

# Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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## Suffolk CSEA Wins Wage Hikes; Pushes For Other Benefits

RIVERHEAD—A months-long drive by the Suffolk chapter of the Civil Service Employees Assn. to win across-the-board pay raises for county employees ended successfully here with a recommendation by the personnel committee of the Suffolk Board of Supervisors that raises of from five to 10 per cent be granted.

In addition, a salary inequity affecting some 30 employees in 16 titles was corrected.

The chapter won as well, with no outside support, a five per

## St. Lawrence County Aides Receive Raise

ODGENSBURG—Pay raises of up to \$400 were granted to employees of St. Lawrence County recently after negotiations between the St. Lawrence County chapter, Civil Service Employees Assn., and the County Board of Supervisors. Finance Committee.

The benefits realized from these negotiations are:

For hourly employees of the County Highway Department the hourly pay was increased five cents an hour over base pay after five years of service; 15 cents an hour over base pay after 10 years; 30 cents an hour over base pay after 15 years and 50 cents per hour over base pay after 20 years.

Other employees in the general category received a raise in base pay of \$200 per year. Employees who have been with St. Lawrence County for 20 years received an increase of \$400.

## CSC Seeks To Upset CSEA Victories On DE Counselor Title

ALBANY—The State's highest court—the Court of Appeals—has agreed to allow the State Civil Service Dept. to seek a reversal of two lower court opinions that the duties of employment interviewer in the Division of Employment and those duties proposed for a new title, employment counselor, are substantially the same.

The Civil Service Dept. had established the counselor title as a promotion examination. The Civil Service Employees Assn. successfully contested that the new title, which is in a higher grade, calls for the same qualifications already held by personnel now in the titles of employment interviewer. (There is a title of senior

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## Union Loses In Buffalo

BUFFALO — Nothing in Buffalo laws gives a labor union the right to represent public employees, two officers of a Civil Service Employees Assn. group told the Buffalo Sewer Authority.

An attorney representing Local 1047, State, County and Municipal Employees (AFL-CIO) asked the Authority to recognize Local 1047 as sole bargaining agent for Authority workers.

### Erie CSEA Replies

Dan Tattenbaum, vice president of Buffalo Sewer Authority unit, Erie chapter, CSEA, and Al Neri, a director, told the Authority of a 1962 ruling by the Buffalo Corporation Counsel's office.

"That ruling is still in effect," Neri declared, "and it says that nothing in the law specifies a labor union can be recognized as the sole bargaining agent."

About 100 Sewer Authority employees, Neri pointed out, are CSEA members.

The 1962 case, Neri recalled, was fought successfully by Alexander T. Burke, who was then president of Erie chapter.

## Jerry Finkelstein Foundation To Award \$1,000 For Best Suggestion To Improve NYC

The Jerry Finkelstein Foundation, a philanthropic organization created by Jerry Finkelstein, publisher of The Leader and New York Law Journal, will award \$1,000 to the civil service employee who makes the best suggestion for the

## Nassau CSEA KOs Union In Village Recognition Fight

By PAUL KYER

MASSAPEQUA PARK—Nassau chapter of the Civil Service Employees Assn., last week delivered what many consider to be a knockout punch to the ambitions of a labor union to organize public employees in Nassau County.

The contest — between Irving Flaumenbaum, president of the Nassau chapter, and William C. DeKoning, Jr., of the International Union of Operating Engineers, AFL-CIO—was over exclusive representation for 19 employees in the village of Massapequa Park's Public Works Department. The village board voted to recognize the Civil Service Employees Assn. as the sole bargaining agent for these employees.

Although the number of personnel involved was small, there was no doubt that both Flaumenbaum and DeKoning considered the contest a test case on whom would represent employees in Nassau County after a long range fight. At present, Flaumenbaum's

chapter represents over 11,000 county and town employees, as well as non-teaching workers in school districts.

For several months, DeKoning's union has attempted to organize various sectors of public employment in Nassau, always without gaining majority memberships in various units. The Massapequa Park fight was the first move on his part to gain outright recognition of his union as major bargaining agent.

The village board voted unanimously, after receiving written arguments from Flaumenbaum, to grant recognition solely to the CSEA chapter.

There is little doubt that a victory by DeKoning here, according to most observers, would have been used as a wedge in other towns and villages in Nassau County.

Flaumenbaum's approach to union challenges has consistently been that the concept of the Civil Service Employees Assn. in public employee — management relationships was more conducive to the civil servant and general public welfare than that of labor unions.

In addition, it was felt that village trustees were impressed by the fact that CSEA officers work

(Continued on Page 3)



**DEDICATION** — The Buffalo State Hospital held dedication ceremonies recently at which the hospital's new Reception and Intensive Treatment Building was named in honor of Nicholas J. Strozzi who was president of the Board of Visitors at the time of his death. Governor Nelson Rockefeller, center, was the guest speaker. At left is Mrs. Strozzi, who unveiled the plaque in her husband's honor and Dr. Joseph J. Sconzo, director of Buffalo State Hospital. Others in attendance were; Dr. Christopher Terrence, acting Commissioner of the State Department of Mental Hygiene; Dr. S.R. LaToua, president of the Board of Visitors and Rev. Robert Eldred.

Mr. Finkelstein was chairman of the New York City Planning Commission in 1950.

Eligible for the award are all City, State, Federal and other public employees who send in a suggestion or idea on how to make the City a better place to live, work and play.

Four Special Civil Service Leader Gold Medals will also be presented to the next best proposals.

### Simple Idea

It should be pointed out that a simple idea submitted by a public employee or a fully outlined suggestion will be eligible for prizes.

A panel of distinguished New York City citizens, to be announced

(Continued on Page 5)

### Powers Says Thanks

John F. Powers, CSEA field representative and former statewide president, has returned home following surgery and is enjoying a good recuperation. It was learned last week.

Mr. Powers has asked The Leader to extend thanks to the many persons who sent messages and flowers to him during his illness.

*Don't*  
**Repeat This!**  
**Gubernatorial Race**

**N.Y. Republicans Strong And Dems Have Big Problems**

**W**HILE a good many people around town have been busy counting Nelson A. Rockefeller out of the gubernatorial race next year and are acting as though the Democrats will grab the governor's chair with comparative ease, a second look at the facts show that this kind of thinking needs to be heavily reconsidered.

It is true that during the recent mayoralty campaign, both major candidates conducted polls on the appeal of numerous personalities and at that time Rockefeller, as

(Continued on Page 7)



**Guild Relected**

**WARWICK** — Fred W. Guild was relected president of the Board of Visitors of Warwick State Training School for Boys recently. He has served as the board president for 20 years.

**Named Director Of Youth Corps**

**ALBANY** — Edward Lange of Westmere is the new director of the Neighborhood Youth Corps program, which is being sponsored by the State Labor Department.

The program is underwritten by a \$630,000 grant from the Federal government.

Lange has been with the State since 1953 and, until the promotion, was assistant director of the Department's Division of Labor and Management Practices.

*Your Public Relations IQ*

By LEO J. MARGOLIN



**Public Relations Roundup**

**PUBLIC RELATIONS** is bound to play a key role in the administration of Mayor-elect John V. Lindsay. It helped elect him, and there's every reason to believe that he'll use PR on a continuing basis.

**FOR EXAMPLE**, Mr. Lindsay has publicly announced that if he runs into difficulty with any part of his program with a Board of Estimate and a City Council, which are overwhelmingly of the opposite political party, he'll "go to the people."

**"GOING TO THE people"** simply means that Mr. Lindsay will stir up enough excitement among the taxpayers to pressure any recalcitrant legislators into line. That's public relations at its most powerful.

**MR. LINDSAY** would have everything going for him in any such situation. He would project a picture of a knight on a white horse, and anyone who opposed him would be cast as a villain.

**IN THE** early days of the campaign for mayor, we were convinced that the two principal candidates were "not projecting." Actually, Mr. Lindsay was projecting like a 1,000-watt bulb. But he was doing it on the sidewalk level where the votes were. And he'll go right back to pounding the pavements to get his programs across. This is "public relations the hard way," but the technique works.

**ONE PROBLEM** Mr. Lindsay faces is recruiting top-notch "names" to join his administration. He will find that the biggest stumbling block will be the reluctance of many successful and able men in private business to become a target in the very public political arena.

**THIS IS** not merely a matter of tapping someone as for a college fraternity. It is a serious public relations problem that every top elected official faces in this modern world of electronic communication. Not everyone is a star performer before a TV camera, particularly when a representative of electronic journalism jams a microphone an inch from a pub-

lic official's teeth and shouts: "Why did you do it? Didn't you think it was wrong?"

**THIS IS** the "when-did-you-stop-beating-your-mother" approach, which few public officials can handle without looking ridiculous. Good public relations training could prevent such TV screen disasters. Mayor Wagner is a master at handling these sizzlers. Mr. Lindsay is getting more and more adept. But what about the highly competent young man whom Mr. Lindsay may want to draft?

