

Civil Service LEAD

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Vol. XXII, No. 21 Tuesday, January 31, 1961

tion on Annual Labor Wage

See Page 3

GOVERNOR TO RECOMMEND SOME PAY BOOST FOR ALL

DISCUSS MCKINSEY REPORT



Gov. Nelson A. Rockefeller, right, is seen as he explains details of the McKinsey salary survey to Joseph F. Feily, center, president of the Civil Service Employees Association, and Harry W. Albright, Jr., CSEA counsel. (For Mr. Feily's comments on the McKinsey Report, see story to right.)

Special Leader Report

Press Conference Illustrates Rockefeller Salary Attitude

ALBANY, Jan. 31—The text of Governor Rockefeller's remarks on state salaries, made last week to reporters at a Capitol Press Conference, is presented here as a special feature of The Leader.

Mr. Rockefeller discusses his philosophy on State salaries and the contents of the McKinsey report comparing state and outside salaries.

Metro Conference To Meet Feb. 4

The Metropolitan New York Conference of the Civil Service Employees Association will hold its next meeting on Feb. 4 at 1 P.M. at the New York State Psychiatric Institute, 722 W. 168th St., New York, N. Y., 8th floor.

All those planning to attend are urged to notify the Conference secretary, Ruth Bickel, at Creedmoor State Hospital, Queens Village so that proper plans can be made for the dinner.

Many guests will speak on various subjects. In view of the salary study reports and the Governor's expected budget message, this meeting is of great importance to all.

The New York City chapter will be host to cocktails and dinner.

GOVERNOR: I would like to say a word about the McKinsey study that you have.

Over the past two years I have been increasingly concerned about the problem we face in government in the technical fields, and this applies to departments such as Mental Hygiene, Health, the Prisons, Public Works, where we have professionals with special training, a limited supply of technical people in these fields in the country, a growing awareness of the responsibility of government in these areas throughout the nation and, as has been the case over the years, other states look to New York, not only at the State level but at county and city levels, to find experienced, trained personnel.

Raiding of Talent

We had in this State at one time as many as 10 people from

(Continued on Page 14)

Central Conference Sponsors Panel On Public Employees

The Central Conference of the Civil Service Employees Association and its County Workshop will join for an interesting session at the Conference meeting to be held in Utica, Saturday, Feb. 4.

A panel discussion on the subject "A Look at the Public Employee" will be moderated by Dr. Vito Lee, superintendent of Broadacres County Hospital.

Members of the panel are: Mason Taylor, executive editor Utica Observer-Dispatch; Charles S. Mix, president of the Supervisors Association of New York State; Mrs. Henry Gabe, president of the League of Women Voters of Oneida County; and Dr. Ralph N. Schmidt, associate professor, Utica College of Syracuse University. S. Samuel Borelly, Chairman of the County Workshop will preside over the joint session.

A cordial invitation is extended to civil service members from all conferences to attend and participate in this panel meeting.

L.I. Park Police To Appeal Veto Of Vacation Plans

Word was received at Leader press-time that the Long Island State Park Commission has denied the appeal of the park patrolmen for a revision of their vacation schedule.

The Long Island State Parkway Police chapter of the Civil Service Employees Association plans to carry its appeal to the grievance board of the State Civil Service Commission. The necessary appeal papers are already being processed through the efforts of the Civil Service Employees Association in Albany.

CSEA Carries DE Title Appeal Fight To Civil Service Commission

On January 17, a CSEA delegation appeared before the State Civil Service Commission for the purpose of convincing the Commission that Director J. Earl Kelly's adverse decision for reallocation of Claims Examiner, Employment Interviewers and Senior Claims Examiners and Senior Employment Interviewers, should be reversed.

Commissioner Catherwood and

Mr. Green, Executive Director, Division of Employment, also supported in no uncertain terms the case for reallocation.

CSEA arguments were prefaced by remarks from Joseph Feily, CSEA President, indicating that the Association was in full accord with the reallocation requests.

Arguments were presented by Harry Albright, counsel for the Association, and by F. Henry Gal-

(Continued on Page 14)

No Details Expected Until After Budget Message Is Delivered

(Special to The Leader)

ALBANY, Jan. 30—Governor Rockefeller will recommend salary increases for all State workers this week in his annual budget message to the Legislature.

In his latest statement on State salaries, the Governor said: "I will come forward with a forthright program." He indicated his proposal would be based on the salary recommendations made by McKinsey and Co., a New York City management consultant firm.

Because of The Leader deadline, the Governor's budget message will not be carried until next week's issue, but it can be reported now what some of the Administration thinking is on the subject.

The general outline of what to expect in the Administration program is this: A small increase for those State employees in the lower income brackets. Sizable pay hikes for those in the middle and upper levels.

The McKinsey firm estimated

that it would cost \$60.5 to \$65 million to adjust State salaries at all levels so that the State would be in a competitive position with private industry.

Of the State's salary schedule, the firm said salaries ran from 4 percent at grade one to 39 percent at grade 38 below comparable private rates.

State employees in grade three, for example, are 7.3 percent behind those doing similar work in

(Continued on Page 16)

Feily Declares:

M'Kinsey Survey Supports CSEA Stand On Difference In Public, Private Wages

ALBANY, Jan. 31—The McKinsey salary survey ordered by Gov. Rockefeller was made public last week and Joseph F. Feily, president of the Civil Service Employees Association, gave high praise to most of the report.

At the same time, Mr. Feily expressed gratification that the survey results, in the main, were practically parallel to Association

claims over the past years concerning the lag of public employee pay behind wages paid in private industry.

Following release of the survey, Mr. Feily declared:

"We commend Governor Rockefeller and the Legislative leaders for the bold step they have taken this year in trying to bring State salaries to a parity with those in industry.

"The management survey report on State salaries by the McKinsey Associates, which the Governor and Legislative leaders have just released supports the contention held for many years by the Civil Service Employees Association that State salaries have lagged far below their industrial counterparts.

"The report of the Director of Classification and Compensation for the State Civil Service Commission closely parallels the McKinsey findings.

Cites CSEA Study

"We, however, regret that neither report has substantiated our findings that the employees of the State below

(Continued on Page 16)

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

More Free Courses As Charles Evans Hughes Sets Spring Session

A record number of students are expected to register for courses in the newly expanded free educational program of the Charles Evans Hughes Evening High School. Registration began Monday evening, Jan. 30.

The courses are offered to students over 17, whether or not they are high school graduates. Students may start on courses of academic, commercial or general studies or continue any such course from where they had previously left it.

Courses include science, mathematics, English, speech, foreign languages, stenography, typing, bookkeeping and history, as well as television and radio repair, dressmaking, art, millinery and many others.

A general brush-up course to prepare for the high school equivalency examination also is offered. Register any evening, Monday through Friday, from 7 to 9 p.m. The school is at 351 W. 18th St., Manhattan. Classes start Wednesday, Feb. 1.

Management Group Hears Dr. Fitch On Strengthening Aides

The Municipal Association of Management Analysts heard City Administrator Lyle C. Fitch last Thursday speak on "The Strengthening of Managerial Personnel in New York City."

The subject was chosen because of the problem of obtaining competent managerial personnel and

training them for public service. This problem has been given special recognition by both Governor Rockefeller and Mayor Wagner.

The Governor allocated a considerable part of his annual message to the Legislature to Managerial Personnel and Mayor Wagner has ordered a study to be conducted of the problem.

Bill Would Allow City Police To Live In Rockland County

ALBANY—A bill is being submitted to the State Legislature to allow New York City policemen to live in Rockland County as well as in Nassau and Westchester if they want to live outside the five boroughs of New York City.

The bill, to be submitted by Assmb. Joseph P. X. Nowicki, Rockland County Republican, would amend the 1960 law which permits policemen of any city in the State to live in "any county contiguous to the county in which their employing city is located," which means Nassau and Westchester for New York City police.

The purpose of the bill, according to the Assemblyman, is to permit policemen to live in areas of their choice. Also, he said, New York City would be the beneficiary, since Rockland County could supply recruits to the City Police Department.

He said Rockland County is more accessible to many City police precincts than many parts of the Bronx, Queens and Brooklyn. He said Rockland County residents are no more than 15 to 20 miles from the George Washington Bridge and that they can

be in Manhattan in less than 30 minutes from their homes.

Assmb. Nowicki said he was introducing the bill at the urging of many City policemen who desire to live in Rockland County. He said he has the support of John Cassese, president of the New York City Patrolmen's Benevolent Association.

The wording of the bill would permit policemen to live in the areas not more than 15 miles from their employing municipality. To New York City, this would mean Rockland County.

Police Captains Set Annual Dance

The New York City Police Captains Endowment Association will hold its Annual Dinner Dance in the Hotel Statler, 33d St. and Seventh Ave., Manhattan, on Tuesday, Feb. 7.

The Police Department has given its usual permission for members in good standing who are scheduled for duty that night to take one day from their vacations (Continued on Page 13)

5 Legislative Goals Set By Fire Officers Assn.; It's 15 Years Old in April

Five major legislative goals for the year were mapped out last week at a meeting of the New York City Uniformed Fire Officers Association in the Hotel Martinique, Manhattan.

Also discussed was a proposal to investigate possible modifications in the fire officers' vacation set up. The proposal recommended either full rotation of vacation periods so each man would be assured of a summer vacation periodically, or else split vacations with rotation.

It was charged at the meeting that firemen hurt on duty receive less choice of hospitals and physicians than a citizen hurt on the street would receive. Firemen and officers, according to Lt. John Corcoran, president of the Association, are usually taken to the nearest City hospital when they are injured, even if a private hospital is nearer or if they prefer their own physician.

Legislative Goals

The five-point legislative program calls for:

1. Amend the 1-60th Bill to clarify some language City Corporation Counsel Charles T. Tenney has said is ambiguous. The amendment would give firemen and officers the same benefits policemen receive under

the 1-60th Bill.

2. Introduce a bill for 11 paid holidays for all fire fighters on a State-wide basis. City firemen now receive four paid holidays a year, but firefighters throughout the State receive none.

3. A State-wide residence bill similar to the police residence law enacted last year.

4. Amendment to the Labor Law to set up an arbitration board in all cities over a million population for uniformed firemen and police. Formalization of the uniformed men's rights is sought along with a three-man board with one City representative, one union man and one independent, whose decisions on labor disputes would be binding on both sides.

5. Outside trial commissioners, when requested, in all Departmental trials to insure impartiality. The Fire Department now usually calls in an outside trial commissioner in any big case. The final decision on any trial would still be up to the Fire Commissioner.

The U.F.O.A. announced it will celebrate the 15th anniversary of its founding on Saturday evening, April 15, in the Commodore Hotel, Manhattan. The Association was founded April 2, 1946.

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CITY EMPLOYEE EVENTS CALENDAR

HOLY NAME SOCIETY of Manhattan, Bronx and Richmond, Fire Department, Scholarship Fund Dance, 8:30 p.m. Saturday, Feb. 11, 71st Infantry Regiment Armory, 34th St. and Park Ave., Manhattan.

QZANAM GUILD, Catholic employees in Welfare Department, First Friday Luncheon, 1 p.m. Friday, Feb. 3, St. Alphonsus Cafeteria, W. Broadway and Canal St., Manhattan.

EMETH SOCIETY, City Law Department, Installation of Officers, Ratners Restaurant, Norfolk and Delancey Sts., Manhattan, 6 p.m.

