimed at the employment of potential school drop-outs.

A Ford Foundation grant of \$230,000 was made for the first two years of the program to provide money for the salaries of coordinators, of a supervisor from the Department of Personnel, and for a committee to evaluate the program.

The schools involved, with the number of students from each, are: Abraham Lincoln 4; Mabel Dean Bacon 6; Clara Barton 1; Bay Ridge 2; William Cullen Bryant 3; Bushwick 6; Christopher Columbus 4; Curtis 10; Evander Childs 6; Franklin K. Lane 12; George Wingate 4; James Monroe 18; Julia Richman 23; Lafayette 7; Martin Van Buren 8; Morris 55; Newtown 4; New Utrecht 15; Sarah J. Hale 3; Seward Park 22; William Howard Taft 6; Eli Whitney 10; Washington Irving 12; Theodore Roosevelt 16; Yorkville 13.

Promotion to Senior Purchase Inspector In TA Opens Oct. 4

An examination for promotion to senior purchase inspector (shop steel), in the New York City Transit Authority, is set to open for the filing of applications on October 4.

Applicants must have served for no less than six months (from the date of the test (Jan. 19) in the title purchase inspector (shop steel). The job pays from \$6,400 to \$8,200 a year.

Apply from October 4 to 24 at the Application Section of the Department of Personnel, 96 Duane St., New York 7, N.Y.



STUDENT JOBS—Three New York City high school students are shown above learning dietetics from a supervisory dietitian in one of the City hospitals. They are participants in the City's new "Learn-Earn" program, under which 276 students will hold down jobs with the City while going to school. Each job will be held by two students, who will alternate at it, one working while the other attends school. This is the first program of its kind and size in the nation.



LANG WELCOMES—Dr. Theodore H. Lang, New York City personnel director and chairman of the City Civil Service Commission, is shown welcoming a group of high school students to the civil service. They are a few of the 276 students who will work part-time for the City this year under its new "Learn-Earn" program. The 276 will work at 138 jobs, on an alternating basis, each job being held by two students. While one is working, the other is attending school.

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20 Point Program Progress Reported By CS President

Several months ago, the Leader carried a story concerning a Twenty-Point Program for Civil Service as outlined by H. Elliot Kaplan president of the New York State Department of Civil Service.

The program was revealed to CSEA members at a meeting in Albany.

Following the meeting, Mr. Kaplan sent a copy of the goals of the project to Governor Nelson Rockefeller and has recently reported to the governor on progress.

The following is a brief summary of progress to date on achieving the twenty-point program:

1. Extension of the State's career service to include practically all positions with the exception of those involving determinations of political policy.

Substantial progress — in the two-year period between April 30, 1959 and April 30, 1961 (latest available figures) the number of exempt positions was reduced from 1137 to 785. The bulk of these were moved from the exempt to the non-competitive class, but during this two-year period there were more than 80 positions transferred to the competitive class from the exempt and non-competitive classes. A number of labor class positions were also transferred to the competitive class.

2. Transfer of professional, technical and administrative positions now excepted from examination to the non-competitive class.

During the two-year period there was a 28% reduction in filled positions in the exempt class. This was caused primarily by the movement of Resident Physicians, Resident Dentists and Residents in Psychiatry from the exempt to the non-competitive class. A large group of Institution Teachers was moved from the non-competitive to the competitive class.

3. Creation of a "floating corps" of administrative generalists for responsible positions in government.

Little formal progress on this goal. However, there has been a marked increase in the appointment of Administrative Trainees at the entrance level. Programs to assist in the development of these trainees are under way. In normal course there is considerable movement from department to department of lower level administrative personnel. These factors, plus the Management Development Program and increased emphasis on graduate training in public administration, are combining to create a pool of employees who might be termed administrative generalists. The new section of the Civil Service Law permitting administrative transfers has been effectively utilized in a number of cases.

4. Broader opportunities for pro-

motion in the career service.