**POSTMASTER GENERAL** Lawrence O'Brien, who rates high in the political genius class, insists that in government "your skin better be awfully thick or you can become disillusioned and disgruntled and cynical." It takes lots and lots of public relations experience to acquire an elephant skin. Men who lack the rough-and-tumble of campaigning cannot take the abuses every public official, elected or appointed, finds he must endure.

**THERE IS** a partial solution to the problem. Why not a formal orientation course in public relations techniques, government administrative procedures, etc. etc. for all appointees in the Lindsay administration? Of course, the instructors would have to be the most knowledgeable teachers available, chosen from among such professionals as Prof. Maxwell Lehman of New York University, himself a Deputy City Administrator; Prof. Sidney Mallick, also of N.Y.U., and many others.

**SUCH AN** orientation course, perhaps of two weeks duration, could save a lot of good men from abandoning a promising career with the new city administration for the protective paneling of a Wall Street law firm.

**Occupational Therapist**

The New York City Civil Service Commission has recommended that a list with one name on it be established Dec. 1 in the title of occupational therapist, group 1.

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# CSEA Fears Stall On Oneida Wage, 5-Pt. Promises

ALBANY—A growing fear that Democratic members of the Oneida County Board of Supervisors are stalling on a pledge to provide county employees with a new salary plan and adoption of a five-point pick up of retirement contributions has prompted Joseph F. Felly, president of the Civil Service Employees Assn., to urge immediate action on both items by the county board.

In a telegram to Richard J. Roberts, acting majority leader of the board, Felly pointed out that the wage and retirement contribution agreements were worked out in a "non-political" spirit and that delay in bringing them into being at once could bring apprehension and misunderstanding among the county's employees.

### Felly Spells It Out

His telegram said: "We are deeply distressed that the Democratic members of the Board of Supervisors of Oneida County appear to have failed to take the necessary action to implement what we believed to be a clear and unequivocal understanding calling for the acceptance of both the five percentage points plan and the county salary plan.

"We wish to point out that the employees, in the spirit of civil service, did all that they could to effectuate a non-political settlement of matters relating to salaries and fringe benefits in Oneida County. We accepted what we believed to be generally unanimous approval from both major political parties and from the County Executive. We certainly hope that you will use your good offices and influence to immediately correct the record so

that there can be no misunderstanding on the part of our members of the good faith of the Democratic members of the Board of Supervisors."

## In Mental Hygiene

# Patient-Chaplain Ratio Review Is Urged By CSEA

ALBANY — The Civil Service Employees Assn. last week urged the Department of Mental Hygiene to review the chaplain-patient ratio in State institutions so that a proper ratio is established and maintained.

In forwarding the request to Dr. Christopher Terrence, acting Commissioner of Mental Hygiene, CSEA president, Joseph F. Felly said that "we understand that at mental institutions in New York State there is allowed only one full time chaplain to every 1,500 patients of any one faith."

### Federal Ratios Cited

Felly pointed out that it was the Association's understanding that "in Federal veterans' hospitals a chaplain is provided for every 500 patients of any one faith" and that "the standard set by the Association of Mental Hospital Chaplains also calls for the same ratio."

Felly also asked Dr. T. Norman Hurd, director of the Budget, to review the situation and to take whatever steps are necessary to assure that "patients in our mental institutions are given adequate religious help."

## Southwestern Unit Honors Vrooman

SALAMANCA — Members of Southwestern chapter, Civil Service Employees Assn. honored Jan Vrooman, a landscape architect who worked at Allegany State Park, at a farewell dinner in Myer's Hotel here.

Vrooman, a CSEA member, is leaving New York State for a job Dec. 1 as a landscape architect with the National Capitol Housing Authority in Washington, D.C. He has worked for the State since 1960.

Leigh J. Batterson, park manager, was toastmaster at the dinner and presented gifts to Vrooman.

## Gov. Praise Schuyler And OGS Aides

ALBANY.—The fifth anniversary of the establishment of the State Office of General Services brought a tribute by Governor Rockefeller to General Cortlandt V.R. Schuyler, its head, and all OGS employees.

"You are the front-line troops in the endless struggle to promote economy and efficiency in government regardless of ever-increasing complexity of modern life," he told the OGS staff at recent special ceremonies.

Rockefeller praised the agency for centralizing purchasing procedures and setting up the State's first centralized computer service as well as installing direct-dial telephone systems in Albany and Buffalo.

# Long Island Conference Inaugurates Upgrading Appeals For Employees In Eight Building Cleaning Titles

FARMINGDALE — Upward reallocations of eight titles in the building cleaning service were asked by a special meeting of chapter presidents and conference officers of the Long Island Conference last week at the State University at Farmingdale.

Charles Monroe, president of the State University at Farmingdale chapter, Civil Service Employees Assn., chairman of the meeting, noted that some of the employees in the titles were receiving less salary than they could receive on public assistance.

"It is impossible to hire employees at these salaries", he contended.

Tom Coyle, assistant salary research analyst for the statewide Association, noted that about 3,000 positions in State service would be affected by the appeal and explained the procedures required to process reallocation and/or reclassification appeals. Coyle further discussed the differences between the two courses of action and the merits and pitfalls of each.

The step-by-step plan of action—and the assistance forthcoming from the State Association—was traced by the Albany representative. "The proper way to process any appeal of this nature is by coordinated effort", he advised.



(Leader Photo by Deasy)

**DISCUSSION** — Officials of the Civil Service Employees Assn. met recently with officers of the Long Island Conference, CSEA, to discuss a proposed upgrading of titles in the building cleaning service. Looking over the proposals are, left to right: Ted Wenzl, first vice-president of the Assn.; Fred Cave, Jr., fifth vice-president; Charles Monroe, chairman of the special conference meeting, and Tom Coyle, salary research assistant from the CSEA headquarters in Albany.

The titles to be submitted for consideration by Long Island Conference are: domestic, from grade 1 to 3; cleaner, from grade 2 to 4; janitor, from grade 4 to 6; supervising janitor, from grade 8 to 10; head janitor, from grade from grade 11 to 13; assembly hall custodian, from grade 6 to

8; window washer, from grade 4 to 6 and chief janitor, from grade 15 to grade 16.

In addition to Coyle, the Association was represented by two statewide officers: Ted Wenzl of Albany, first vice-president and Fred Cave, Jr., of New York City, fifth vice-president.

## Wyoming County Chapter To Install

WARSAW — The Wyoming County chapter of the Civil Service Employees Assn. will hold their annual installation of officers at a dinner Dec. 7 at the Moose Club here.

Dinner will be served at 7 p.m.

with dancing from 9 p.m. to midnight.

Reservations may be obtained by calling Lou Carpenter at 796-3950 in Warsaw. They should be made by Dec. 1.

*Pass your copy of The Leader on to a non-member.*

## Letchworth Village Honors Retiring Dr. Podwinska

A tea was given in honor of Dr. Maria Podwinska by the staff and employees of Letchworth Village recently on the occasion of her retirement from State service.

Dr. Podwinska, a senior psychiatrist, had been employed at Letchworth Village since August 15, 1957; for the first three years in the hospital building, and then having charge of the Female Infirm Group. Dr. Podwinska graduated from the University of Cracow, Poland, and was a school doctor there for a short time. She then spent eight years working in England before coming to the United States in 1955. She served her internship at Richmond Memorial Hospital on Staten Island, prior to coming to Letchworth Village.

Dr. Podwinska is residing in the local area with her sister.

## Nassau KOs

(Continued from Page 1)

for their membership without financial compensation.

While granting recognition to the Employees Association, the board, in another action, approved a vacation policy for village employees and an upgrading system for job classifications. Their policy follows systems promoted by CSEA that are now in use by Nassau County and the Town of Oyster Bay.

Commenting on the village's action, Flaumenbaum said that the vote was a "great victory for the CSEA's conception of government employee recognition."



**CELEBRATION** — The Central Islip State Hospital chapter, Civil Service Employees Assn., Membership Committee held a dinner recently, celebrating the fact that their membership goal at

the Hospital had been reached. It was reported that 99 percent of the Hospital's six employees are members of the chapter. The dinner was attended by members of the committee and other active members of the chapter.



## An Important Announcement for CSEA Accident-Sickness Insurance Policyholders

Many policyholders are now eligible for increased benefits under their CSEA disability insurance.

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PS. Don't forget, new employees can apply for basic CSEA Accident & Sickness Insurance non-medically during the first 60 days of employment, providing their age is under 39 years and six months.

## U.S. Service News Items

By JAMES F. O'HANLON

### Explain Motivations For U.S. Job Re-engineering

A question has arisen around Civil Service Commission headquarters regarding the rationale behind the re-engineering of certain positions, especially within the middle grades, in order to reduce some of their more stringent qualifications.