FIRE SQUARE DANCE, 40th Anniversary, Friday, Feb. 3, Masonic Temple 71 W. 23d St., Manhattan.

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READ The Leader every week for Job Opportunities

Your Public Relations IQ

By LEO J. MARGOLIN



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

Everyone is deeply concerned with good public relations today. That goes for General Motors, for banks, insurance companies, Con Edison, the President of the United States and the Governor of the State of New York.

Some companies spend as much as a million dollars annually for a public relations program. Nearly every department in the State of New York and most departments in the New York City government have information officers.

Why has public relations become as important for the large corporation as for the public officer?

Unless they communicate their good performances, they are losing public support. For the corporation it is measured in dollars and cents. For the public officer it is measured in votes and public support for his program.

Who was the first man to be appointed by President Kennedy after his election? Pierre Salinger, his press secretary, who actually is his public relations officer.

But bear in mind that public relations programs are useless, expensive gestures unless good performance goes with it.

Public relations came of age at the turn of this century. The late Ivy Lee set many of the patterns, which are followed today. Public relations professionals are men trying to do an honest job. When a PR man finds that he is being asked to fool the public, it is time for him to say, "Goodbye. Sorry to have known you."

Don't let anyone tell you that public relations is hocus pocus, hokum and baloney. It is, if dishonestly done. Today people are wiser and more knowledgeable, and phonies are found out, hooted at, and booted out.

Mr. Lee put it clearly: "Publicity in its ultimate sense means the actual relationship of a company to the people, and that relationship involves more than saying—it involves doing. An elementary requisite of any sound publicity must be, therefore, the giving of the best possible service."

Look around your office. Is there something good to talk about? Is there good achievement to talk about? Or are most people coasting along?

It's easy to become the best public department in the state. Just give the best public service.

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OUR 63rd YEAR



THE PUBLIC EMPLOYEE

By JOSEPH F. FEILY
President,
Civil Service Employees Association

Annual Salaries For PW Laborers

AS FAR BACK as last summer we commenced discussions with key members of the Rockefeller Administration with respect to the problem of placing the salaries of our laborers in Public Works on a yearly basis I wanted you to know that I have given this matter the highest priority. I also wanted you to know what we have been doing to effectuate our resolution calling for annual salaries for laborers. Our recommendations have been three fold.

1. To place salaries on an annual basis at at least the equivalent to salary Grade 8.
2. To provide for the Division of Classification and Compensation to make a general survey in Public Works to eliminate out-of-title work.
3. To provide for the amendment of Section 75 of the Civil Service Law to guarantee that laborers receive a hearing before they may be dismissed from State service.

WORKING TOWARDS this end, we have met with Dr. Ronan, the Governor's secretary, Dr. Catherwood, The Commissioner of the Department of Labor, and J. Burch McMorran, Superintendent of the Department of Public Works. We believe we have succeeded in convincing the Administration that this year is the year to take per diem laborer employees (those paid on a daily basis) and give them an annual salary.

IT IS ALSO OUR hope that the Director of the Division of Classification and Compensation will, after the annual pay plan takes place, be called in to make a general survey of out-of-title work. We know that there are great numbers of laborers who, because of out-of-title work, deserve higher grades.

WE KNOW AND we are heartened by the fact that the largest employer of state laborers, the Department of Public Works, has made a request to the Budget Director for funds to place salaries on a yearly basis. On January 5, 1961 we wrote to Supt. McMorran and advised him that his proposal to convert present hourly wages to an annual pay basis was, however, wholly insufficient in its present form. In that letter we wrote "we would ask that your Department recommend a plan of conversion of present salaries to a salary grade equivalent to salary Grade 8 wherein employees would be placed in the new salary grade based upon their years of service in that position.

THIS ASSOCIATION has appealed to the Director of the Division of the Budget, Dr. T. Norman Hurd, Dr. Martin P. Catherwood, and Supt. J. Burch McMorran for a joint meeting in order to successfully conclude this very important matter. In our opinion, there is no more important step that this Administration could take than to create yearly salaries at at least a minimum of Grade 8.

MERELY TO PLACE salaries on an annual basis is not enough, however. It must be done at a living wage and along with it there must be protections against political firings. This is what we have been working for and we are hopeful that the Administration will soon announce advances in this area.

Buffalo Chapter Steps Up Membership Drive; Plans Valentine's Day Dance

The Buffalo Chapter of the Civil Service Employees Association held its January meeting at the Forty & Eight Club, Delaware Avenue. The members met for a dutch treat cocktail and supper hour preceding the meeting.

John Hennessey, president of the Chapter, called upon Dick Sage, CSEA Field Representative, who spoke on the necessity of an all-out program for membership. Every effort will be made by the Membership Committee to contact those departments where the greatest lag seems to be.

Mr. Hennessey thanked all of those persons who were instrumental in making the Christmas party so successful. In fact, it was a complete sell out and necessitated the turning down of many seeking reservations.

Based upon the huge success of this affair, arrangements are being made for a Valentine Supper Dance, which will be held on Saturday, February 11, at the American Legion Post, Troop I, on Franklin Street in Buffalo. The social chairman, Mrs. Mary Gormley, announced her committee as being: Arlene Holzer, Ethel Irwin, Providence Tripi, Eleanor D... and Mrs. Winifred Klaus. The committee is most enthusiastic about this social function and announced that supper will be served at 8 p.m. followed by dancing at 9:30.

'Royal' Election

A "Queen and King of Hearts" will be selected from those present, and several enjoyable surprises are promised for those attending. For reservations, please contact Mrs. Mary Gormley, Division of Vocational Rehabilitation, TL 6-1382 any time up to Wednesday, February 8, 1961, at which time reservations will close. Everyone is urged to get their reservations in early so that they can be accommodated.

Many Delegates Attend

Many various department delegates were present at the meeting: Among them were: State Teachers College, Mrs. Winifred Klaus; Public Works, Mildren Hanlon; Division of Vocational Rehabilitation, Mrs. Dolores Monat; Agriculture and Markets, Thelma Pottel; Unemployment, Ann Skellie; Adeline McCormack, and Marie McLaughlin; Taxation and Finance, Joseph Vollmer, Gloria Rob...

(Continued on Page 14)

State Promotion Test For Principal Telephone Operator

Applications for a State promotional examination for principal telephone operator will be accepted up to Feb. 20. The salary for this position ranges from \$4,502 to \$5,512 in five annual salary increases. The test will be held March 25.

Candidates must have been employed in the Office of General Services for one year prior to March 25 in the title of senior telephone operator. Candidates employed for two years as telephone operator or telephone operator typist will be certified when the eligible list of candidates meeting the above qualifications is exhausted.

For application forms contact Room 2301, 270 Broadway, N. Y. or the State Campus, Albany, N. Y. The examination number is 5059.

Elected Vice Pres. Of College Council

ALBANY, Jan. 30 — Dr. Rollo Wicks, chairman of the General Education Department at the Agricultural and Technical Institute at Canton has been elected vice-president of the Junior College Council of the Middle Atlantic States.

Tax-Saver Reminder

Maintenance Non-Taxable On '61 State Income Tax

Joseph F. Feily, president of the Civil Service Employees Association, has informed The Leader that state and local government employees, who receive maintenance for the convenience of their employer, should be alerted relative to their 1960 State income tax return. A few years ago the Association brought a test suit in the Federal Courts which enabled public employees, who received maintenance for the convenience of their employer, to deduct the value of such maintenance from their gross income for tax purposes. Since that time the State of New York would not grant the same privilege on State income tax.

The State has now patterned its income tax structure somewhat after the Federal Government, and public employees who receive maintenance for the convenience of their employer use the same adjusted gross income in their State tax return as they use in their Federal tax return, and such adjusted income does not include the value of maintenance furnished for the convenience of the employer.

Formal Ruling

Mr. Feily brought this matter to the attention of Commissioner Murphy of the State Tax Department for a formal ruling. Commissioner Murphy has ruled as follows:

"Section 612 of recently enacted Article 22 of the Tax Law defines New York adjusted gross income as 'federal adjusted gross income as defined in the laws of the United States for the taxable year', with specified modifications. Under this definition, the exclusions and inclusions provided in the Internal Revenue Code are automatically applicable for New York income purposes.

"Section 119 of the Internal Revenue Code provides an exclusion from gross income for meals or lodging furnished to an em-

Field Rep. On 1st Show

Long Island CSEA Members Set for Radio Series On Their Work

A series of radio programs, sponsored by the Long Island Committee of Civil Service Employees, will begin on Sunday, Feb. 5, at 1:30 p.m. over station WGLI, Babylon, L. I. The station is at 1290 kilocycles.

Featured on the first program will be John D. Corcoran, Jr., Civil Service Employees Association field representative for State, county and municipal employees in Nassau and Suffolk counties. John Franklin of WGLI will act as moderator.

On the opening program, Mr. Corcoran will describe the services he performs for public employees of the C.S.E.A. on Long Island

Future Broadcasts

Following programs will be devoted to personalized interviews, with representatives from the various State and Local Agencies on Long Island. This will include such services as are rendered by the Dept. of Mental Hygiene, Dept. of Public Works, Dist. #10.

State Universities, Long Island Park Commission, and Suffolk County Employees representing County, Towns, Villages, and School District Services.

The object of this series is to let area residents know what services are performed by the civil servant for the general public.

The program can be heard each Sunday afternoon at 1:30 P.M. and the Committee would appreciate listeners writing to WGLI, Falmouth Road, Babylon, Long Island, New York, voicing their reactions to the programs.

If anyone wishes to participate and would like to have his position or Agency represented, please write: Mr. Charles E. Monroe, 28 Paumanake Avenue, Babylon, Long Island, New York.

Treasury Honors Raymond G. Castle For Bond Drive Aid

Raymond G. Castle, Chief of the State Department of Commerce in Syracuse and President of the local Council of State Agencies having offices in Syracuse, was presented last week with a U. S. Treasury Department Citation for distinguished service to the U. S. Savings Bonds Division in 1960.



Raymond G. Castle

The Award was made to Mr. Castle at a luncheon meeting of the local Council of State Agencies in the Hotel Yates. There was representation from more than forty department and bureau heads at the luncheon.

Mr. Castle, who is also Second Vice President of the 87,000-member Civil Service Employees Assn., was cited by Herbert H. Storm, Area Manager for Central New York of the U. S. Savings Bonds Division of the Treasury Department, for the prominent part he played during the 1960 New York State Savings Bond Campaign conducted among the more than 90,000 State employees. Castle was responsible for coordinating all activities in the Central New York area.

8,000 Buyers Signed

General Chairman of the Campaign was State Tax Commissioner Joseph H. Murphy of Syracuse, who had been named by Governor Rockefeller.

Mr. Storm reported that as a result of the Savings Bond Campaign more than 8,000 new bond buyers were signed up. This included approximately 1,000 located in the Central New York area. Also, Mr. Storm stated that the New York State Campaign had been so successfully conducted that it is serving as a model for similar state drives throughout the Nation.

Seventeen departments of State Government located in the Syracuse area earned Citations because of 50 per cent of more participation.

Nassau Chapter Meets Feb. 15

Irving Flaumenbaum, president of the Nassau Chapter, announces that the next meeting of the Chapter will be held on Wednesday, February 15th, at 8 p.m., at the Salisbury Club in Nassau County Park, East Meadow.