Considerable progress in extending the use of interdepartmental examinations. Two important examples are the promotion examinations for administrative positions at Grade 14 and at Grade 18. Already held or scheduled are interdepartmental examinations for such positions as Associate Personnel Administrator and Associate Personnel Technician (Classification and Compensation). Promotion units have been broadened, the best example of progress in this area being in the Department of Audit and Control where a half dozen promotion units were reduced to two; and in the Department of State where the entire department has been made one promotion unit. Greater use has been made of anticipated eligibility in promotion examinations.

5. Flexibility in interdepartmental transfers, and transferability between Federal, State and local jurisdictions.

As a result of a liberal use of Section 52, subdivision 6, of the Civil Service Law, the number of interdepartmental transfer has been markedly increased. Administrators seem more aware of the possibilities of filling positions for which their own departments do not afford candidates, by looking to other State departments. To further facilitate the interdepartmental movement of personnel, a formal inventory of managerial and executive personnel is in an early developmental stage. Little progress on transfers between Federal, State and local jurisdictions—a few State employees in the field of personnel administration have moved to local jurisdictions.

6. Delegation of more responsibility to operating departments for recruiting candidates for examinations.

Some progress — operating agencies played a leading role in the recruitment and appointment of Librarians. The Education Department is taking on major responsibility in recruiting for Assistants and Associates in Education. The Health Department has expanded its activities in the recruitment area.

7. Provision of a reasonable plan for permitting operating agencies to participate in the processing of promotion examination and the evaluation of their effectiveness.

A little progress—the Mental Hygiene Department, with our guidance, recruited and tested for positions of State School Training Aide. Departments not overanxious to participate in the examining process.

8. Improvement in techniques of examining for potential capacity

with emphasis on validation of tests.

Little progress — one validation study completed with apparent good results.

9. More realistic determination of titles and responsibilities in position classification.

The Civil Service Commission has assumed the appeal function in relation to classification and allocation of positions, which was formerly discharged by the Classification and Compensation Appeals Board. More thorough screening has resulted in the granting of 29 classification or salary appeals by the Civil Service Commission and virtually all of these have been approved by the Director of the Budget.

10. More courageous attitude toward salary allocations.

Some progress — greater use has been made of Grade 38. Even though salary allocations have been generally much improved by the new salary schedule, the Commission has granted a number of salary appeals.

11. Modernized plan for graduated annual salary increments and longevity increments.

A second longevity increment has been established.

12. Special recognition of outstanding service through extra salary increments.

An interdepartmental committee has been at work on a plan designed to recognize outstanding service in the State government.

13. Improved management — employee relations.

A new policy statement on personnel administration is in the process of development.

14. A modernized retirement system.

Some progress—provision has been made for credits as a continuing member for a retiree who returns to active service, thereby placing such retiree on the same relative basis as an employee who resigns or is otherwise separated from service. Liberalized death benefits and broadened supplemental pensions have also been provided.

15. Eventual extension of disability benefits in lieu of sick leave.

Under study by the Personnel Services Division.

16. Group life insurance plan with employees and the State to share the costs.

Under study by the Advisory Council on Pensions.

17. Comprehensive reorganization of personnel administration in local governments, (other than New York City and other large cities and counties).

No progress although a committee of the County Officers Association has been co-operating with our municipal division in discussions of this problem.

18. Combining resources of Fed-

CORRECTION CORNER

By JACK SOLOD

(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).

TO THE NEWCOMER in State service, salary raises and increments are the most important objective. When your hair starts turning white and your forehead begins to recede, retirement becomes the big deal.

MOST STATE EMPLOYEES believe that after 30 years of service they will receive upon retiring, half pay. Nothing could be further from the truth. Only those employees who are rich enough to make up back deficiencies which in many instances run into thousands of dollars can ever hope to get half-pay upon retirement. This of course is not the fault of the retirement system. If you as an employee entered service 20 years ago and earned \$2,500 a year, your contributions were based on this low salary. Today you are earning \$7,000 and in order to retire at half-pay you must pay back to the retirement system the difference between the low contributions you made during the early years to conform with your present salary. Sounds complicated?