The proposed object is to allow the Commission to fill the jobs in such a way that the main duties of the position could be sufficiently executed and the more professional, restrictive qualifications could be boosted into a higher job category.

Recently, Civil Service Commission Chairman John W. Macy said that the Commission will take a "... hard look, agency by agency, occupation by occupation ... (to) see whether entrance requirements are so high that potentially competent people are denied any real opportunity because the quality of preparation needed has not been available to them. Where we can find such instances," Macy went on, "we have a responsibility to search for a remedy. It may call for a redesign

of the job structure to make openings for work at a lower level and with lower requirements for competition."

This statement came as part of a speech Macy made in Atlanta, Georgia. In the talk he spoke of the recent advances of Negroes and other minority groups within the structure of the Federal civil service and spoke of changes along the lines of the forementioned as a means of "... providing entrance and advancement opportunity that can fulfill the fair expectations of more of the economically and educationally disadvantaged."

Therein lay the basis for a bit of controversy. On second thought the Commission has de-

(Continued on Page 15)

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## Bulletin!

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RE: DEPENDENT STUDENT  
COVERAGE**

As a result of new contract amendments which became effective on October 1, 1965, Class II dependents (dependent students) will be eligible to continue their health insurance coverage under the State program until they reach the age of 25.

Any Class II dependent who acquires eligibility for enrollment as a result of the contract amendments may apply for coverage any time prior to December 1, 1965, without proof of insurability. If the application is filed on or after December 1, 1965, it must be accompanied by a statement of health.

Statewide Plan subscribers who are parents of students whose coverage was terminated at age 23 are urged to enroll their eligible children prior to December 1, 1965, without proof of insurability.

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# To Help A New Mayor

(Continued from Page 1)  
nounced in a forthcoming issue of The Leader, will comprise the panel which will judge the entries.

Examples of the types of ideas that can be submitted are: "that utility companies dig in the streets between 1 a.m. and 7 a.m. so that traffic is not hindered during the day in the City;" "that policemen be given some form of instant communication system while on the beat, such as walkie-talkies."

These are the kind of ideas that can be submitted.

Mr. Finkelstein announced that all ideas will be forwarded to Mayor-elect John V. Lindsay. (See editorial on Page 6).

It can be noted here that once again the civil servant can show that his job is more than just a nine to five, five day a week job. As had been reported in last week's edition of this newspaper, the public employees throughout

New York State proved that during the power failure that plagued this area two weeks ago.

### Closing Date

The closing date for entries will be March 1, 1966. All suggestions and ideas should be sent to: The Jerry Finkelstein Foundation, c/o Civil Service Leader, 97 Duane Street, New York City 10007.

A coupon is published here for the employees' use and if further space is needed, the entrants' own stationery can be used.

### To Visitor Board

ALBANY—Governor Rockefeller has named Dr. Michael J. Crino of Rochester to the Board of Visitors of the State Woman's Relief Corps Home at Oxford. He succeeds Herbert Griffin, who died in August.

# New York City Clerk Jobs Open In December; Starting Pay Is \$3,750

The City of New York Department of Personnel will begin accepting applications next week for positions as clerks in the City Civil Service.

The annual salary in this job is \$3,750 with increments to a maximum of \$4,850.

In addition, clerks are eligible for promotion to senior clerk with a salary range of \$4,550 to \$5,990 a year. They may, through successive promotion exams, reach the position of chief administrator at a salary range of in excess of \$13,100 annually.

High school graduation, a high school equivalency diploma or a Armed Forces GED certificate will

be accepted as the only requirement necessary for appointment to this position. There are no experience requirements.

The written examination will be held Saturday, April 23, 1966 and will include questions intended to test the applicant's clerical aptitude, ability to follow instructions, and may include questions

on vocabulary, arithmetic, grammar spelling, reading comprehension, and other pertinent subjects. A minimum passing mark of 70 percent is required.

Filing will open December 1 and continue until December 21. Do not try to apply for this examination until the opening date. Applications are not available.

### Albany Supervisor

ALBANY—Louis J. Olivieri of Middletown has been named employment service supervisor for the Albany area. A career employee. Olivieri's most recent assignment was as manager of the Middletown office of the Employment Service. He first joined the Labor Department staff in 1946.

— SAVE WATER NOW —

# Temp. Positions Open For IRS Clerks In Brooklyn & Manhattan

The United States Civil Service Commission has announced that it is currently accepting applications for a competitive examination for temporary positions as clerk (GS-1 and GS-2) in the Manhattan and Brooklyn district offices of the United States Internal Revenue Service.

Most of these temporary positions will be filled early in 1966 for duty during the peak tax filing period which runs from February through April. Besides the regular daytime duty hours it is expected that there will be late afternoon and early evening hours available.

The pay for this position is \$1.63 an hour for GS-1 and \$1.77 per hour for GS-2. There are no experience requirements for the GS-1 position. However, the GS-2 rating requires that the applicant have a High School diploma or six months of progressively responsible clerical or office work.

For applications or further information contact the U.S. Civil Service Commission, New York Region Office at 220 East 42nd Street, New York City or the Board of U.S. Civil Service Examiners, Internal Revenue Service, Room 1103, 90 Church Street, New York, N.Y.

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TUESDAY, NOVEMBER 23, 1965

## Award \$1,000 For Best Idea On City Problems

ONE of the appeals made to the people of New York City by Congressman John V. Lindsay during the recent mayoralty campaign, was that he would bring to City Hall a new set of ideas for working out old problems.

In the gigantic task of solving the problems of this great metropolis, he will not only have to depend on his own solutions but those of others that have merit and originality.

For that reason we wish to point out to Mayor-elect Lindsay that he has at his fingertips a truly great collection of talent—that of the civil service employees. This newspaper believes that the problems of government have a need to be worked out, not merely by the theorists who are outside of the government structure, but by the very men and women to whom the solutions of these difficulties are the everyday practice of dedicated careers.

Just as they proved during the recent power blackout that they really have a stake in this City, the public employees can now, once again show that a career in civil service is more than a nine to five, five day a week job.

Therefore, this newspaper is asking that all public employees send in their suggestions on how New York City can become a better place to live, work and play. We will forward these suggestions to Mr. Lindsay.

We are also proud to announce that a prize of \$1,000 will be presented to the civil service worker who sends in the best solution or idea on City problems. Four special Civil Service Leader Gold Medals will also be presented to those persons who send in the next best proposal.

The awards are being presented by the Jerry Finkelstein Foundation. Mr. Finkelstein is the publisher of The Civil Service Leader and the New York Law Journal.

It should be noted that entries need not be fully outlined and that the submission of a simple idea will be considered.

## Price & Broderick

MAYOR-ELECT John Lindsay has started off on the right foot with the appointment of a young, energetic and capable man for his deputy-mayor in the person of Bob Price.

In his new position Price will be able to continue in his proven role as top political advisor to Lindsay, while bringing into that office the dedication hopefully needed to get the job done.

In line with this, we respectfully urge the new Mayor to consider keeping Police Commissioner Vincent Broderick in his job.

In the short time he has been in office, Broderick has shown the capability to effectuate a strong police force for New York City. He, too, is a young and energetic man with a dedication to duty and deserves more time to fully implement his ideas in the Department.

## Four Are Honored By MH Association

NEW YORK—A Brooklyn State Hospital supervisor is one of four men honored by the Association for Improvement of Mental Health.

Jake Savage, supervisor of volunteer services at the Brooklyn hospital has been awarded an

Adolf Meyer Award. He was given the award at a luncheon Nov. 20th held in honor of the late Alexander Krinsky, first executive director of the association.

Others receiving the Meyer awards were: State Senator George R. Metcalf; Dr. Marvin E. Perkins, commissioner of Mental Health Services for New York City and John C. Shafer, host of the CBS radio program, "Ask the Expert."

## Books In Review

POLICEWOMEN by Dorothy Uhnak. Paperback publication by McFadden Books, 205 East 42nd Street, N.Y.C.—60 cents.

In case anybody was wondering if there were really such things as policewomen, and if so what?, a young badge-bearing veteran of the New York City Police Department's distaff corps has a few well chosen words for you. They can be found in her book, a 1963 Simon and Schuster publication called "Policewoman." The book is currently available in paperback as published by McFadden Books.

The authoress takes us through her early days as an uncommitted, thoroughly trained but painfully idealistic novice to a reflective point, years later, as a situation-hardened veteran. We are offered an often ugly, episodic treatment of the highlights of a typical policewoman's career. The tour includes visits to charred children's bedrooms, dark subway tunnels with armed rapists and a round or two of hand-to-hand combat with muscular assailants.

Although the tales threaten to cascade into pleas of moral indignation from time to time, Dorothy Uhnak's innate sense of compassion and her insights into the deeper imbalance that promote the crime always comes through to the reader.