Entrance can be effected by advising the Gate Keeper on Hempstead Turnpike or Merrick Avenue, that you are going to attend this Civil Service Employees Association meeting.

The regular 8 p.m. meeting will be preceded by a dinner meeting of the Board of Directors at 6 p.m. promptly. Please make every effort to attend this most important meeting.

Craig Colony Meeting

At the special meeting last Friday, Jan. 20, of the Craig Colony and Hospital chapter of the Civil Service Employees Association, 260 people participated in a lively discussion of various personnel policies and problems. This figure represents one-third of the chapter's membership list, which includes about 93 percent of the institution's personnel.

Vincent I. Bonafede, M.D., director of Craig Colony and past president of the Chapter, talked to the group and responded to numerous questions from the floor.

U.S. Service News Items

Union Recognition Bill Introduced

Senator Olin D. Johnston and Hubert Humphrey have introduced a bill which would require federal agencies to deal with employee unions on personnel policies, working conditions, and individual grievances.

This bill is similar to one introduced by Rep. George Rhodes in the House which would have the Federal Mediation Service called in when union management negotiations failed to settle policy matters. Also included in the Rhodes bill would be the establishment of a Government Labor Relations Panel, composed of members appointed by the President with the authority to make final decisions on issues not settled by mediation.

Proposal For White House Staff Reduction

A plan for the reduction of the White House staff called for by President Kennedy list the following changes. Both the offices and jobs dealing with resources and the Committee on Government Organization would be transferred to the Budget Bureau. The White House economic positions would be incorporated in the Council of Economic Advisors. Finally, the Civil Service Commission would absorb the function of the office of the Assistant for Personnel Management, as well as its employees.

Rashinsky Honored

Morris Rashinsky of Brooklyn was honored recently with Army citations for sustained superior performance and for outstanding performance rating. Colonel Percy Laming, Finance and Accounting Officer of the First U.S. Army presented Mr. Rashinsky with the certificates and the cash award.

No Room For Top Grade Appointees

Appointments to high grade jobs made by the Kennedy administration may not go through partly because of the small number of jobs in these grades authorized by Congress. Another reason is that the Civil Service Commission has placed the jobs in various agencies and few vacancies remain.

One solution is for President Kennedy to push a bill through Congress authorizing about 500

more high grade jobs. Eisenhower tried to do the same thing and did not succeed.

Staat's Suggestions To Ease Transitions

Elmer B. Staats, deputy director of the Budget Bureau, gave the following suggestions for improving ease in transition between administrations. He said that the government should keep a list of the people who are qualified to hold down important jobs, and that all new appointees should have access to government facilities. He also commented on the financial loss involved when the appointees work in their new jobs, but receive no pay until they are sworn in.

Emma Seklir Retires

Mrs. Emma Seklir was honored on her retirement from the First U.S. Army after more than 18 years of service. Colonel Robert C. Rodgers, First Army Adjutant General, presented her with the First U.S. Army certificate of achievement, an honor paid usually to military personnel.

Columbia Officers Installed in Jan.

At the January meeting of the New York State Columbia Association the newly elected officers were installed by New York County Surrogate Judge E. Samuel D'Alfalo, and a speech was given by the Hon. Francis S. Gleason.

The officers installed were: Pasquale Longarzo, president; John P. Balone, first vice president; Josephine Bennett, second vice president; James J. Chiaravalle, treasurer; Helen Scareella, recording secretary; Vilos Des corresponding secretary; Lucia Pepe, assistant correspondence secretary; and Peter Greco, sergeant at arms.

Newly elected directors were Commissioner Darby M. Gaudin, Executive Department of General Service; Alfred H. Sarno, Assistant Attorney General; Attilio Spinelli, Taxation and Finance; Fred Vieni, Labor Department; and Nicholas M. Nigro head of the membership committee.

The women of the Public Service Department presented a large cake to Mr. Longarzo as a token of their esteem and affection.

Commerce Defends Los Angeles Office

ALBANY, Jan. 23—The State Commerce Department has defended the opening of branch offices in Chicago and Los Angeles, after a Democratic attack on the floor of the Legislature that the move was "political."

The Department declared: "In each case, these offices are staffed only by a director and a secretary. The total annual cost for each office, including salaries, rent and other office expenses, will be less than \$25,000."

"The Los Angeles office is staffed by a career Civil Service employee who has had 17 years of experience in the industrial development field and who, for the past seven years, has been director of the regional office in White Plains. The Chicago office representative was recruited in Chicago. He had been at an executive level for the past 12 years with the Continental Can Company."

TOP C.S.C. AWARDS PRESENTED



The Civil Service Commission Chairman Roger W. Jones, right, recently presented the Commissioners' Award to Andrew E. Ruddock, left, director of the Bureau of Retirement and Insurance; Mrs. David F. Lewton, accepting on behalf of her husband who is deputy director of the Bureau; and Solomon Papperman, center right, assistant to the director. The Commission's highest honor was presented for leadership in planning and putting into operation the new Federal Employees Health Benefits program.

Dietitians Needed By Staten Island Hospital; \$5,355

The U. S. Public Health Service Hospital in Staten Island has two openings for dietitians. The starting salary is \$5,355 a year. Federal employment as a dietitian provides 13 days vacation and sick leave, low cost life insurance, and an attractive retirement system. Living quarters are available at

very moderate rates.

Applicants should have a BA in dietetics or institutional management to meet the educational requirements. For the experience requirement, candidates should have completed one year of hospital, food clinic, or administrative dietetic internship plus one

year of experience as a dietitian in a hospital of at least 100 bed capacity. Two years of experience in this field, one of which was spent under the supervision of a qualified dietitian in a hospital of at least 100 bed capacity would also be considered adequate experience.

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Arbitration Heads List

City Firemen Outline Year's Goals in State Legislature

The New York City Uniformed Firemen's Association has just about finished working out its goals for State legislation this year.

Fireman Gerald J. Ryan, president of the Association, said the primary objective this year is impartial arbitration. The U.F.A. contends that since firefighters, even more than other public employees, are forbidden the right to strike by law and by their own constitution, the only fair alternative is impartial arbitration of salaries, hours and working conditions.

Other legislative goals, according to U.F.A. Vice President James R. King, who is also chairman of the Association's legislative committee, are:

1. Payment by New York City of three-quarters instead of one half of annual pay as a pension to widows of firemen killed in the line of duty.

2. According to present law, firemen now can be worked either on a three or a two platoon system. The U.F.A. wants the three platoon alternative struck from the present law. The firefighters feel that the present two platoon system of hours, in effect since 1948, is universally workable and most desirable to the fire fighters. They also seek a 40 hour week provision, instead of the present system by which they work 40 regular hours and two overtime hours as standard practice.

3. The heart bill, passed in both houses of the Legislature last year and vetoed by the Governor, will again be introduced. It would pro-

vide that any impairment of health caused by heart diseases that result in partial or total disability or death to a uniformed member of the New York City Fire Department shall be presumed to have been suffered in the line of duty unless the contrary be proved by competent evidence.

4. The U.F.A. will seek to increase from \$1,800 to \$3,500 the amount a retired fireman may earn in State or City employment after retirement without losing his pension.

5. Also sought is the right of widows of firemen under Article 1B, whose husbands before their deaths had been on service connected disability pensions, to receive half their husband's former regular salary as pensions. This right is still granted to widows of Article 1 fire fighters.

6. An amendment to the 1/60th bill is sought that would give 1/60th of a fire fighters final annual salary as a bonus to his pension for every year worked past minimum retirement, which is 20 years' service.

7. The Association is seeking to reduce to three years the number of years used to compute pensions. At present the last five years' or the highest paid five years' service is used for the computation.

8. The firefighters seek to amend the safeguard clause that permits the Department to call a man back retired on disability pension if it decides by re-examination that he is fit for duty. Also sought is a repeal of the provision that limits a disabled man's yearly outside earnings to half the Fire Department pay he was earning when he was retired.

The Association is also supporting a bill introduced by Senator William T. Conklin to grant \$10,000 in addition to any other benefits paid widows of firemen killed in the line of duty. The bill has been introduced in two previous legislative sessions.

All these legislative goals have been endorsed by the New York State Fire Fighters Association and by the State A.F.L.-C.I.O.

Vets Employment Representative Test

The U. S. Civil Service Commission has announced an examination for assistant State veterans employment representative. This position is with the Bureau of Employment Security, Department of Labor, Rochester, N. Y. The salary is \$8,955 a year.

Applicants must be honorably discharged veterans and must have been N. Y. State residents for at least two years. Further information and application forms may be obtained from the U. S. Civil Service Commission, Washington 25, D. C.

Pass Your copy of The Leader on to a Non-member

City Housing Supply Test Opens; No City Residence Required

A New York City exam for housing supply man will open Wednesday, Feb. 1. The starting salary for these jobs is \$3,750 a year, reaching a maximum salary of \$4,830. There are annual increments and a longevity increment of \$180 each. Vacancies are now with the New York City Transit Authority which does not require City residence.

Requirements

The requirements for this exam are elementary school graduation plus two years experience in this field or high school graduation. A satisfactory equivalent of education and experience will also be acceptable, but all candidates must have completed at least eight years of schooling. Candidates lacking up to one year of

qualifying education or experience will be admitted to the examination, but they must meet the minimum requirements by the date of appointment.

A Housing supply man receives, inspects, checks, stores, and distributes materials and equipment required for the maintenance of a public housing project or housing site. He is responsible for a housing project storeroom and must maintain perpetual inventory records.

Those appointed to the title of housing supply man are offered promotional opportunities to the title of stockman. The starting salary of this position is \$4,000 a year, and the maximum is \$5,080 a year.

The written test is scheduled for May 13. A passing grade of 70 percent is required for this exam, which will count for all of the total grade. It may include questions on storage methods and techniques, receipt and issuance of supplies, inventory records, classification and identification of stock items, terminology and arithmetic. General knowledge of

supply work and reading comprehension may also be tested.

All candidates who pass the written test will be required to pass a qualifying medical and physical test prior to appointment. To qualify on the physical test, candidates will be required to execute a standing broad jump of at least four feet and lift in succession a 35 pound dumbbell with one hand and a 30 pound dumbbell with the other a full arm's length above the head.

For A experience paper must be filed with the application. When filling out this form, candidates must be sure to indicate the elementary school attended, dates of attendance, and the number of years completed.

Between Feb. 1 and Feb. 21 applications can be obtained at the Department of Personnel, 96 Duane St., New York 7, N. Y. Applications will be mailed on request is accompanied by a stamped, self-addressed, nine and a half inch envelope. Mail requests for applications will not be honored unless they are received five days before the closing of the filing period.

Test for Sanitary Inspector Opens In Mount Vernon

The Municipal Civil Service Commission of Mount Vernon, N. Y., has announced an examination for sanitary inspector to be held March 25. The usual salary range for this position is \$4,650 to \$5,620 a year.

Candidates must have been legal residents of Mount Vernon for one year prior to the test date. To be eligible for appointment candidates must pass the test and obtain certificate as sanitary inspector and grade III milk inspector from the New York State Public Health Council.

The deadline for submitting applications is Feb. 17. To obtain application forms and further information, contact the Municipal Civil Service Commission, Mount Vernon, N. Y. For information on Public Health Council certification, write to New York State Public Health Council, Holland Avenue, Albany, N. Y.