IF YOUR CONTRIBUTION rate was 10 percent when you entered service, you were contributing \$250 yearly towards your annuity. But 10 percent of your present pay is \$700 and your deficiency is the difference between all those years at \$250 to the present figure of \$700. In 20 years time you can accumulate quite a deficiency. Most correction officers with 20 years service have deficiencies between \$4,000 and \$6,000. The only way to get half-pay after 30 years is to pay back these huge sums. Are you kidding?

IN VIEW OF the above it is very strange that the resolutions committee saw fit to refer the resolution calling for the state to make up the first \$5,000 deficiency for all state employees upon retirement to another committee. This resolution is an obvious attempt to help the little guy. Passage of such a bill would permit lower paid employees who are obviously unable to pay back large sums of money to the retirement system an opportunity to retire with half-pay.

THIS RESOLUTION WAS first presented by the Eastern Correctional Institution and was unanimously carried by the Correction Conference at their June meeting. Correction delegates will present this resolution to the annual Civil Service Employees Assn. delegates meeting in October.

Charlie Raymond and his boys at Clinton Prison have been knocking down the commissioner's door about the wall posts. This is now paying off. The wall posts at Clinton Prison are now being modernized . . . State Insurance Fund chapter just sent me Rule 30—"Contingent Permanent Status," read it . . . Some people are saying that the State Police new pension law provides no option upon retirement. Max Weinstein, chief actuary of the State Retirement System says not so, they do have options. . . . Civil Service in New York given Mayor Wagner into primary win. . . . Is that course being given in Albany, only for top brass preparing for the Warden's exam? . . . Due to the tremendous response in registration for the Correctional Courses at Orange County Community College, classes have been set up in the Ellenville High School to cover the Woodbourne, Walkill and Eastern Correctional Institution area. . . .

eral, State and Municipal personnel agencies for mutual recruitment of talent to minimize costly competition.

No progress.

19. Periodic review of salary structure to maintain proper relationship to pay scales in private industry.

Intensive review made during past year by an outside consulting group as well as by our own classification staff. The result was a major upward modification of the salary structure which, to a considerable degree, brought State salaries in line with pay scales in private industry.

20. Executive development program and expanded training programs.

Several large interdepartmental conferences at which all agencies were represented have been held, the most outstanding being the one at New Paltz.

A director of Management Development Programs has been added to the staff of the Civil Service Department to spearhead interest in management training. Program actually operating in a number of the agencies. Training programs for other staff members in various specialty fields have been increased. Many other new programs under consideration.

Personnel Chief Says Erie County Must Raise Pay

BUFFALO, Oct. 2 — Erie County must adjust salaries of County employees upward to recruit and retain personnel.

This is the opinion County Personnel Commissioner Donald M. Neff voiced before the Finance Committee of the Board of Supervisors in urging a salary survey to bring wages of County workers in line with those paid by other governmental units and private industry.

Commissioner Neff noted that the State upgraded salaries from six to nine percent in April. This, he noted, opened the door for county employees to leave for better-paying state positions.

County Budget Director George G. Sipprell joined Mr. Neff in support of a resolution that would have resulted in a wage survey by Barrington Associates at a cost not to exceed \$6,500. The survey resolution, however, was blocked. The proposal, however, is expected to come before the full board in the near future.

Some supervisors, it was indicated, prefer a more thorough survey that would include a study of wage classifications.

TO BUY, RENT OR
SELL A HOME — PAGE 11

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N.Y. State Schedules 23 Promotion Exams

Filing will be open for the following New York State promotion exams until Oct. 16. These tests are open only to permanent employees in the department or promotion unit under which the test is listed.

Interdepartmental

Senior stenographer, No. 5240, \$4,420 to \$4,980 a year.

Civil Service

Associate personnel technician, No. 5295, \$9,030 to \$10,860 a year.

Principal personnel technician, No. 5296, \$11,120 to \$13,230 a year.

Conservation

Regional supervisor of fish and game, No. 5275, \$8,580 to \$10,340 a year. Open to Conservation employees exclusive of Saratoga Springs Reservation and Division of Parks.