We find ourselves very much in sympathy with a sensitively intelligent, duty-bound young woman who, while hounded from working day to working day by the sorted realities of human weakness, never allows her personal sense of justice to confine itself to what the evidence there on the floor allows.

Big, tough, monosyllabic detectives who seem stunned into silence get a break and middle-aged women who like a little bit too much man around the house take it on the chin when this little lady is, throwing the punches—but that's how things are all over.

Miss Uhnak's style is graphic and unselfconsciously rough but the language flows smoothly. However, if I had not, in the past, found myself in the hallways of certain tenements in the more economically depressed areas of our City I never would have had a clue why our heroine was constantly jumping back with a start and sending her clothes to the cleaners every time she brushed against someone else's wall. I'm still not sure.

Be assured, though, that when you have finished this novel you will have added valuable insight into the crass, often hard to bear world of the policewoman and, for that matter, all police officers.

J. O'H.

## NYU Budget

ALBANY—The State University has approved a budget for the coming year of \$244.6 million to meet the cost of its expanding staff facilities at 30 State centers and colleges. This represents an increase of \$55.6 million or 29 per cent over the current budget.

## Civil Service Law & You

By WILLIAM GOFFEN



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

## Harsh Penalty

DISMISSAL FROM Civil Service employment is a harsh legal penalty indeed for incompetency or misconduct. Surely, it should be inflicted rarely, no matter how heinous the misconduct. Factors to be weighed include the length and the quality of service and the employee's past disciplinary record.

MAY THE COURT review the excessiveness of punishment imposed at an Administrative hearing? Is the Court restricted to the penalties imposable by the Agency, or may the Court fix an entirely different penalty? May the Court substitute its own judgment for that of the Agency in fixing a new penalty, or must the Court remand the matter to the Agency for reconsideration? The Court of Appeals resolved these problems in *Mitthauer v. Patterson*.

AFTER TWENTY years of service as a station agent, Mitthauer was charged by the Transit Authority with collecting fares from passengers and then directing them to enter the station platform through an exit gate so their fares would not be registered by the passimeter totalizer (turnstile). Two of the specifications charged Mitthauer with retaining the fares collected from those passengers for her own use. The hearing officer sustained the charges, and his recommendation of dismissal was adopted by the Authority.

IN SEEKING judicial review, Mitthauer contended that the decision to dismiss her was not based upon competent and substantial evidence. Assuming *arguendo*, but not conceding, that the decision was supported by the evidence, the petitioner also contended that her summary dismissal constituted a shocking abuse of discretion.

THE SEVEN Judges of the Court of Appeals were unanimous that the evidence at the hearing sufficed to support the determination of guilt. On the issue of the severity of punishment, there were two dissents from Chief Judge Desmond's majority opinion that the penalty of dismissal was excessive.

THE DISSENTING Judges expressed themselves as follows:

We do not see how it may reasonably be said that when a trusted employee is found guilty of stealing sums of money, though they be small in amount, as here, respondents have abused their discretion in discharging her. By the determination below, they must retain in the civil service one who has been found guilty of such criminal misconduct.

THE COURT'S authority to review the excessiveness of punishment is found in the Civil Practice Law and Rules, sec. 7803 (3). The statutory language grants judicial authority to determine whether there was an abuse of discretion as to the measure or mode of penalty or discipline imposed." In passing on this question, the Court considered all of the relevant circumstances, observing:

... this woman had over 20 years of service with a good record and would lose many valuable rights if dismissed.

It is thus apparent that the Court refused to restrict itself to a determination whether the Authority was arbitrary or capricious in dismissing the employee. Indeed, the Court expressly rejected the old "arbitrary or capricious" test in favor of a more human approach.

READERS OF this column are aware that the Civil Service Law, sec. 75, restricts the penalties the agency may inflict for misconduct to a reprimand, a fine up to \$100, suspension without pay up to two months, demotion, or dismissal. The Court of Appeals, however, ruled that the legislative restrictions on agency imposition of discipline do not prohibit the Court from fixing a lighter penalty than fixed by the administrative board although such penalty is not allowed to the agency by sec. 75. The Court accordingly reduced the penalty of dismissal to six months' suspension, although the longest suspension the Authority could have imposed was two months.

THE AUTHORITY contended the Court was required to remit the case to it to fix the new punishment. This contention was rejected. The Court was unable to discover the legislative intent in this respect, but wisely concluded on the basis of material in the New York State Legislative Annual that the Court had complete power over the whole subject

(Continued on Page 15)



# Don't Repeat This!

(Continued from Page 1)

well as Mayor Robert Wagner, ranked the lowest in the ratings. This is said to be a major reason why neither candidate called upon them to aid in the election.

### The Reason Why

But it would be political foolishness to count Rockefeller, and equally important, the GOP, as definite losers in the 1966 gubernatorial race. Here are some of the reasons why:

1. In the public eye, Lindsay will be acting as a Republican, even though he has attempted to describe his forthcoming administration as a fusion of all political elements in the city. While Lindsay will undoubtedly have a "honeymoon" with the press during his first months in office there are tremendous problems to be solved. A poor performance would reflect on the whole Republican party while a good showing would aid the GOP statewide.

2. Rockefeller's personal appeal should never be underrated. He was the Lindsay of a decade ago and has never lost the touch completely. His name alone is still a glamorous and potent factor, especially when Rockefeller has the desire and intensity to rebuild his political fortunes here. And there are still a lot of people who felt that Rockefeller had the only real "guts" in taking on Barry Goldwater at the last Republican convention. Things may have eased for Rockefeller with the GOP gaining control of the State Senate again.

### What About Javits?

3. But even should Rockefeller not decide to run or should the GOP leaders in the State try to keep him from running there are reasons why the Democrats should not be so overconfident about the race. One wonders what they would do if Sen. Jacob Javits should decide he would like to try and swap jobs with Rockefeller—that is, run for governor and, if elected, appoint Rockefeller to fill out his term in the Senate. With Javits heading the GOP ticket, the Democrats would have to take on one of the champion vote getters in New York State history.

If this column were "running"

the Democratic Party, it's advice—based on the above factors alone—would be not to be too happy about 1966.

But politicians are a race of optimists and there are many candidates pushing hard for the Democratic nomination, although quietly at this time, because they think the Democrats "have it made."

### Top Contenders

Of course, advice runs both

ways because the Democrats do have heavy contenders for the Republicans to reckon with. One of the leading ones at this time is Frank O'Connor, who will be City Council President in January. He is a great vote getter and has the backing of Jim Farley, the dean of Democratic "pros," and probably the support of Abe Beame and his friends. The latter support is important when one recognizes that this group didn't do bad at all in the mayoralty contest considering that they were running against Lindsay, a big enough factor to be considered in the 1968 Presidential sweepstakes. Also, O'Connor's new job will be a platform for staying in the headlines.

The next serious candidate to consider would be Comptroller Arthur Levitt. Levitt feels he would have more appeal to the Liberal Party than O'Connor and he knows that many upstate party leaders are for him. Levitt can

point to an outstanding performance as the State Comptroller and the huge victories he has scored in seeking that office, even in conservative upstate areas.

Franklin D. Roosevelt, Jr., who (Continued on Page 8)



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# DON'T REPEAT THIS

(Continued from Page 7)

has had ambitions in the state for years and has also been a Lindsay-type figure for some two decades, could still have one more shot left at the gubernatorial office here. He has always had cordial relations with the White House when Democrats were there and was appointed to high Federal offices by both the late President John F. Kennedy and by President Lyndon Johnson.

One can expect that Sam Stratton, the upstate Congressman who lost last year's Senate nomination to Robert F. Kennedy, still has high ambitions and will

fight hard for the gubernatorial nomination at next year's convention. Even if he should lose this one too, the resulting publicity would be of great help to his Congressional campaign.

### Wagner

Then there is Robert Wagner, who plays the game close to the vest. An important fact in his considerations may be that he did not expect to be hurt so badly these past months by adverse publicity from his former publisher friends in the New York City press. He has already felt "counted out." He is hurting. He wants to make a comeback.

### Jack English

One other figure in the top contender class is Eugene Nickerson, Nassau County Executive, who broke the ice for the Democrats there after full GOP county control. His own county leader, Jack English, is considered one of the best generals in the political field and this could be of great help to Nickerson, particularly if the struggle for the nomination should create the need for a compromise candidate.

There are others who are talking strongly about running for the Democratic nomination, of course, but it can be expected that these candidates will actually be willing to settle for less than the top spot. Among these would be Howard Samuels, upstate businessman, and active party man, and Peter Strauss, president of Radio Station WMCA and other broadcasting stations. Strauss, is presently getting an FBI check-up for a Federal post.