ADVT.



"I've just had a thought, Jacques, let's run down and join Blue Cross."

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TUESDAY, JANUARY 31, 1961

The McKinsey Survey

THE "McKinsey Report," a study of the differentials existing between salaries paid public employees and their counterparts in private industry, has proved long standing contention of the Civil Service Employees Association that civil servants lag behind private employees by a considerable margin.

The survey was ordered by Gov. Nelson A. Rockefeller. It shows that some \$60,000,000 is needed to bring State service employment pay in line with private industry. It shows also that, in some areas, New York State lags behind other government jurisdictions in salaries for same titles.

As a solution to solving this inequitable situation, the Employees Association has proposed a three grade increase for all titles. The cost of this formula is about the same as the McKinsey recommendations.

A Point of Disagreement

But there is this one big difference. For Grade 4 and below, the McKinsey report does not see the need for any great boost in salary. The Employees Association disagrees, because its own studies over the years show that these lower-paid workers suffer a great lag, not only behind the wages of their industrial counterparts but in the attempt to maintain a modern standard of living.

To the Governor and the leaders of the Legislature, we call attention to the fact that disinterested proofs now lie in their hands, showing the need for urgent and bold action on the State salary question.

From top to bottom, the State service must be revitalized and strengthened through a just and honest salary adjustment that is based on proven need—not expediency.

Incidentally, we congratulate Governor Rockefeller for taking this imaginative and unbiased approach in seeking the true picture concerning public and private employment. We are also impressed by the fact that he willingly allowed the survey to be made a matter of public record.

Commissioner Kennedy Is At It Once More

LAST week New York City Police Commissioner Stephen P. Kennedy was heavily criticized by Gerald J. Ryan, president of the New York City Uniformed Firemen's Association, for suggesting at a budget hearing last week that the City pay its policemen more than its firemen.

More than that, the U.F.A.'s labor counsel called upon Mayor Wagner to "rid the City of the Police Commissioner."

The list of organizations demanding Mr. Kennedy's replacement is growing rapidly. It includes the Patrolmen Benevolent Association, which number 23,000 of Mr. Kennedy's own men in its membership; the Firemen's Association, the associations of men on police promotion eligible lists, and, by inference, many prominent civic organizations.

Many others feel the same way but are not in positions to say so.

This newspaper feels that both firemen and policemen badly need pay raises, but fire and police salaries have long been held equal, except in higher ranks, and we feel they should stay equal. We also feel salaries of the higher fire fighter titles should be brought equal to their police counterparts.

We would applaud Commissioner Kennedy for seeking salary increases for his men, but we fail to understand why he should specify that the same raises should not go to the firefighters.

LETTERS TO THE EDITOR

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

Unit Clerk Upgrade Urged in Welfare To Break Deadlock

Editor, The Leader:

I would like to express the thanks of a grateful supervising clerk eligible in the Welfare Department for your help in trying to secure for us the promotions we need and deserve.

While I agree that Board of Estimate resolution 605 was a very selfish and shortsighted move, I do not believe that its repeal is the only solution open to the City fathers if they really are serious about their desire to provide promotion opportunities for loyal and conscientious workers.

The fact of the matter is that if but one job title were upgraded — unit clerk — this would open up enough job vacancies to wipe out the alleged 110 "over quota" workers and promote every one of the 200 or so people who are now languishing so sadly on a promotion list that is two years old.

This is the way the Health Department succeeded in making their monumental breakthrough. Can one seriously believe that the Health Commissioner cares more about staff morale than our own Welfare Commissioner?

The answer to the promotion stalemate is here. The next move is up to Commissioner Dumpson and the Budget Director, who must cooperate with the Personnel Director to see that justice, swift and undelayed, is rendered in this case.

BART STAFFORD
NEW YORK CITY

No Snowstorm Time Off For State Aids

Editor, The Leader:

Governor Rockefeller in his 1961 message to the State Legislature stated the government must "have a heart as well as a brain." But he has certainly been heartless in his dealings with his employees. The State did not excuse the time lost by field investigators of the Division of Industrial Relations (Department of Labor) who could not reach their areas of work due to the blizzards of Dec. 12 and Jan 20.

Transportation facilities broke down and it was impossible to drive a car through the snow. The State also cut the time allowed for Division Christmas Parties from three and three-quarter hours to three hours (what a saving!). This cut prevents us from having it as a luncheon, as we have had for 20 years.

I don't think the State is using "brain" either, as these actions are alienating 100,000 employees. With their families and friends this represents at least 300,000 votes. I don't know what the Governor's political ambitions are, but I'm certain he can use the State civil service employees votes as well as their good will.

If the civil service regulations prevent granting excused time, they can readily be changed. There is no regulation against excusing time when transportation facilities break down.

DISAPPOINTED
BROOKLYN, N. Y.

(Continued on Page 7)



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).

Thank You, Gentlemen

ON NOVEMBER 22, 1960, I wrote about Chapter 312 of the Laws of 1960, which permits a department or agency of the State or a local government to appoint an outsider to act as a hearing officer in a disciplinary proceeding. In the interests of justice to public employees, I urged the use of this law.

LAST WEEK Honorable Russell G. Oswald, Chairman of the State Board of Parole, telephoned me. He said that he was a regular reader of this column and had adopted my suggestion of appointing an outsider to conduct disciplinary proceedings in his agency.

SINCE THEN I received the following letter:

"(STATE SEAL)"
The Senate
State of New York
Albany

HARRY KRAF
26th District

January 17, 1961

Mr. Harold L. Herzstein
Civil Service Leader
97 Duane Street
New York City

Dear Mr. Herzstein:

I read your column of November 22nd and as a result I have introduced legislation to make it mandatory for a person not associated with the service to be designated to hold hearings, where so requested in writing by the person against whom charges are preferred.

The companion bill is being introduced in the Assembly by Assemblyman Donald J. Sullivan.

As soon as the bill has been printed I will forward you a copy of same.

Sincerely yours,
HARRY KRAF

THANK YOU, gentlemen.

OF COURSE, it is complimentary to me to have State Officers adopt my thinking on civil service matters. But more than that, I am extremely happy whenever I learn that this column has served a useful purpose.

CIVIL SERVICE NOTES FROM ALL OVER

PENNSYLVANIA — Pittsburgh and Harrisburg television stations telecast films of recent state civil service examinations as a public service to encourage applications for state jobs.

ALASKA — A law has been passed here that provides for a Division of Personnel within the Department of Administration. The director of personnel is in the classified service and is appointed by the Commission of Administration.

KENTUCKY — A law to provide merit system coverage through a statewide civil service system has been enacted with the backing of Governor Combs and his administration. It passed by large majority in both houses of the state legislature.

CANADA — The Professional Institute of the Public Service of Canada is asking that the retirement act for Canadian government civil service employees be amended to provide several options: to give surviving husbands and children of women employees pension rights; to make it possible for a widow to receive more than the present 50 per cent of her husband's pension by reducing the amount received while still living; and to continue a widow's pension if she re-marries.

DECATUR — Nine months after its civil service set-up was put

into effect by referendum vote, the city has developed a full-fledged merit system. This includes the introduction of training and suggestion programs. Separate negotiations with several unions have been replaced by an agreement on uniform rules with employee organizations, adopted by the City Council in ordinance form.

GEORGIA — Personnel administrators from Virginia, Kentucky, Tennessee, North Carolina, Louisiana, TVA, Florida, and Georgia attended a salary clinic sponsored by the Georgia State Merit System in Atlanta in March. The group discussed salary problems and compared salaries and fringe benefits for a number of groups of employees — engineering, clerical, fiscal, statistical, managerial, medical (public health and institutions), social work, mechanical, and laborers.

OKLAHOMA — By the end of April all of the 14,000 state employees covered by the new merit system law were brought under its coverage. The state insurance commissioner and the highway department have brought suits to have the law declared unconstitutional, charging that the law would remove employees from their supervision and control and that the state constitution does not permit the legislature to delegate as much of its power to the Personnel Board as the 1959 act purports to do.

Banking Dept. Fills Numerous Positions

ALBANY, Jan. 23 — The State Banking Department has announced the appointment of the following personnel:

J. Richard Crossley, Jr., Binghamton, as principal real estate appraiser at \$9,104 a year; Mrs. Mary D. Wakewood, Scotia, as a stenographer at \$3,218 a year and Mrs. Ellen Schroll, Oneonta, as

calculating machine operator at \$3,050.

Dr. Irvine, Jr. New Dean

ALBANY, Jan. 23. — Dr. Thomas F. Irvine, Jr., professor of mechanical engineering at North Carolina State College, is the new dean of engineering at the Long Island Center, part of the State University.

Social Security Questions Answered

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., N. Y.

I have often heard that my employer should copy my name and social security number directly from my social security card. Why is this so important?

There are thousands of identical names in the social security files. In order for your wages to be properly posted to your account, it is necessary that your employer's report show your exact name and social security number as listed on your social security card. It is very important that you receive full credit for all of your earnings because the amount of social security benefits payable to you and your dependents or your survivors is based upon the amount of earnings credited to your account.

My brother is receiving monthly social security payments. Recently he moved to my house. He changed his address for mailing purposes with the post office. Is there anything else he should do about this matter?

Yes, there is. For social security purposes, it is necessary to complete a change of address card which is obtainable at the social security office. Your brother should write his name, social security claim number, and new address where indicated. He must also sign his name. Change of address can only be made by request of the social security beneficiary himself.

Is it true that a worker must continue to work until he or she reaches age 62 or 65 in order to receive social security benefits; that to cease work before then, even though a worker is fully insured forfeits said benefits?

No. A worker does not have to work up to age of retirement in order to get benefits. Once a worker is fully insured or has 40 quarters of coverage, that worker can look forward to receiving benefits at retirement, although the amount may be smaller than if that person had worked until retirement. There are many millions of workers who attain a fully insured status a great many years before their retirement.

Ass't Supervisor Promotion Exam Offered in City

A New York City promotion examination to assistant supervisor (child welfare) opens Feb. 1. The salary for this position ranges from \$5,150 to \$6,580 a year. This test is open only to employees of the Department of Welfare who have served in the title of social investigator for at least six months prior to May 27, the date of the written test.

Applicants must have a B. A. plus four years of experience in social casework or a satisfactory equivalent. An M. A. may be substituted for two years of experience.

Applications will be given out and received from Feb. 1 to Feb. 21 at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y. Applications will be mailed on request if the request is accompanied by a stamped, self-addressed envelope.

How old do you have to be to get social security disability benefits?

There is no longer any age requirement at all. Any worker who meets the definition of disability in the law can be paid disability benefits if he has social security credit for at least five years of work out of the ten years before his disability began.

I am a self-employed person and plan to retire in March, 1961. When should I go to the social security office and what should I take with me?

You should visit your social security office in January or February and you should have information on your 1959 earnings. Bring your Federal Income Tax Form—1040—along with an extra copy of your Schedule C and the receipt or cancelled check showing payment of the social security tax. Take some proof of your age with you—your birth certificate or baptismal certificate is best, but an old insurance policy may also be used.

I've been reading one of those pamphlets on disability benefits under social security and I've been wondering whether a temporary disability can qualify a worker for disability benefits under social security?

No—a remedial condition that will improve with time or that can be treated without significant risk to the patient's life or health is not considered a disability under social security.

Who decides whether or not I meet the disability requirements of the Social Security Act?