Correction

General industrial foreman, No. 5277, \$6,280 to \$7,620 a year.

Industrial superintendent, No. 5278, \$9,500 to \$11,400 a year.

Assistant industrial superintendent, No. 5279, \$8,150 to \$9,840 a year.

Education

Associate in education guidance, No. 5285, \$9,500 to \$11,400 a year.

Assistant in education research, No. 5288, \$8,150 to \$9,840 a year.

These exams are open to Education Department employees exclusive of the New York State School for the Blind.

Labor

Principal file clerk, No. 5916, \$4,760 to \$5,840 a year.

Head file clerk, No. 5917, \$5,940 to \$7,220 a year.

These exams are open to employees of the Department of Labor, Division of Employment.

Mental Hygiene

Head recreation supervisor, No. 5291, \$7,360 to \$8,910 a year.

Public Works

Assistant architect, No. 5274, \$7,360 to \$8,910 a year.

Senior claims engineer, No. 5276,

\$9,030 to \$10,860 a year.

Senior hardware specifications writer, No. 5280, \$9,030 to \$10,860 a year.

Senior plumbing engineer, No. 5281, \$9,030 to \$10,860 a year.

Associate plumbing engineer, No. 5282, \$11,120 to \$13,230 a year.

Principal draftsman (architectural) No. 5283, \$5,840 to \$7,220 a year.

Senior draftsman (architectural) No. 5284, \$4,760 to \$5,840 a year.

Social Welfare

Youth parole supervisor, No. 5286, \$7,740 to \$9,360 a year.

Senior youth parole worker, No. 5287, \$6,630 to \$8,040 a year.

Taxation and Finance

Senior commodities tax examiner, No. 5237, \$ 6,630 to \$8,040 a year.

Supervising commodities tax examiner, No. 5273, \$7,740 to \$9,360 a year.

Further information and application forms may be obtained from the State Campus, Albany, N.Y., from Room 212, State Office Building, Buffalo, N.Y., or from Room 2301, 270 Broadway, New York City.

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Tradesmen Needed in Watervliet

Tradesmen in many different fields — including electrician, carpenter, artillery assembler, millwright and electric crane operator are needed now at the Watervliet Arsenal, Watervliet, N.Y.

For carpenter, electrician and artillery assembler, the starting pay ranges from \$2.19 to \$2.61 an hour, depending on experience and training. Millwrights start somewhere between \$2.40 and \$2.61 an hour, also depending on experience.

The electric bridge crane operator job starts at \$2.30 to \$2.40 an hour, and requires six months to a year of experience in the operation of cranes up to 217-ton capacity.

Applications will be accepted until further notice by: Executive Secretary, Board of Civil Service Examiners, Watervliet Arsenal, Watervliet, N.Y.

Further details and application forms may be obtained at the Arsenal or at any main post office.

Trainee Advertisement Approved by N.Y.C.

The advertisement for social investigator trainee was approved last week by the City Civil Service Commission. No filing dates have been set up as yet.

Insurance License Course Opens Oct. 16

The next term in Insurance Brokerage for men and women who want to qualify for state licenses opens Monday, Oct. 16, at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029.

This evening course is approved by the State Insurance Department as fulfilling the requirements for admission to the state examination for insurance broker's licenses. No other experience or education is needed.

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Institutional Salary Appeal Decision Reserved By Kelly

J. Earl Kelly, State director of Classification and Compensation, has reserved decision on an appeal by the Civil Service Employees Association for a solution to the long standing institutional clerical salary problem.

Association representatives met late last week with Mr. Kelly and members of his staff to discuss the request to reclassify 40-hour-a-week institutional clerical positions to titles other than are now in existence and to reallocate them one grade higher than their current grades.

In its appeal, the CSEA pointed out that office personnel employed in State institutions had a work week from six percent longer than office personnel in the rest of the State service who work 37 and

one half hour per week.