### Liberal Party Problem

Before anybody gets the nomination, the Democrats must solve one big problem and that is their relationship with the Liberal Party. There is no doubt that the Liberal Party still likes Wagner and that they got a lot from him during his 12 years in office.

But there is tremendous resentment among other leading Democrats—both candidates and regular party functionaries—to the Liberal Party delivering their name and psychological prestige to Lindsay who, after all, is the political foe of President Johnson, Vice President Humphrey and the Democratic Party in general.

Some thinking among these Democrats would go something like this: "Do we state now that we don't want the Liberal endorsement or do we wait until July and let them dictate the candidates we must nominate in order to get their support. We have good candidates and don't need their line to get votes. Let's cut the tie with them now."

Another great concern is that, should the Liberals go back to their link with the Democrats, their only purpose in so doing would be to get the nomination for Wagner.

What it all adds up to is that the Democrats have enough big problems to work out that serious reflection will show that having the gubernatorial election "in the bag" is a matter of optimism, not fact.

## Woman Wins Right For Police Prom.

**BUFFALO** — The City Civil Service Commission, with echoes of the Civil Rights Act of 1964, has ruled that policewomen are eligible to try for promotion to the rank of lieutenant.

The Commission said that Catherine C. Rebadow, a policewoman, is eligible for a promotion exam scheduled for next Jan. 22.

The City Law Department said the New York State Constitution makes no distinction between the sexes. It held that civil service promotions should be based solely on merit.

Nationwide, the State constitution provision has been amplified, attorneys said, by Title VII of the 1964 Civil Rights statute.

Buffalo has never had a woman in the rank of police lieutenant.

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- Q.** In order to see any specialist outside of a hospital, does one always have to see a family physician first?
- A.** No. Metropolitan Major Medical places no limit on the number of specialist consultations or treatments and requires no prior referral by a family physician.
- Q.** Since many teachers now earn more than the \$7,000-\$8,500 income ceiling specified in the Blue Shield-Metropolitan plan, does it become financially unfeasible for teachers to select this plan?
- A.** No. Blue Shield pays its high allowances to your doctor regardless of your income. If your doctor's bill is larger than the Blue Shield cash allowance, most of the difference is picked up by the Metropolitan Major Medical portion of the plan.
- Q.** Does the Blue Shield-Metropolitan plan provide a prescription drug program and specifically how does that work?
- A.** Yes, the Blue Shield-Metropolitan plan provides benefits for prescription drugs. All that is required is that bills be submitted with the prescription number.
- Q.** Does a teacher travelling or working outside of the city, state or country, receive benefits from the Blue Shield-Metropolitan plan?
- A.** Blue Shield-Metropolitan protection is good everywhere.
- Q.** Since at this point Blue Shield-Metropolitan is the only one of the three plans offering out of hospital expenses for a psychiatrist, may we have some further details pertaining to just what the circumstances must be before an individual may avail himself of these services?
- A.** The only circumstance necessary is that a qualified psychiatrist submit a bill.
- Q.** How extensive is the laboratory coverage offered by the Blue Shield-Metropolitan Plan?
- A.** There is no limit on the number of laboratory examinations covered by the Major Medical portion of the plan and no set fee schedule. After a \$50 deductible, Major Medical pays 80% of the charges.
- Q.** The Blue Shield-Metropolitan plan being offered refers to an allowance being made for a "normal" delivery in obstetrical cases. Precisely what is meant by the term "normal"?
- A.** A normal delivery is one in which there are no complications. Blue Shield's allowance for normal delivery is \$125.00 plus \$25 for anesthesia.
- Q.** What age limitations does the Blue Shield-Metropolitan plan have in regard to the use of a pediatrician?
- A.** Under the Blue Shield-Metropolitan plan there are no such limitations.

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#### Eight Retire

ALBANY—Eight employees of the State Department of Agriculture and Markets have retired. They are:

Alice D. Relly, legal stenographer; Harold Elfin, Kosser food inspector; Julitta W. Nial, milk control; Edna Gies, Animal Industry; Lyle D. Comstock, marketing; Dr. Waltre D. Way, DAI; Paul Westbrook, meat inspection and Francis I. Reed, DAI.

#### Christmas Party

ALBANY—The State Department of Agriculture and Markets will hold its traditional pre-Christmas party at the Ten Eyck Hotel here, sponsored by the Department's Civil Service Employees Assn. chapter. The date: Dec. 16th.

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**LEGAL NOTICE**

CITATION—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, TO: MARIANNE S. BROWN, DONALD CLAYTON SMALL, RECTOR, CHURCH WARDENS and VESTRYMEN OF ST. IGNATIUS CHURCH OF THE CITY OF NEW YORK, STEVENS INSTITUTE OF TECHNOLOGY (ALUMNI COMMITTEE), EDWARD L. FARREN, DONALD B. FARREN, KENNETH T. FARREN, MARIANNE D. FARREN, LYNDON F. SMALL, DAVID C. SMALL, CLAYTON J. SMALL, DONALD E. SMALL and MARIANNE C. SMALL, being all the persons interested as creditors, legatees, devisees, beneficiaries or otherwise in the trust under the Will of David S. Brown, deceased, who at the time of his death was a resident of the County of New York, Send GREETINGS:

Upon the petition of Pearce H. E. Aul residing at Avondale Farm, Ivyland, Pennsylvania and Charlotte N. Queenberry residing at 171 Wickham Road, Garden City, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of New York to be held at the Hall of Records in the County of New York on the 7th day of December, 1965 at 10:00 in the forenoon of that day why the account of proceedings of Pearce H. E. Aul, surviving trustee, and Isaac J. Queenberry, deceased trustee, under the Last Will and Testament of David S. Brown, deceased should not be judicially settled and allowed.

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

(Seal) WITNESS, HONORABLE S. Samuel DiFalco one of the Surrogates of our said County of New York, the 15th day of October, in the year of our Lord One thousand nine hundred and sixty-five.

Philip A. Donahue  
 Clerk of the Surrogate's Court

**LEGAL NOTICE**

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Edward Tiller, also known as Edward Tiller, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Edward Tiller, also known as Edward Tiller, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Edward Tiller, also known as Edward Tiller, deceased, who at the time of his death was a resident of 287 Third Avenue, New York, N.Y.

Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 21st day of December, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(Seal) WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 3rd day of November, in the year of our Lord one thousand nine hundred and sixty-five.

Philip A. Donahue  
 Clerk of the Surrogate's Court

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**LEGAL NOTICE**

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, TO, MORRIS CORBIN, MARTHA CORBIN, PEARL CORBIN, IRVING CORBIN, MORRIS SWADOW, BETTY LEVINE, FANNIE SWADOW, CILIA JOSIFOVNA DREZINA, VALENTINA JOSIFOVNA KABAN-CHEVA, RAISA JOSIFOVNA RODINS-KAYA, MEER GERSHONOVICH ECHVEDOV, NAUM ECHVEDOV, ELYUSHA YEKHVEDOV, MARAT YEKHVEDOV, IRMA YUDOVICH IOKHVEDOV, SONIA YUDASHKINA, RAKHIL FREYDLINA, ISAAK IOKHVEDOV, children of KHAVA NAIMARK and MERA IOKVIDVA who were daughters of GERSHON ECHVEDOV, children of MOTEL IOKHVEDOV and KHAVA IOKHVEDOV who were children of YUDEL IOKHVEDOV, whose names and addresses are unknown, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of SAMUEL SVEDOFF, deceased, who at the time of his death was a resident of 408 West 130th Street, New York, New York.

SEND GREETING:

Upon the petition of MOLLIE SVEDOFF residing at 408 West 130th Street, City, County and State of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Court-house in the County of New York, on the 28th day of December, 1965, at ten o'clock in the forenoon of that day, why the account of proceedings of MOLLIE SVEDOFF as Administratrix should not be judicially settled.

Date, Attested and Sealed,  
 November 15, 1965  
 New York HON. JOSEPH A. COX  
 L.S.) Surrogate, New York County  
 PHILIP A. DONOHUE, Clerk.

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# Six City Employees Honored For Professional Achievement With Savings Bond Citation

Mayor Robert F. Wagner recently presented the third annual New York City Public Service Awards for Professional Achievement to six City employees in ceremonies at City Hall.

The award winners had been selected from a large number of professional employees who had been nominated for the awards by agency heads, labor, civic and professional organizations.

Each award winner received a U.S. Savings Bond and a citation which commemorated the award

winner's achievements. However, for the first time in the history of the awards two employees were declared joint award winners because of an achievement on which they collaborated.

Mayor Wagner in a brief address to the audience, expressed appreciation for the many significant contributions made by civil servants which aided in solving complex City problems during the many years that he served as Mayor and as an agency head. He further stated that he knew

of no richer heritage that could be left to his successor than the corps of experienced, competent, dedicated civil servants dedicated to the service of the people of New York.