A team of trained people—doctors and others who have experience in seeing the effects of disabling conditions upon people's ability to work—will consider all the facts in your case.

My earnings capacity has been gradually decreasing for the past four years, due to a tropical disease. I am now completely disabled. Before I had credit for maximum earnings under social security. Will the decrease in my earnings in recent years prevent me from getting disability benefits?

No. If you have as much as five years of social security coverage out of the ten years before you become disabled for work, you would meet the insured requirements for disability protection.

My wife and I have been receiving our social security benefits in a combined check. Now that my wife is going into a nursing home, will it be possible for her check to go to the nursing home and mine to come to me at our old address?

Yes. Separate checks can be issued when a couple are separated. Separate checks will be issued upon request in cases where it is burdensome or difficult for the payees to promptly cash their checks.

I worked part time, as a student, and had a social security number. Now that I am self-employed, do I use the same number to report my self-employment income from my business?

Yes. Once you have a number, that number is good for your lifetime. If you have lost your card, you should contact the nearest social security office for a duplicate with the same number as the old one.

I have been drawing social security retirement benefits for a number of years. Recently a friend of mine has told me that my benefits would soon be exhausted. Is this true? I am dependant upon my benefits for my livelihood.

No. Your benefits do not have a time limit on them nor are they

ever exhausted. Your friend just slipped you some misinformation. You need have no worry that your social security payments will run out.

I have recently changed my address and have notified the Social Security Administration where to send my checks. Is it necessary for me to also notify the post office?

It is not necessary, but it is always advisable to notify the post office of any change in your address.

I will be 72 in January. Do I still have to limit my earnings to receive all my social security checks for the year?

No, that is not necessary. You can receive benefits for all twelve months of the year regardless of your earnings. You should contact your nearest social security district office to discuss filing an application.

I am 65 years old and still working full time. Do I need to come into your office to file any forms to let you know I am still working?

No, it is not necessary that you file any papers with our office to let us know that you are continuing to work after age 65. However, if your yearly earnings decline or there is any month in which you do not work for wages of over \$100 per month and do not work as a self-employed person, you may be entitled to a check for that month. We recommend that you inquire at our office even though you are continuing to work. We can then give you an estimate of the amount of your benefit and explain about receiving benefits in months when you are not working. We can also explain about what evidence you need to bring with you when you do come in to make application. The information you receive will help you plan for your eventual retirement.

Test Answers

EXAMINATION KEY ANSWERS FOR CONSTRUCTION INSPECTORS

Tentative Key Answers for Written Test.

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

Last day to protest in writing to City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, Feb. 7. Protests must include evidence upon which they are based.

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Letters to the Editor

(Continued on Page 6)

Urges Lawmakers To Match CSEA, Leader Support for Pay Raise

Editor, The Leader:

In recent issues of The Leader, considerable and complete coverage has been given the Civil Service Employees Association's proposed three-grade pay boost.

I believe that the proposed pay raise will be partially approved for State employees because the real determination to get a 100 percent packaged pay raise is not being stressed enough by groups of interested people such as employee representatives and others who should display interest in this proposal for their own benefit.

I believe that if the Civil Service Leader's and the C.S.E.A.'s efforts in helping the public employee to obtain a pay boost in the State Legislature were matched by our lawmakers that a substantial raise would be approved.

I believe that every possible attempt should be made by persons directly involved to contact their senator and/or assemblyman

now to help our cause along.

If the State employees' salary is ever going to be competitive with that of private industry the bulk of the proposal affecting our salaries must be approved by the 1961 Legislature.

The State service will continue to face a serious recruitment problem and also one of attracting and keeping first rate and highly skilled personnel unless a definite improvement is made in the form of an adjustment in our present salary range.

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Bulbhome, Sassenheim, Holland, EUROPE, will be pleased to arrange direct sale of fresh Dutch bulbs, (tulip, hyacinth, daffodils, and crocus), for any Civil Service group or office. For details, write Box 29, Sassenheim, Holland.

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WELFARE EMPLOYEES DONATE \$15,447



Picture above shows New York City Welfare Commissioner James R. Dumpson distributing checks totalling \$15,447.66 to nine beneficiary agencies from the Welfare Department community chest. The funds came from voluntary contributions by Department employees. From left are Murray Dulberg, Walter Jaeck, Mary Feeley, John A. Mullaney, Mary Harrar, Jack Cherkis, Bertha Schwartz, Deputy Welfare Commissioner Robert J. De Sanctis, Commissioner Dumpson, Corporation Counsel Charles H. Tenney, representing the Heart Fund; W. Barton Beatty, United College Fund; Lee Rosenfeld, Red Cross; Mrs. Weston Vernon, PAL; Deputy Sanitation Commissioner Jacob D. Menkes, Greater New York Fund; Welfare Public Relations Director Edward H. Cox, Welfare Contingency Fund, and Col. Edward Carey, Salvation Army. Checks also went to the Columbian Association Citizens Committee and the New York Cancer Committee.

City Probation Officer Test Opens Wednesday; Starting Salary \$5,450

A New York City examination for the title of probation officer opens tomorrow. The salary for this title runs from \$5,450 to \$6,890 a year.

All applicants must have a BA from an accredited college or university. In addition to this, they should have at least one of the following: An M.A. in social work; one year of training in a school of social work and one year of casework experience; an M.A. in psychology, sociology, criminology, vocational rehabilitation or vocational guidance and one year of casework experience; or two years

of casework experience. Applicants must be between the ages of 21 and 55 by the time of appointment.

The duties of this position involve performing probation work for various City courts. A probation officer employs professional casework techniques in making initial, follow-up and supervising investigations of defendants.

The written test is set for May 13 and may include questions covering the philosophy and practice of casework and psychological and psychiatric concepts.

Applications are available between Feb. 1 and Feb 21 at the Applications Section, Department of Personnel, 96 Duane St., New York 7, N. Y.

Safety Committee Inducts Officers, Stark & Lang Speak

The New York City Safety Coordinating Committee heard City Council President Abe Stark and City Personnel Director Theodore H. Lang at its meeting on Monday, Jan. 16, in the Beekman Restaurant, Manhattan.

Mr. Stark made the principal address to the group and Dr. Lang inducted new officers for the year.

The Safety Coordinating committee is a City-wide organization of departmental safety engineers and coordinators responsible for promoting safe work practices and conducting safety programs for all City employees in order to prevent accidents and reduce the severity of mishaps which do occur.

Incoming officers are Emanuel Targum, assistant corporation counsel in charge of the workmen's compensation division of the Law Department, who will serve as chairman; S. Charles Caruso, chief clerk in the office of the Superintendent of Schools, vice-chairman; and George T. Schrade, engineer in charge of fire prevention and safety at the Department of Marine and Aviation, who has been renamed as secretary.

Mr. Targum steps up to the chairmanship after serving as

Suffolk Office Worker Exam Open to Feb. 17

February 17 is the closing date for the Suffolk County Civil Service Commission's test for beginning officer worker. The test will be held on March 18.

There are positions for stenographers, typists, clerks, clerk-typists, and dictating machine transcribers. The salary for stenographers is \$2,800 to \$3,540 a year, and for typists it is \$2,500 to \$3,200 a year. For clerks, clerk-typists, and dictating machine operators the salary ranges from \$2,650 to \$3,370 a year.

Candidates must have been legal residents of Suffolk County for at least one year prior to the test date. Legal residency for one year in the school district where a vacancy occurs may also be required. All candidates must be high school graduates and have an elementary knowledge of office procedures and practice, spelling, business English, and arithmetic.

Candidates may compete for as many positions as desired; the same written test will be given to all candidates.

Applications can be obtained from the Suffolk County Civil Service Commission, County Center, Riverhead, New York. The examination numbers are as follows: stenographer, No. 500; typist, No. 502; clerk-typist, No. 501; general office clerk, No. 503; dictating machine transcriber, No. 504.

V. A. Hospital Needs Biochemist

The Veterans Administration Hospital in Brooklyn has a vacancy for a biochemist. The salary is \$4,940 to \$5,390 a year. Requirements are a B. A. and six month's experience of research in electrolyte metabolism, balance studies, intermediate metabolism of carbohydrates and proteins and associated problems.

For further information, please telephone Mrs. F. Baron or Miss E. Mintzer at TE 6-6600, Ext. 389.

vice-chairman during the past year. He succeeds Dr. David Sharfkin, professor of chemistry at Brooklyn College.

Sr. Construction Inspector Open To Transit Employees

Qualified employees in the New York City Transit Authority will be permitted to complete in an upcoming examination for promotion to senior construction inspector, according to a resolution approved last week by the New York City Civil Service Commission.

The resolution including the Authority among agencies whose employees are eligible for the test

also made the provision that only departmental lists will be established from the examination.

Accountants, Steno

The Department of Investigation needs accounts and a senior stenographer by transfer. Those interested should contact Isidore Weinberger, chief clerk, Whitehall 3-3232.

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U.S. Wants People To Operate Office Machines; \$3,500

There are Federal jobs available for office machine operators. The experience required for these jobs range from three months to two years.

The particular office machine operator positions covered by this examination are as follows: Book-keeping machine operator, calculating operator, card punch, alphabetic key punch operator, tabulating equipment operator, tabulating machine operator, duplicating equipment operator, and office appliances operator.

These positions are in grades GS-2 and GS-3 with starting salaries of \$3,500 and \$3,760 a year respectively. Teletypist positions at grades GS-3 and GS-4 with starting salaries of \$3,760 and \$4,040 a year respectively are also covered.

The examination announcements (No. 2-2, 1960), which contains full information, and application forms are available at the Office of the Director Second U.S. Civil Service Region, 220 East 42nd Street, New York 17, N. Y., and from the main post offices in Brooklyn, Flushing, Jamaica, Long Island City, Far Rockaway, and Staten Island.

Transit Sgt. Promotion Test Opens in City; \$7,248

Starting Feb. 1 applications will be accepted for the New York City promotion examination to transit sergeant. The starting salary for this position is \$7,248 a year. With three annual increments the maximum salary of \$7,561 is reached. The written test will be held on May 6.

This examination is open to all employees of the New York City Transit Authority who have served in the title of transit patrolman for at least one year prior to May 6. Employees who have been reinstated after resignation or retirement may have served only three consecutive months prior to the test date, as long as they have served the rest of the required year before they left their position.

A transit sergeant must supervise subordinate members of the force in the performance of police duty, and perform other duties as assigned.

Written Test

The written test will count for one half of the total grade. It may include questions on supervisory principles and practices, patrol procedures; and official regula-

tions and operations. Legal aspects of police work, special areas of police operation, and developments in law enforcement may also be included on the written test.

The other half of the total grade will be determined by performance and seniority. For both parts of the test, a mark of 70% is required.

A medical examination will be given to candidates before appointment by the Transit Authority. Candidates may be rejected for defective vision, defective hearing, heart and lung diseases, hernia, or hypertension.

Applications will be given out and received from Feb. 1 to Feb. 21 at the Application Section of the Department of Personnel, 96 Duane St., New York 7, N. Y. Applications will be mailed to candidates, provided the request is accompanied by a stamped, self-addressed envelope.

Suffolk Sanitary Inspector Jobs Pay From \$4,100

Sanitary inspectors are needed in Suffolk County. The salary for this position usually runs from \$4,100 to \$5,060 a year.