The appeal noted that the Division of Classification and Compensation as a general policy allocates positions without taking into account ancillary, but directly related conditions of employment, including the number of hours worked per week. However, the employee representatives also noted that the State service does contain exceptions to that policy. As an example, they referred to the title of Regents Night Printer, which is allocated one grade higher than the counterpart title for day workers. The CSEA appeal also called attention to the establishment of the title of senior chauffeur for which grade and title differential, according to job specification, is based on the rec-

ognition of the special work hours of that plan.

In its concluding arguments, the CSEA representatives told Mr. Kelly that he and the Civil Service Department could take effective steps toward resolution of a prime employee morale problem by exercising positive action on the appeal.

Representing the Association at last week's meeting were Joseph Lochner, executive director; F. Henry Galpin, assistant executive director; Thomas Coyle, salary research analyst; and William Rossiter, Mental Hygiene Department representative. Accompanying Mr. Kelly were Lawrence McArthur, assistant director, and Robert Doolittle, associate personnel technician.

Suggestions Win \$665 for Eleven State Employees

ALBANY, Oct. 2—A total of \$665 in award money went to eleven State employees in September for time-and money-saving ideas submitted to the employee suggestion program. H. Elliot Kaplan, president of the Civil Service Commission, has announced. Six others received certificates of either merit or achievement.

Top award winner is Robert Evans, of Lowville, a Conservation Department forester. He earned \$400 for suggesting an improved means of crating and handling trees in cold storage.

Mr. Evans recommended that the breakable wooden crates formerly used for storing trees be replaced by galvanized iron boxes and that a fork lift truck be used to stack them in storage areas. The new storage system, adopted a year ago, is expected to reduce operating costs by approximately \$4,000 a year.

Second largest award went to Mildred Ray, North Troy, a senior file clerk in the Department of Motor Vehicles. Mrs. Ray earned \$100 for proposing a revision in her department's change of residence forms. Use of the revised

form will reduce an annual accumulation of more than 45,000 unidentifiable forms. The resulting estimated savings in clerical time and postage are expected to be several thousand dollars a year.

Two \$25 awards went to Charles Brady, of Binghamton, and to Mildred Taylor, of Round Lake.

In the New York Metropolitan area there were six cash award winners. \$25 grants went to Edna Kaplan, of the Bronx, and to Helen Kolman, of Brooklyn, typists in the Executive Department's Alcoholic Beverage Control Division; and to Max Moskowitz, New York City, file clerk, Law Department.

The remaining three were: \$15 to Arthur Heidenrich, Brooklyn; and a \$10 joint award to Jane Kossa, and Elaine Nadel, at the State University's Downstate Medical Center, Brooklyn.

There were five other award winners in the Capitol District: Nettie Madison, \$15, Dixon Colbert, Margaret Moliter, Jonas Lacks, and Nathan Rubin.

Also receiving certificates of merit were Leonard Moses and Joanne McGrain.

State Says Nine Broome County Jobs Filled Too Long Without Testing

BINGHAMTON, Oct. 2—Nine Civil Service jobs in Broome County and its municipalities have been filled too long by temporary appointments made without examinations, according to the State Department of Civil Service.

State Relocates Commerce Unit

ALBANY, Oct. 2.—The State Commerce Department announced this week the relocation of its office serving Nassau and Suffolk Counties to 1000 Franklin Ave., Garden City.

John F. Deming is regional manager in charge of the office. The telephone number of the office will remain the same, Pioneer 7-8778.

State officials complained that two jobs in Binghamton and seven elsewhere in the county have been filled provisionally for longer than the legal nine-month period.

The two city jobs—both principal clerks in City Hall—are under the jurisdiction of the Democratic-controlled Binghamton Civil Service Commission.

The seven other posts are under the jurisdiction of the GOP-dominated Broome County Civil Service Commission.

The state made the criticism after surveys of examination and recruitment procedures of the two commissions in Broome County.

Its report did not specify which seven jobs under county jurisdiction were held provisionally for longer than nine months.

Schenectady School Aides Get New Plan

SCHENECTADY, Oct. 2—A unique plan for payment of accumulated sick leave to teachers and other Civil Service employees approaching retirement has gone into effect in the City of Schenectady school system.