James A. Cavanagh, of Brooklyn, assistant chief budget examiner in the Bureau of the Budget was the recipient of one of the awards. Cavanagh received his award for outstanding achievements in the field of municipal budgeting. He was lauded in particular for his outstanding research in numerous areas which helped increase revenue and reduce expenditures and thus contributed immeasurably to the City's ability to meet the increased demand for expanded services to its people.

Benjamin L. Lee, a city surveyor, of Riverdale and his associate in the Real Property Assessment Department Jerome H. Ehrich, a Deputy Surveyor of Manhattan, shared joint honors. They collaborated on developing an improved process for the production of tax maps. Their innovations made it financially feasible for the City to meet the constantly increasing need for maps. They also introduced a

(Continued on Page 13)

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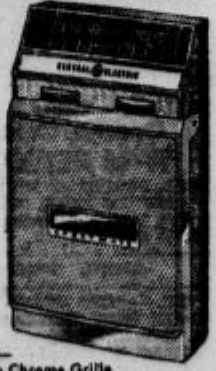
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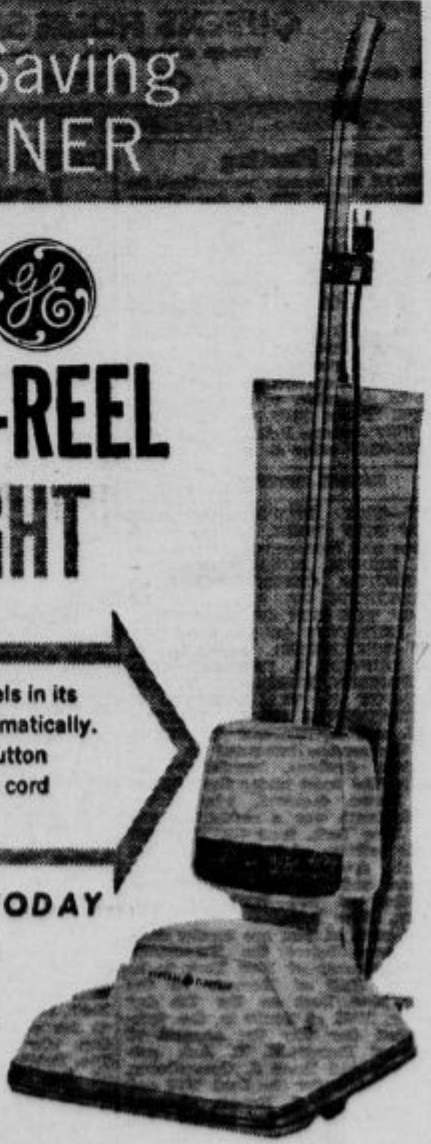


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(1 Blk. East of Bloomingdale)

EL 5-1572



### City Award Bd. Citations Presented

(Continued from Page 12)

highly efficient procedure for map maintenance.

Morris Hendel, first assistant corporation counsel in the Law Department of Manhattan, also was a recipient of an award. Hendel received his award for the outstanding proficiency he demonstrated in preparing and successfully presenting the City's case in what is regarded as the most complex and prolonged condemnation proceedings in the City's history.

John J. Murphy of the Department of Welfare of Manhattan, also received an award. Murphy received his award for the outstanding professional skill he has demonstrated in administering the Children's Center. The success of his efforts to provide

an environment for the growth of delinquent and neglected children is considered a remarkably outstanding achievement in the field of Child Welfare.

Samuel Ratensky of the Housing and Redevelopment Board was the sixth employee to receive an award. Ratensky of Manhattan received his award for outstanding achievement in the field of urban renewal. He was lauded for the vital role he has played in maintaining social, economic and aesthetic harmony in the field of community planning.

Mayor Robert F. Wagner expressed

regret that illness prevented Dr. Harold Jacobziner of the Health Department from being present to personally receive an award granted to him. Dr. Jacobziner received his award for a public health program he developed to provide high quality medical care to reduce maternal and infant mortality rates in underprivileged areas in our City.

The Award Board which was appointed by Mayor Wagner to assist him in the selection of the award winners was composed of its Chairman, City Personnel Director of the Budget William F. Shea and Dr. Albert H. Bowker, the Chancellor of the City University of New York.

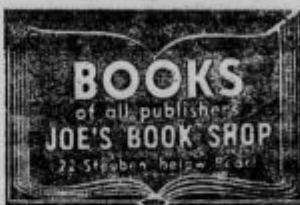
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**Dental Hygienist**  
The New York City Civil Service Commission has recommended that a list be established Dec. 1 with 12 names on it in the title of dental hygienist, group 2.

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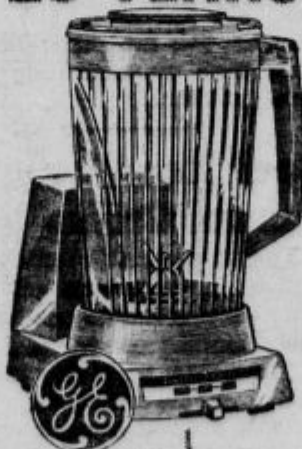
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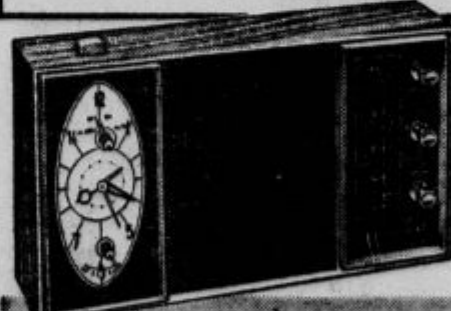
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NEW YORK CITY



# Ten Citations In 15 Years As Policeman Riding The New York City Subway System

Aside from an outstanding record, there's nothing especially unusual about Charles William Juliano, Transit Authority police lieutenant with 10 citations in 15 years of service.

The opportunities from which Lt. Julia no gained in his career are open to all recruits in the New York City Transit Police Department Walk-in examinations for the Transit

Police Department are being held on Saturday, Nov. 27 at locations in Manhattan, Bronx, Brooklyn and Queens. They offer a career for all similar to that offered to Lt. Juliano.

He wasn't a school dropout, a juvenile delinquent or the fastest gun on the force. The product of a middle-class family, he just wanted to be a cop and was willing to work at it.

In fact, work has been the secret of his success. Each of his nine medals—one for distinguished police work, eight for excellent police work—and his one citation was the result of painstaking, time-consuming investigatory work that paid off in arrests and/or convictions.

"I'd rather do investigating than anything," Lieutenant Juliano says. "Why? It's a challenge and rewarding—when it works. It gives you a real feeling of accomplishment."

His reward has been a jump of three rungs up the promotion ladder in a relatively short time.

In 1943, when he was graduated from James Madison High School in Brooklyn, he was the son of a used car dealer and had an eye on a law career.

But as a result of World War II, he joined the Air Force and spent three years as a gunner on B-17's operating in the Pacific theater.

Upon his discharge as a 25-year-old sergeant, the idea of police work occurred, but his father, Charles, recruited him as a salesman. Job and man were incompatible, however, and in 1948, at

his first opportunity, Juliano took the examination for transit patrolman. About two years later he was accepted by what was then the Board of Transportation. Meanwhile, he had passed the examination for City patrolman. But by the time his number came up, he already had a year's seniority with the transit police, and stayed with the TA force.

The law career still shimmered on the horizon. Taking advantage of the G.I. Bill of Rights, Juliano studied at Long Island University. After a year and a half, the combination of work and family—he has a wife, Frances, a son, Michael, 16, and a daughter, Frances, II—cut the school work short.

From that point on, he was a cop.

In July, 1959, he was appointed sergeant and subsequently named to the Public Safety Squad with supervisory duties. In 1961, he was made detective sergeant as squad supervisor. His first two medals came in 1963, then there were three others in 1964. These honors were capped last month with four excellents and a citation.

Only a few weeks before he had been promoted to lieutenant. This meant re-assignment from the detective division, where he had starred as an investigator, to the patrol force. He's now administrative officer to the captain in charge of the fifth precinct, which covers the Coney Island-Bay Ridge area.

At 41, Juliano is still looking forward—and one of his objectives

is a return to his first love, detective work.

The examinations are being held at 10 a.m. at the following locations: Manhattan—Seward Park High School, Grand and Ludlow Streets; Bronx—Theodore Roosevelt High School, Fordham Road and Washington Avenues; Brooklyn—Abraham Lincoln High School, Ocean Parkway and Guider Avenue and Queens—Jamaica High School, 168th Street and Gothic Drive.

## Hauppauge Unit Installs Officers

The second annual installation of officers of the Hauppauge unit, Civil Service Employees Assn., was held recently at the Hauppauge Village Hall.