Candidates must have been legal residents of Suffolk County for at least one year prior to March 25, the date of the examination. In addition to passing the test, candidates must have a certificate as sanitary inspector from the New York State Public Health Council to be eligible for appointment. The qualifications for a certificate are as follows:

A high school diploma and two years of experience in sanitary inspection or six years of sanitary inspection. Other combinations of education and experience may be substituted if considered adequate by the public health council.

The deadline for filling applications is March 1. Forms may be obtained from the Suffolk County Civil Service Commission, County Center, Riverhead, New York.

Jr. Mech. Eng. Test Open in City

As of Wednesday, Feb. 1, applications will be accepted for the New York City test for the title of junior mechanical engineer. The salary for this position ranges from \$5,150 to \$6,590 a year. The test is scheduled for May 15.

Candidates for this test should have a B. A. in mechanical engineering or a high school diploma and four years of experience in mechanical engineering.

A junior mechanical engineer is eligible for promotion to assistant mechanical engineer. The salary for this position ranges from \$6,400 to \$8,200.

Applications will be available between Feb. 1 and Feb. 21 at the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

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

Promotion to Signal Maintainer Opening Feb. 1 in City; \$2.65

A City promotion exam to signal maintainer will open Feb. 1. The salary for these jobs ranges from \$2.65 to \$2.84 an hour.

The test is open to employees of the New York City Transit Authority who have been employed as maintainer's helper for at least six months prior to May 27, the date of the written test. Both a written and a performance test are required, each counting one half 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. between Feb. 1 and Feb. 21.

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Young Hyson	2.25	1.13
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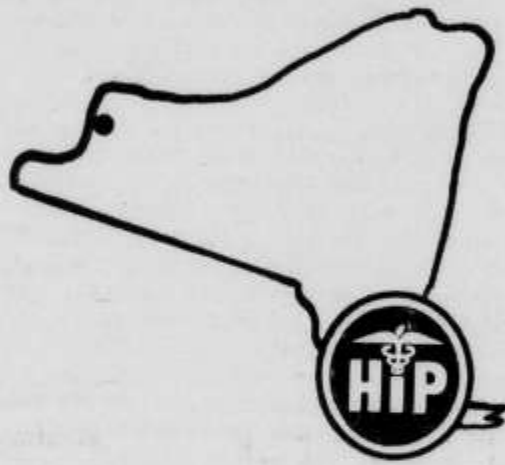
MUNICIPAL PERSONNEL PROGRAM

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All classes meet in the neighborhood of City Hall, beginning at 6 p.m., for 10 two-hour sessions.

The spring term starts during the week of February 14. For listing of courses offered and further information, write or phone the Training Division, New York City Department of Personnel, 299 Broadway, New York 7 (CO 7-8880, ext. 231).

LOOKING FOR A HOME See Page 11



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City Test for Assistant Stockman; \$3,500 With No Experience

An assistant stockman test will open Wednesday, Feb. 1, in New York City. These jobs pay \$3,500 a year to start, and reach a maximum of \$4,580. Many vacancies are expected during the life of the eligible list established as a result of this exam. Some of the vacancies are in departments which do not require New York City residence.

Requirements
 Applicants for this test should be graduates of elementary school and have one year's experience in handling stock and storing materials. Two years of high school also satisfy the requirements. A satisfactory equivalent of education and experience will also be

acceptable, but candidates must have completed at least six years of elementary school. The minimum requirements must be met by the time of appointment. Those appointed to the title of assistant stockman have the chance for promotion to the title of stockman with a salary range of \$4,000 to \$5,080 a year. An assistant stockman must help in the receiving, storing, distributing, and caring for materials and equipment. He must operate skids, electric transports and lift trucks, and assist in preparing inventories. The written test will be held on May 13 and will count for all of the grade. Questions concerning storage methods and techniques, receipt and issuance of stock, stock records, and classification of stock items may be included. Other areas which may be covered in the test include terminology, general knowledge of stock work, and reading comprehension. Before appointment, all candidates must pass a medical and physical test. In the physical test, candidates must make a standing broad jump of at least four feet and lift in succession a 35 pound dumbbell with one hand and a 30 pound dumbbell with the other at a full arm's length above the head. You can get applications between Feb. 1 and Feb. 21 at the Applications Section of the Department of Personnel, 95 Duane St., New York 7, N. Y. Applications will be mailed on request only if a stamped, self-addressed envelope is included in the request.

100's of File Clerk Jobs With U.S.; \$67.60 With No Experience or Training

The U. S. Civil Service Commission has announced an examination for file clerk. File clerk jobs start at \$67.60 a week. No special education or experience is required for this exam, which is on an open-continuous basis. Most of the vacancies now are in the Payment Center of the Social Security Administration. Candidates must be 18 at the time the application is filed. There is no maximum age limit. Men only are wanted for jobs in the Payment Center. Positions from other agencies can be filed from this examination. Several hundred file clerk positions will probably be filled during the year. File clerk jobs offer experience and training which may lead to promotional opportunities. Thirteen to 26 days of paid vacation each year are offered to employees, as is 13 days of sick leave allow-

ance each year. This sick leave may accumulate without limit. Employees in this position receive periodic pay increases, and an attractive retirement system. The duties of a file clerk are the sorting and filing of claims folders and referring incoming correspondence with the proper claims folder. This test will not be used for filling stenographer, typist, or clerk-typist positions. All candidates must take a written examination which is designed to test the candidate's aptitude for learning and adjusting to the duties of the position. The written test will include: alphabetizing, computations and arithmetic reasoning. The test will also contain questions which test the candidate's ability to read and to interpret material Spelling and grammar will also be tested. To file applications, candidates should get card form 500-AB from the main post offices in Brooklyn, Flushing, Jamaica, Long Island City, Far Rockaway, and Staten Island. Forms can also be obtained from the Director, Second U.S. Civil Service Region, 220 E. 42nd St., New York 17, N. Y. or the Board of U.S. Civil Service Examiners, Payment Center, Social Security Administration, 250 Hudson St. New York 13, N. Y.

The Nassau Civil Service Commission has scheduled an open-competitive examination for junior public health engineer for March 25. The starting salary for this job is \$5,380 a year. Within five years the maximum salary of \$6,680 a year is reached. A year's residence in Nassau County is required of all candidates. Candidates must also have a New York State certificate as a junior public health engineer. To meet the educational and experience requirements candidates must have a BA in sanitary, public health, or civil engineering with a sanitary option. A bachelors degree in civil or chemical engineering plus one year of public health engineering experience is also acceptable. Applications must be filed no later than Feb. 17. For information forms write to the Nassau County Civil Service Commission, 54 Mineola Blvd., Mineola, N. Y.

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Craig Colony Valentine Ball

It has been announced that Duke Pioneer and his orchestra will play again for the Annual Valentine Ball sponsored by the Craig Colony and Hospital Chapter of the Civil Service Association. The dance will take place at Shanahan Hall, Sonyea on Feb. 11 and is open to the public. According to Everett Scott, general chairman, the event is semi-formal and the \$1.50 per person cost also covers refreshments. To provide for the greatest enjoyment by all, the sale of tickets has been limited in number to 300. Although all ward supervisors and department heads now have tickets, after February 6th they can only be purchased from Mr. Scott at the Safety Office. Tickets will not be available at the door. "Several standing committees are already at work," states Samuel M. Seltzer, Chapter President, "so a very enjoyable evening is assured all who attend."

Auditor Jobs

Applications are now being accepted for New York positions of auditor with the California \$556 to \$676 a month. The filing deadline is Feb. 10. For further information and application forms contact the California State Board of Equalization, 104 E. 40th St., Room 806, New York 16, N. Y.

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

Nassau Test For Jr. Public Health Engineer; \$5,380

The Nassau Civil Service Commission has scheduled an open-competitive examination for junior public health engineer for March 25. The starting salary for this job is \$5,380 a year. Within five years the maximum salary of \$6,680 a year is reached. A year's residence in Nassau County is required of all candidates. Candidates must also have a New York State certificate as a junior public health engineer. To meet the educational and experience requirements candidates must have a BA in sanitary, public health, or civil engineering with a sanitary option. A bachelors degree in civil or chemical engineering plus one year of public health engineering experience is also acceptable. Applications must be filed no later than Feb. 17. For information forms write to the Nassau County Civil Service Commission, 54 Mineola Blvd., Mineola, N. Y.

Two Vacant Exempt Jobs Are Retained

A resolution was approved last week by the New York City Civil Service Commission to retain two titles in the Exempt Class which have been vacated: executive secretary of the Community Mental Health Board, and secretary to the City Administrator, Mayor's Office of Administration.

Page Your copy of The Leader on to a Non-member

REAL

HOMES CALL BE 3-6010



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Detached, legal 2 family, 4 and bath down, 3 and bath up, expansion attic, ready for third apt, full basement, oil unit. Only \$400 on contract. Terrific income property.

Rambling, 7 room house on detached 80x100 plot, includes 4 bedrooms automatic heat and extras. Move right in. House is vacant. First deposit takes it.

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\$350 CASH
Charming little estate, 2 houses on 1/2 acre plot, unbelievable possibilities, needs some painting, but can rent extra cottage. Full basement, economical heat. Move right in and close when ready. Only \$10,990.

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277 NASSAU ROAD ROOSEVELT MA 3-3800

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7 rooms, stucco Colonial, finished basement with bar, garage, oil, 40 x 100, corner patio, modern.

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6 room brick, garage, finished basement, oil, modern throughout.

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2 family brick, 6 and 6, 2 car garage, many extras.

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\$9,500

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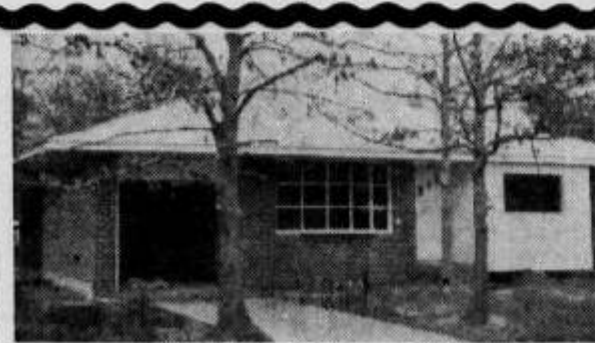
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Bungalow, 5 rooms with 3 room Cottage apt. Live Rent Free! Garage, fenced plot, oil heat. Won't last. \$200 Down. Cornell Ave.
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1 family, large plot, low taxes, 5 rooms, attic space, basement, good section. \$200 Down.
HEMPSTEAD VICINITY

We have a selection of some of the finest homes in Hempstead and vicinity in 1 and 2 family. Ranches, Cape Cods, Colonials from \$350 up

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OL 7-3838

OL 7-1034

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DETACHED, 2 family, 65x100 plot, 1st floor, 4 1/2 rooms, mirrored wall living room, wood burning fireplace, custom built kitchen, 2nd floor, 4 rooms, screens and storms throughout.
\$22,500

HOLLIS

SOLID BRICK, 1 family, A1 condition, 1 1/2 baths, screens storms, venetians, wall-to-wall carpeting. Custom made radiator covers, oil heat, garage, ultra modern kitchen, built-in wall oven.
\$17,900

Other 1 & 2 Family Homes

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168-33 LIBERTY AVE. JAMAICA

AX 1-5858 - 9

BROOKLYN APT. UNFURNISHED

3-Room air-in-foyer apartment, cross ventilated, ground floor, apt. house, near all conveniences. Reasonable rent. PR 3-5859.