The plan, as outlined in the system's "Salary and Personnel Policies" booklet, provides that an employee who gives written notice on or before Jan. 1 in any fiscal year that he or she desires to retire during the next fiscal year will be paid one-fourth of the amount of total accumulated sick leave.

The plan provides for a lump sum payment at the time of retirement, to be computed by multiplying one-fourth of the total accumulated sick leave by the day rate of the person during the year of retirement.

The booklet gives as an example the following formula: Day rate at retirement—\$28; total accumulated sick leave—140 days; 1/4 of 140 days—35 days; 35 days at \$28 per day rate—\$980 accumulated-day payment.

Under the plan, thought to be the only one of its kind in the state, there is no requirement for a minimum or maximum number of accumulated days used in computing the payment. The plan applies only to retirement and should an employee die prior to retirement, the benefits will be paid to his beneficiary or estate.

North Tonawanda Pay Boost Voted

NORTH TONAWANDA, Oct. 2—From now on there'll be more take-home pay in the wallets of North Tonawanda city employees.

The Common Council of this Niagara County community Sept. 18, passed a resolution approving the 5 per cent. plan for its workers.

It means an average pay increase of \$5 per week for 183 city workers. The cost of the city will approximate \$48,000 yearly. The increase took effect Oct. 1.



SUFFOLK AIDES CONTRIBUTE—Thanks to a local law enacted last spring by the Suffolk County Board of Supervisors, workers in county departments will be able to contribute to the Long Island Fund, a non-profit organization supporting 58 health and welfare agencies and hospitals, through payroll deductions, as do personnel in private business and industry. Mrs. Esther Tallamy, of Oakdale, president of the welfare unit, Suffolk chapter, Civil Service Employees Association, and John L. Barry, Suffolk Welfare Commissioner, look over material in the Fund volunteer kit.

Suffolk County Court Sets Precedent in Civil Service Decision

RIVERHEAD, Oct. 2—A far-reaching legal decision, containing a substantial victory for the principle of permanency in civil service status, was handed down in Suffolk County Supreme Court this week.

Justice Fred Munder ruled that the State Civil Service Commission could not fire 26 Suffolk policemen, whose civil service tests had been implicated in an investigation of examination tampering.

The State Civil Service Commission, as the result of an investigation made last year, had planned to demote or fire the 26 officers. The Commission claimed that a check of their examinations showed changes in answers.

The Commission took the position that they would take their action unless the men could prove that they had no connection with the test-rigging. The examinations had been given in 1953, 1955 and 1957.

A unique feature in the case was the statement that the police officers did not participate in any wrongdoing but that someone else had.

Civil Service attorney Harold Herzstein, a Leader columnist, argued that "once a man is certified by a civil service commission and appointed by an agency to a position in the competitive class, he has tenure forever, unless he himself did something wrong in obtaining certification or appointment."

The case was brought by Sgt. Gustave Dobler of the Suffolk Police Department and the other officers. Munder granted them an

injunction against the State Civil Service Commission action.

Dobler and two other officers were cleared of perjury charges last May in the investigation of tampering with the tests.

Former Suffolk Commissioner of Judges Thomas A. Calandrillo, who was once the executive secretary of the Suffolk Civil Service Commission, pleaded guilty last July to reduced charges of falsifying promotion tests. He is currently serving a three-month sentence in the Suffolk County Jail.

Munder, in his ruling, said: "There seems to me to be little justice in a situation that would take no account of the good faith of the examinees and appointees and that would make civil service so impermanent that no passage of time will limit the power of the Civil Service Commission to cancel an appointment, however innocent the appointee."

Herzstein lauded the ruling. He said, "Once a man is appointed to a competitive position, under Civil Service, he must feel secure. Otherwise his tenure doesn't mean anything . . ." Attorney Leonard Wexler of Smithtown, Associate Counsel, said, "This will show the state that it cannot ride roughshod over civil service employees in Suffolk County."

Three Retire

ALBANY, Oct. 2—Three Agriculture and Markets employees have retired. They are Ruth Hill, Mae Williams and Martin Hyser.