Installing officer was Thomas B. Dobbs, president of the Suffolk chapter, CSEA, who with Mrs. Dobbs, was one of the invited guests. Other guests included Felix Livingston, treasurer of the Suffolk chapter, and Mrs. Livingston; John D. Corcoran, Suffolk County field representative, and Mrs. Corcoran; members of the Board of Education of Hauppauge Union Free School District Six, and their wives; Myron W. Miller, district principal, and Mrs. Miller; and George A. Copeland, assistant district principal, and Mrs. Copeland.

Officers installed for the coming two years are as follows:

President, Ina M. Nichols; first vice president, Rose Oberglock; second vice president, Loren Tromblee; third vice president, Madeline Dietz; secretary, Frances M. Carson and treasurer, Betty M. Dow.

Elected members of the Board of Directors were also installed. They were:

For one year; Ronald A. Sommers, Ailx McNamara and Alice Hallaran. For two years; Robert Haus, Rose vonSchaumberg and Rose Castellano.

## Book Now For Annual Cruise

The annual Caribbean cruise for members of the Civil Service Employees Assn., their families and friends, will sail from New York City for 12 days aboard the S.S. Olympia, and bookings are now being accepted.

Sponsorship for the cruise this year is being undertaken by Nassau County chapter of CSEA under the direction of its president, Irving Flaumenbaum.

### Social Activities

The luxury sailing will take tour members to San Juan, St. Thomas in the Virgin Islands, Trinidad, and Fort de France, Martinique. Shipboard activities will include a masquerade ball, first run movies, concerts and cocktail music, nightclub shows and a number of social activities.

The cruise departs Jan. 28 and cabin prices are as low as \$310 per person. Applications and a brochure describing the cruise may be had by writing to Irving Flaumenbaum, Box, 91, Hempstead, Long Island, or by calling (516) PL 2-3169.



**TALKING IT OVER** — Lt. Charles Juliano of the Transit Police Department, right, and Sgt. Martin Sanders discuss the encounters which merited them heroism awards following the presentation ceremonies at the Transit Authority building recently.

# Thousands Of Part Time Xmas Positions Are Now Available

Thousands of part-time, temporary positions in the Christmas sales field are waiting for interested applicants. The Department of Labor's Division of Employment has advised men and women over 18 years of age to do their Christmas job shopping early.

To facilitate application for these jobs, the D. of E. has set up Christmas Job Centers at 15 East 42 St., Manhattan and 175 Remsen St., Brooklyn. These positions are especially attractive to college students, housewives and civil service employees who are looking to earn extra cash for the holidays.

Needed are sales persons, cashiers, checkers, stock clerks, markers and packers in large department stores and retail establishments. Most jobs pay \$1.25 per hour, the minimum permitted, and many others pay higher. Generous discounts on merchandise are offered in most of these stores.

There will be plenty of jobs available this year but most will be filled by Thanksgiving. For further information and applications those interested should visit between the hours of 8:30 a.m. and 4 p.m. Monday through Fridays.

## Two Promoted At State U.

ALBANY—Two State University staff members have been promoted, the Board of Trustees has announced. They are Dr. Kenneth M. MacKenzie, now assistant executive dean for faculty affairs and academic personnel, \$13,180; and David S. Owen, now assistant provost for Master Plan Development \$14,936.

Both men are now in their new posts. Until the appointments, Dr. MacKenzie was associate for academic personnel, and Owen was acting director of facilities research.

### School Lunch Mgr.

The Department of Personnel of New York City has recommended that a list be established Dec. 1 with five names in the title of school lunch manager.

## Two Deputy Comm. Named In Office Of Local Government

ALBANY—The State Office of Local Government has two new deputy commissioners.

The promotions, announced by Commissioner John J. Burns, went to: Milton Alpert, career government employee and Richard A. Atkins.

Alpert has served as counsel to the office since 1959. He joined the agency in 1961 as director of local government services.

A specialist in municipal law, Alpert began his government career as an attorney in the legislative division of the New York City Law Department during the LaGuardia administration. He was named counsel to the State War Council in 1943 and later joined the legal staff of the State Comptroller's office under Frank C. Moore.

Alpert served as Deputy State Comptroller in charge of the State Employees System at one time and has been a consultant to various legislative committees.

Atkins recently supervised preparation of the State's first "Directory of New York State Services to Local Governments."

## Correction

Last week The Leader printed a story concerning patrolman positions in Washington D.C. The address for applications and further information, however, was in error.

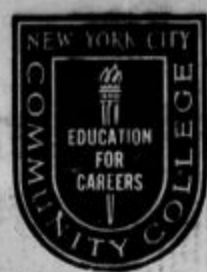
Those interested in the job should contact the United States Civil Service Commission, Washington D.C. 20415.

The salary for patrolman in the nation's capital is \$6,010 to start and there is no closing date for applications.



**RECEIVES AWARD** — Charles R. Whitney, right, receives a certificate of merit and a check for \$250 for designing and building an outrigger seat for state highway trucks. Presenting the award are J. Burch McMorran, left, superintendent of the New York State Department of Public Works and William Dauchy, center, administrative assistant for the department.





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## U.S. News

(Continued from Page 4)

nied any plans to lower job standards for the purpose of providing employment for members of minority groups who are otherwise unqualified. However, a Commission spokesman went on to say that it was altogether appropriate to "screen out and recruit at lower levels..." in order to create jobs that require less training. He said that such re-engineering of positions in grade five and above would drain out the more routine functions and make the position more professional."

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## Law Column

(Continued from Page 6)

mater in the course of judicial inquiry as to abuse of discretion. ONE OF THE frustrating consequences of judicial review is the kind of determination that refers the matter back to the agency with instructions to reconsider its earlier determination. After such reconsideration, the agency frequently arrives at the same, or an equally disturbing, conclusion. Again, there must be recourse to the Courts, with justice delayed sometimes to the point of its denial. Such circumlocution was avoided in the Mitthauer case when the Court of Appeals itself fixed a proper penalty instead of remanding the matter for reconsideration by the Authority.

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## Dr. Yang Appointed

ALBANY—Dr. C.N. Yang, co-winner of the Nobel Prize in Physics in 1957, has been appointed as Distinguished Professor of Physics at the State University of New York at Stony Brook. He will assume the Albert Einstein Chair in Science at the University Center April 1, 1966 at a salary of \$45,000 a year.

### CITY EXAM COMING SOON FOR

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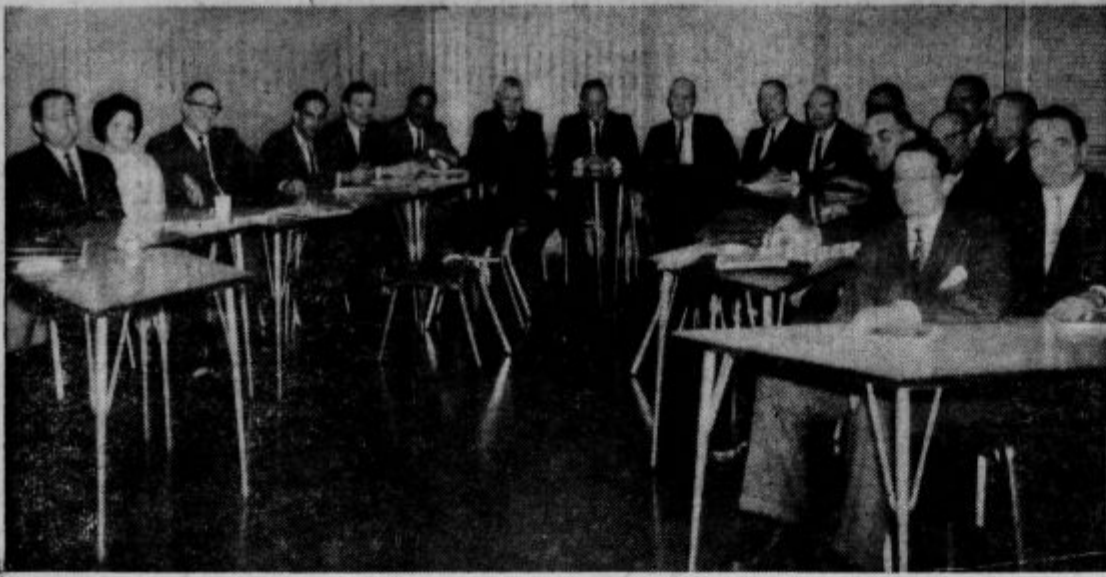
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**BACK TO SCHOOL** — Fieldmen of the Civil Service Employees Assn. are shown at a recent training session at the State Civil Service Department in Albany. The fieldmen spent a week of intensive training on various areas of public employment such as grievance procedures, workmen's compensation law, employees retirement system, salary and classification, State health insurance plan, social security, work performance ratings, attendance rules, civil service examinations, civil service law, mediation and arbitration, municipal services, and others. Shown above at one of the training

sessions, left to right, are field representatives: Benjamin M. Sherman, Norma Guadalupe, New York City office secretary, Thomas A. Brann, Thomas Luposello, John M. Carey, William R. Goring, James Terry, N.Y.S. Employees Retirement System, Joseph D. Lochner, CSEA Executive Director, Patrick G. Rogers, Supervisor of Fieldman, Harry Johnston, Arnold Moses, James Powers (partially obscured), Henry G. Gdula, Ambrose J. Donnelly, Benjamin L. Roberts, Joseph B. Roulier, Assistant Director of Public Relations, John D. Corcoran, Jr., and John J. Pender.