Apts. For Rent - Brooklyn

2 1/2 ROOM APPTS. modern, all conveniences — Grand Ave. Near Trans. 10 minutes to Boro Hall. HURRY — Call Blaine 9-1192.

Brooklyn

FURNISHED APPTS.

57 Herkimer Street, between Bedford & Nostrand Ave., beautifully furnished one and two room apts. kitchenette, gas, electric free. Elevator. Near 8th Ave. Subway. Adults. Seen daily.

RIVERSIDE DRIVE, 1 1/2 & 2 1/2 private apartments, interracial, furnished \$26 - \$42 per week. Call 7-4118

LEGAL NOTICE

WIGHAM, REGINALD E.—In pursuance of an Order of Hon. Joseph A. Cox, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Reginald E. Wigham, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscriber at his place of transacting business at the office of Harry Krieger and Philip Krieger, Esqs., his attorneys, at 29 East First Street, Mount Vernon, New York, on or before the 15th day of July 1961.

Reginald Eastman Wigham, Executor. HARRY KRIEGER and PHILIP KRIEGER, Attorneys for Executor, No. 29 East First Street, Mount Vernon, N. Y.

TEST AND LIST PROGRESS—N.Y.C.

Below is the complete progress of New York City examinations, listed by title, latest progress on tests or list and other information of interest to anyone taking City civil service open-competitive or promotion examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed.

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles like Accountant, Administrative assistant, Assessor, etc., with their respective progress and certified numbers.

Table listing job titles and certified numbers, including Calligrapher, Computer operator, Conductor, etc.

Table listing job titles and certified numbers, including Dental hygienist, Dietician, Electrician, etc.

Table listing job titles and certified numbers, including Elevator operator, Fireman, Foreman, etc.

Table listing job titles and certified numbers, including Housing assistant, Housing officer, Investigator, etc.

Table listing job titles and certified numbers, including Laboratory aide, Laborer, Librarian, etc.

Table listing job titles and certified numbers, including Machinist, Maintenance man, Motor vehicle operator, etc.

Table listing job titles and certified numbers, including Other, Parking meter attendant, etc.

Table listing job titles and certified numbers, including Radiation technician, Railroad clerk, Recreation leader, etc.

Table listing job titles and certified numbers, including Sanitation man, Seasonal policeman, Sergeant, etc.

Table listing job titles and certified numbers, including Sewage treatment worker, Ship carpenter, Social investigator, etc.

Table listing job titles and certified numbers, including Telephone operator, Ticket agent, Towerman, etc.

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

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SAVE MONEY BUY YOUR NEW or USED CAR IN A GROUP. For FREE information—Fill in and mail this coupon to: Automobile Editor, Civil Service Leader, 97 Deans St., N. Y. 7. Includes coupon form with fields for Name, Address, Telephone, etc.

LEGAL NOTICE

CITATION — File No. P4020, 1960 — The People of the State of New York, By the Grace of God Free and Independent, To DYER JUSTICE TAYLOR, ETHEL TRYON, GLADYS PALMER, CHARLES R. GRANT, MARGARET SMITH, JAMES R. SMITH, RITA SHADE, FELDMAN, INGRID SCHLECHT, PAUL HUTTLER, HENRY R. BOUCHER, ELIZABETH MORDECAI, CAROLYN ENGEL, NORMAN T. ENGEL. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, at New York, on February 28, 1961, at 10:30 A.M., why a certain writing dated July 16, 1959, which has been offered for probate by JOHN L. LASKY, residing at 4914 Sedgwick Street, N.W., Washington 16, D.C. and BANKERS TRUST COMPANY, having its principal office at 18 Wall Street, New York 15, New York, should not be probated as the last Will and Testament, relating to real and personal property, of FRANCES K. ENGEL, Deceased, who was at the time of her death a resident of 60 East 79th Street, in the County of New York, New York.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County. PHILIP A. DONAHUE, Clerk.

PINARD, ALICE.—CITATION—File No. P 3538, 1960—The People of the State of New York, By the Grace of God Free and Independent, to the heirs at law, next of kin and distributees of ALICE PINARD, Deceased, if living, and if any of them be dead, to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on February 24th, 1961, at 10:30 A.M., why a certain writing dated April 16th, 1957, which has been offered for probate by ROBERT L. LUNEBORG, residing at 190-32 75th Avenue, Forest Hills, New York, should not be probated as the last Will and Testament, relating to real and personal property, of ALICE PINARD, Deceased, who was at the time of her death a resident of 1184 Lexington Avenue, New York City, in the County of New York, New York.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County. PHILIP A. DONAHUE, Clerk.

CITATION — File No. P3751, 1960 — The People of the State of New York, By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of FLORENCE LOUISE WARREN, also known as FLORENCE WARREN, deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on March 2, 1961, at 10:30 A.M., why a certain writing dated August 9, 1958, which has been offered for probate by DELL MANNING, residing at 765 Riverside Drive, New York 23, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of FLORENCE LOUISE WARREN, Deceased, who was at the time of her death a resident of 801 Riverside Drive, in the County of New York, New York.

HON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County. PHILIP A. DONAHUE, Clerk.

COLUMBIA ASSN. OFFICERS



Shown above are some of the newly elected officers of the New York State Columbia Association who were installed at the January meeting by New York County Surrogate Judge S. Samuel DiFalco, second from the right. From left to right are: Pasquale Longaro, president; John P. Balone, first vice president; Helen Scarcella, recording secretary; James J. Chiaravalle, treasurer; Judge S. Samuel DiFalco; and Josephine Bennet, second vice president. Recently elected officers not shown in the picture are: Viola Dee, correspondence secretary; Lucia Pepe, assistant correspondence secretary; and Peter Greco, sergeant at arms.

The Job Market

A Survey of Opportunities
In Private Industry
By A. L. PETERS

Here's a job for a color matcher, a man who can mix aniline dyes and match colors against cloth swatches. Should have at least two or three years' experience in this work. 47½ hour week. Job pays \$1.80 an hour, plus overtime after 40 hours. Also wanted is a colorist, a man experienced in silk screen printing on wallpaper, to mix paint for such work. \$65 a week and up, depending on experience. A slitter operator is needed to slit foam rubber to various sizes and thicknesses by use of band and hand saws. Man must have recent experience in this industry, operating a band saw. Should be good at figures and have a good knowledge of English. \$60 to \$70 a week and up, depending on experience. Wanted is a foreman to supervise four workers in a zipper assembly shop. At least one year of experience is necessary as foreman in this field. \$125 a week. Apply at the Manhattan Industrial Office, 255 West 54th Street.

In Brooklyn

TV repairmen are needed in Brooklyn to service TV sets either in shop or in customers' homes. \$85 to \$100 for a 48-hour week, depending on experience. Brooklyn shop need die makers to work in the manufacture of blanking, piercing, forming, extrusion and deep drawing dies. Should be able to work from blueprints to close tolerances. Jobs pay \$2.50 to \$3.00 an hour, depending on experience. Wanted is a tinter, a man who can tint and match batches for paint. \$2.00 an hour to start. Apply at the Brooklyn Industrial Office, 590 Fulton Street.

In Queens

In Queens, there is a demand for experienced machinists and tool & die makers. \$2.25 to \$3.29 an hour. Also wanted are experienced gear cutters, jig boring, engine lathe and milling machine operators. \$2.25 to \$3.00 an hour. Experienced inspectors are needed. \$2.00 to \$2.50 an hour. Apply at the Queens Industrial Office, Chase-Manhattan Building, Queens Plaza.

Wire Fence Installers

In Flushing, experienced wire fence installers are wanted. \$2.50 an hour. Apply at the Flushing Office, 42-09 Main Street.

Nurses
Public health nurses are needed in New York City. There are openings at all levels — staff, teaching, supervision and administration. Beginning salaries are \$4,500 to 6,000 a year, depending on education and experience. Nurse instructors are needed to teach in obstetrics, medical-surgical subjects, surgical specialties, maternal and child health, and other subjects. Bachelor's degree usually required, although nurses with 30 earned college credits, plus supervisory experience, are accepted by some employers. Salaries, starting at \$4,850, vary with educational background and experience. Apply at the Nurse and Medical Placement Office, Professional Placement Center, 444 Madison Avenue.

In Manhattan

There are a number of job openings in Manhattan for assistant bookkeepers, women with garment industry experience in firms having a heavy volume of accounts receivable or accounts receivable bookkeeper prepares work for bookkeeping operators. Must be willing to learn machine operation. Typing helpful. Accounts payable bookkeeper checks, posts and pay bills. Prepares payroll and pays bills. Typing essential. Jobs pay \$75 to \$80 a week, depending on experience. Apply at the Manhattan Commercial Office, 1 East 19th Street.

Jobs for Nurses, Clerk-Stenos Open At V.A. Hospital

Registered nurses, practical nurses, and clerk stenographers are needed by the Veterans Administration Hospital in the Bronx.

Registered nurses who have a bachelors degree in nursing education may be appointed at a salary of \$5,600 a year without previous experience.

Licenses practical nurses and clerk stenographers start at \$3,760 a year. Applicants for the position of clerk stenographer must be able to type at 40 words per minute and take dictation at 80 words per minute.

Applications and information can be obtained by contacting the Placement Officer, VA Hospital, 130 W. Kingsbridge Road, Bronx 68, N. Y. The telephone number is LU 4-9000, Ext. 217.

From \$5,450

File Now For City Purchase Inspector Test

Wednesday, Feb. 1, marks the opening of a City test for purchase inspector (fuel). The starting salary for this job is \$5,450 a year. The maximum salary obtainable is \$6,890 a year. There are annual increments and a longevity increment of \$240 each.

The requirements for this position are four years of experience in purchasing or a B. A. in chemistry or chemical engineering. A satisfactory equivalent in training and experience may be substituted for the above requirements.

The written test will count for all of the grade, and will probably be held April 29. The test will probably include questions concerning fundamentals of inspection, inspection techniques and procedures, inspection equipment and technical terminology.

Application forms can be obtained from Feb. 1 to Feb. 21 at the Applications Section, Department of Personnel, 96 Duane St., New York 7, N. Y. Applications will be sent by request, but the request must be accompanied by a stamped, self-addressed envelope.

60 Highway Foreman Jobs Open in State

About 60 highway light maintenance foreman positions are open in the New York State Department of Public Works. The salary starts at \$70 a week and rises to \$87 in five yearly increases. The examination for this position will be held March 11; applications can be filed until Feb. 6.

Candidates for this position must have at least 18 months of practical experience in the construction or maintenance of paved highways. Candidates also must have a New York State driver's license.

A highway light maintenance foreman supervises and works with a small group of laborers in maintenance and repair projects on State highways.

Preference for appointment in each county will be given to residents of that county. In counties where the list of qualified residents is inadequate, such as Albany County, all those who pass the examination will have an equal chance for appointment.

In order to obtain applications or further information, write to the Recruitment Unit, State Department of Civil Service, The State Campus, Albany, N. Y.

State Test For Sr. Industrial Engineer

Licensed engineers with two years of professional engineering experience may be eligible for employment as senior industrial engineers with the New York State Department of Labor in Albany. To qualify they must take a State civil service examination on March 11. Applications will be accepted until February 6.