## Research Group Advises Higher Wage Hikes For Rochester's Employees

ROCHESTER—The Rochester Bureau of Municipal Research has recommended a 7 per cent pay raise for the county's 3,500 employees "if the county wage levels are to be made competitive in 1966."

County officials said that carrying out the bureau's recommendations would cost \$1.5 million, a portion of it reimbursable by the state and federal government.

Monroe chapter of the Civil Service Employees Assn asked the county for a 5 per cent pay raise in June. County Manager Gordon A. Howe has also suggested that a 5 per cent increase may be included in the 1966 budget.

### Reasoning

Under the Bureau of Municipal Research proposal, certain categories of employees would be shifted to higher salary brackets to meet competition for these employees from private industry and other units of government.

A one-bracket shift has the effect of a 5 per cent pay hike. These employees would also be entitled to the general 7 per cent increases.

Howe said he has talked to the leaders of the Republican majority about the idea of a pay raise for county employees, whose last general increase was a 5 per cent raise in July, 1963.

"I think there is a general feeling that there should be one," Howe said. "There is a feeling that we are behind other municipalities, especially the city. That was the reason for the study."

The Bureau of Municipal Research analyzed wage and salary trends from 1963 to 1965 in the city government, private industry, state and federal government and various counties in New York and elsewhere.

### The Study's Results

The bureau found: Average hourly earnings of production workers in manufacturing in Monroe County climbed 10 per cent between January, 1963, and July, 1965.

Pay rates in comparable city jobs have risen by 7.4 per cent since 1963.

Salaries in nine counties over 500,000 in population in other

states increased an average of 7.6 per cent between January, 1963, and January, 1965.

Pay in key executive positions, as reported by the International City Managers' Association, climbed 11 per cent between 1962 and 1965.

### Good Ones Leave

The report also noted the Monroe County Social Welfare Department's request for bracket changes for welfare workers. It said:

"While it is not overly difficult to recruit case workers, they claim it is virtually impossible to retain the better ones due to the low ceiling in case worker salaries."

The bureau recommended a two-bracket hike for senior case workers, for example, raising maximum pay from the present

## CSEA Headquarters Thanksgiving Holiday

Albany Headquarters of the Civil Service Employees Assn., will be closed Thanksgiving Day and the Friday after, Joseph F. Feily, CSEA president, announced.

The Board of Directors, at its meeting last week, voted to give CSEA staff members the additional day off as a tribute to the exceptional work they performed, including working on off days, at the recent annual delegates meeting.

## Suffolk CSEA

(Continued from Page 1)

proved vacation schedule, payment in some form for unused sick leave credits, stabilization of the work week and a standard clothing allowance for uniform employees.

The chapter leader said these items would be presented for negotiation at the November 29 meeting of the Board of Supervisors.

\$6,760 to \$7,929, counting the 7 per cent increase.

## Gaynor Praises Role of Employees Association At Installation of Officers Of Housing & Community Renewal Chap.

At a recent cocktail party given by the Division of Housing & Community Renewal chapter, Civil Service Employees Assn. to salute the outgoing officers and to install the newly elected officers, State Housing Commissioner James William Gaynor praised the Civil Service employees for their support and ability in promoting the voice of the Division of Housing & Community Renewal throughout the State. Speaking before 150 members of the New York State Division of Housing & Community Renewal chapter, CSEA, Commissioner Gaynor said:

I will continue to depend on you and I am grateful to you and CSEA for making it all possible. This organization represents the best interests of the civil servant. Over the years the voice of the Division has grown throughout the State, this could not have been accomplished without the support and ability of the civil servants within the Division.

The Division is constantly involved in new programs, and I will continue to depend on my staff and I am grateful to my staff and CSEA for helping to make a substantial contribution to the housing program of the State.

Outgoing president Meyer Poses welcomed the membership and presented certificates to the

## Give Applicants Yes, No After Interview For Jobs, CSC Advises

ALBANY — The president of the State Civil Service Commission last week urged all State departments and agencies to provide some means of official notification to employees who are not chosen for positions after having been interviewed for them.

Mary Goode Krone, in letters to personnel officers in all State departments and agencies said that "one of the chronic complaints that we hear from eligibles is that they are called by State departments for interviews but never receive any sort of official notification when the position which they are seeking has been filled."

### CSEA Sought Action

The Civil Service Employees Assn. has urged since June of 1964 that such notification practices should be instituted in all departments.

In a recent letter, CSEA president, Joseph F. Feily, told Miss Krone that "our Association feels strongly that as the central personnel agency of the State, the Civil Service Department should encourage, if not mandate, the various State agencies to notify unsuccessful interviewed eligibles within a short time after an appointment is made . . ."

### Miss Krone Agrees

In her recommendations to the personnel officers, Miss Krone pointed out that a survey taken in 1964, by the State Personnel Council, showed that more than half of the agencies were taking some steps towards notifying unselected eligibles. She said ". . .

it seems to me that every agency must have some system to notify at least the eligibles who have taken the trouble to come for interviews, that the position in question is to be filled by someone else.

"I'm sure you realize better than I," she said, "how annoying it is to receive large numbers of canvass letters, to which you must reply at the risk of having your name removed from the list, but never hear thereafter what has happened with respect to the job or jobs for which you were canvassed."

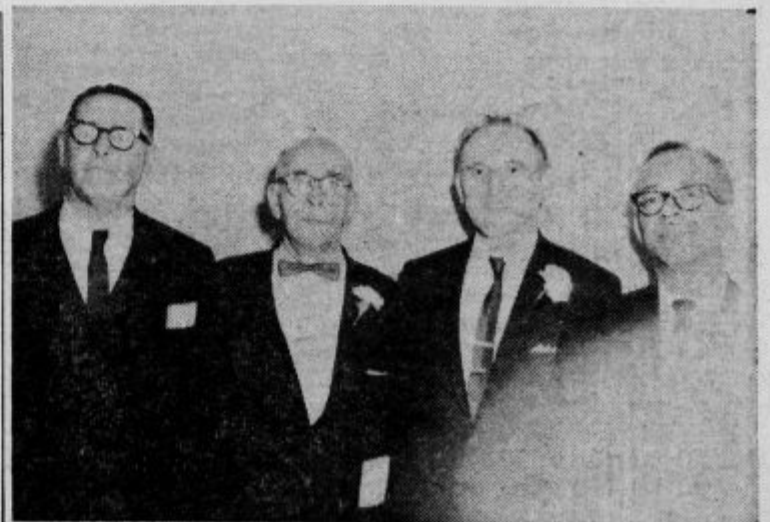
## CSC To Appeal

(Continued from Page 1)

employment counselor also involved).

Should the high court continue to sustain the Employees Association view, the consensus is that all employment interviewers and senior employment interviewers would have to be upgraded to the higher salaries proposed in the counselor series.

The case is expected to be argued within the next few weeks. Harry Albright, Jr., CSEA counsel, successfully argued the case in the Supreme Court and the Appellate Division of the Supreme Court.



**INSTALLATION** — Seen at the recent installation of officers of the Division of Housing and Community Renewal Chapter, Civil Service Employees Assn. are, left to right: Meyer Poses, former chapter president; Jack DeLisi, CSEA board member; Joseph Monteverde, president and Fred Cave, Jr., installing officer.

officers and members of the board of directors: Sybil Stevenson, secretary, Joseph McCullough, treasurer, Harry Gould and Grace Stubbs, members of the board. CSEA fifth vice-president Fred Cave, in installing the new officers, praised the chapter for its many accomplishments for the short time it has existed and installed the newly elected officers.

Installed were: Joseph Monteverde, president; St. Clair Bourne, second vice president; Samuel G. Lutzker, third vice president; Phyllis Runco, treasurer and Eileen Eide, secretary.

Board members installed were: Robert Wall, Sybil Stevenson, Leo Silverman, Hugo Forde and Martin Hale.

Avrum Hyman, a member of the chapter and executive assistant to the commissioner served as master of ceremonies and introduced the guests including, Deputy Commissioners Albert A. Walsh and Peter F. Gaynor, Jr., Anne M. Dolan, administrative officer, Jack DeLisi, member of the Board of CSEA, representing the Executive Department and Ben Sherman, Field Representative of the CSEA.