Senior industrial engineers are assigned to work involving the preparation and revision of industrial codes. They earn \$7,818 a year to start and have five annual raises to \$9,408.

Applications and detailed information may be obtained from the Recruitment Unit, New York State Department of Civil Service, State Campus, Albany 1, N. Y.

IN CITY CIVIL SERVICE

(Continued from Page 2)

to attend, provided however, that patrol borough headquarters commanders shall arrange that a superior officer above the rank of captain will be in command in each borough, and that a captain will be on duty in each division from 4 p.m. Tuesday, to 9 a.m. Wednesday, Feb. 8, as required by the duty chart.

Maksiks Chosen For Guardians Dance

The Annual Dance of the New York City Police Department Guardians Association will be held in Ben Maksik's Town and Country Club, 2544 Flatbush Ave., Brooklyn, on Thursday evening, Feb. 9.

The Police Department has granted the usual provision that members scheduled for duty that night may take one day from authorized leave to attend, provided that not more than 10 percent of the patrol platoons affected of each command shall be granted the privilege. If more than 10 percent apply, seniority will determine who gets the time off.

Hotel Commodore To Host Police Shomrim Annual Dinner Dance

The Shomrim Society of the New York City Police Department will hold its Annual Dinner Dance in the Hotel Commodore, 42d St. and Lexington Ave., Manhattan, on Sunday evening, Feb. 26.

All members scheduled for duty that night will be permitted to take one day from authorized leave to attend, provided that not more than 10 percent of the patrol platoons affected of each command shall be granted the privilege. If more than 10 percent apply, seniority will be determining.

Tests in Suffolk Are Open Now

Suffolk County will hold the following examinations on March 11. Applications may be filed up to Feb. 15. Candidates who file for these examinations must have been residents of Suffolk County for one year. The examinations are listed as follows:

- Cashier (No. 402), prom, salaries vary.
- Cashier (No. 430), open competitive, \$3,000 to \$3,780 a year.
- Psychiatric social worker (No. 373), open competitive, \$5,360 to \$6,460 a year.
- Supervising psychiatric social worker (No. 474), open competitive, \$6,360 to \$7,660 a year.

Applications and information may be obtained by writing Suffolk County Civil Service Commission, County Center, Riverhead, New York.

Kristiansen To Head New Dept.

ALBANY, Jan. 30 — Professor Harry Kristiansen has been appointed chairman of a new Department of Psychology at the College of Education at Potsdam. Other members of the new department are Ronald R. Gruberg and Dr. Anthony S. Giannelli.

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 BEckman 3-6010. For list of some current titles see Page 15.

Fire Holy Name Sets Scholarship Dance

The New York City Fire Department's Holy Name Society, Bronx and Richmond, will hold its Scholarship Fund Dance in the 71st Regiment Armory, 34th St. and Park Ave., at 8:30 p.m. Wednesday, Feb. 11.

The Fire Department has given its usual permission to the Society to sell tickets to Department members and their families and has lifted the usual restrictions on mutual exchanges of tours or portions of tours. All such exchanges of tours must be processed by deputy chiefs of respective divisions.

Welfare Ozanams

The Ozanam Guild of Catholic employees in the New York City Welfare Department will hold its First Friday luncheon at 1 p.m. Friday, Feb. 3, in St. Alphonsus Cafeteria, West Broadway and Canal Sts., Manhattan.

Speaker will be Rev. Arnold Brown.

File Now for State Promotional Test: Chief Account Clerk

Applications for the New York State Competitive promotional test for chief account clerk can be filed up to Feb. 6. The salary for this position starts at \$7,436 and reaches \$8,966 in five yearly salary increases. The test will take place on March 11.

To be eligible for this exam, candidates must have worked as head account clerk in the competitive class in the Division of Employment for one year prior to March 11.

A chief account clerk must plan and supervise the preparation of payrolls, the auditing and processing of time records and vouchers for travel, maintenance and operation. He directs the preparation of plans for all tabulations.

The written test will test for a knowledge of principles of supervision and office management of large scale operations in the processing of payrolls, expense vouchers, etc., involving the interpretation of pertinent regulations.

Application forms may be obtained from The State Campus, Albany; from 270 Broadway, room 2301, New York City; or from The State Office Building, room 212, Buffalo. The examination number is 5907.

N.Y. City Promotion Exam to Assistant Electrical Engineer

A City promotion examination to assistant electrical engineer will be open for filing from Feb. 1 to Feb. 21. The salary for these jobs is \$6,400 to \$8,200 a year.

This test is open to any employee who has been employed in the title of junior electrical engineer or electrical engineering draftsman for six months prior to the date of the examination. In addition to a general promotion list, departmental promotion lists will also be established. Appointments will be made from the departmental lists first.

Both a written and a performance test are required. Each test will count one half of the total grade. Starting Feb. 1, application forms will be available at the Department of Personnel, 96 Duane St., New York 7, N. Y.

Press Conference Reports Rockefeller Talks on Pay

(Continued from Page 1)

California, recruiting people, out of the government. They were sent on from California to find key people of professional training and experience in government.

I don't object to this in the sense that I think one of the responsibilities of government is to cooperate with other entities of government in helping set up department activities and programs, to allow people who can get advancement in other areas, take on great responsibilities, to go and accept those, but I don't think that we can afford to lose the men and women with skills and abilities which are essential to the efficient, effective management of these tremendous programs and operations for the simple reason that we don't pay them comparable salaries, and that they can't afford to stay here and meet the responsibilities they have to their families.

People work in government because they have a sense of dedication, they are willing to make some sacrifice, but I don't think they have a right to make a sacrifice beyond a point, when it is at the expense, as I say, of their families, their children and their opportunities for the future.

So we have a major problem in this technical field.

Managerial Aides

We also have a problem in what I call the managerial field of government, both in the higher levels, the higher positions in Civil Service, and in the appointed positions, of trying to get the kind of leadership which has vision, which has experience, which has the ability to understand emerging forces and translate them into their impact on their responsibilities, and then to develop programs to meet those, so that we avoid the crises and are able to cope effectively and efficiently and economically with the problems of the people.

This takes to-flight management, if you want to call it that, in government, and I think there is no reason it shouldn't be.

39% Lag at Top

In this area we are probably even further behind than in any other. This report brings out a 39 percent lag in our salary ranges in the top brackets of government as compared to comparable positions in other governmental and private fields.

So we are faced, as a government, with a situation which is not uncommon in other areas, but which has come to a point in New York where the head of one of our large departments said the other day to me that in ten years if we didn't have substantial adjustments in salaries for his professional, technical people, that he would not be able to maintain the operation of the institutions which we are responsible for.

This report brings out the story very clearly, in all of the grades of the governmental salaries, and then in chart form at the end, and it will be the basis for recommendations at this session to the Legislature.

You have the joint statement with the leaders. We have been over this with them, they understand the problem and they recognize its importance, and we are going to try to come forward with a forthright program in this area.

Some Questions

QUESTION: Will this be re-

flected, to any extent, in the budget, Governor?

GOVERNOR ROCKEFELLER: That is in the budget, and you get it tomorrow.

I might say that I served on a salary committee in the federal government for a year or so, in the Eisenhower administration, and I was interested to see some figures which Norm Hurd gave me. I am pointing out that since 1954 there has been a 25 percent increase in State salaries, New York State salaries, and a 46 percent increase in federal salaries in the same period. That is an average.

QUESTION: Aren't the State salaries comparatively higher, though, despite this increase?

GOVERNOR ROCKEFELLER: No. The present maximum salaries paid by the federal government are higher than New York State maximum salaries in 83 percent of the 41 positions surveyed in this report.

QUESTION: Governor, the report does say, however, speaking of the Commissioner level people of the State government, that their cash compensation is four percent higher than those in analogous positions in other government organizations.

GOVERNOR ROCKEFELLER: Taken on the average?

QUESTION: Yes.

GOVERNOR ROCKEFELLER: Well, that, I am sure, is true, since it is stated in there, but we have a lot of States in the country whose per capita income levels are such that they just are not in a comparative position. But we do have States like California, and Michigan, particularly, which are way out in front of us, and they are picking off the cream of the crop that has been trained and developed here in this government over the past 15, 20 years. This is something that, as I say want to be helpful, but we don't want to do it at the expense of efficient management and operation of government in New York State.

Cites Dedication

QUESTION: Governor, are you faced with a loss of any of your commissioner level people because of the present salary level?

GOVERNOR ROCKEFELLER: No. I want to tell you that I have never known a more dedicated group of men and women than we have here at the commissioner and agency head level. Time and again these people come — professionals in the government — and tell me of proposals and offers they have. They simply say, "If you want us to stay, we want to stay here, but we think we

ought to let you know that we have this, so if you have any change in plans, we can take advantage of this. The problem isn't really as much today with those who are now here and who are enjoying the opportunities of service which they find. The real problem comes with a change in Administration, in the recruiting. This is where I had a very, very difficult job two years ago — to try to persuade people to leave private activities who had the managerial skills and experience of leadership necessary to leave jobs where they were getting compensation anywhere from 50 to 500 percent higher than what they are getting in government.

QUESTION: Do you think the Governor is making enough?

GOVERNOR ROCKEFELLER: It is very generously paid. You will notice this stops at that commissioner level.

McKinney Summary

QUESTION: Governor, can you briefly summarize the salary adjustment in the McKinney report?

GOVERNOR ROCKEFELLER: The differential is four percent in the lowest grade and 39 percent in the highest grade. The professional and managerial posts in government today, State government, are not competitive, and therefore we are having an increasingly difficult time in recruiting and are running into increasing dangers of losing our key people and our professional people at all levels and in all departments.

QUESTION: Does that affect all State workers?

GOVERNOR ROCKEFELLER: The plan I would recommend? Yes.

QUESTION: Governor, this report doesn't deal with elected officers' salaries. Are you planning in that direction?

GOVERNOR ROCKEFELLER: Yes.

QUESTION: Would that include the Legislature, sir?

GOVERNOR ROCKEFELLER: That I am not ready to commit myself on.

QUESTION: Are you thinking in terms of salaries or in terms of expenses, sir?

GOVERNOR ROCKEFELLER: In terms of compensation.

QUESTION: At this session, or for the next legislative session.

Conclusions

GOVERNOR ROCKEFELLER: No, I would like to make a recommendation that is fair and equitable and will protect the best interests of the people of this State in order to insure the best service. When you have a man handling 350 million dollars' worth of construction a year, paid \$23,000

Attica Chapter Elects Officers; Survey Shows Members Serve Community

The first monthly meeting of the Attica chapter, Civil Service Employees Assn. was held recently and the newly elected officers were installed and conducted their initial meeting. Congratulations were extended with best wishes for a successful year.

The new officers are: John Weicjorek, president; Averill Tice, vice-president; secretary, William Ganey; treasurer, Walter G. Meyers; financial secretary, Kenyon Tice. Seven members elected to the executive committee are Edward Schmidt, Sr., Ralph Dunbar, Herman Spencer, George Thompson, LaVerne Siler, Paul Krigel, John Cook.

A dinner dance is being scheduled for a March date and committees were appointed. During the past year several dinner dances were held with notable success. Attendance at these functions has been most gratifying.

Six members plan to attend the Western Conference meeting in Rochester on the 28th of January. Keen interest is shown throughout the Attica chapter in the conference. One of our members, Kenyon Tice, held the office of Treasurer in that group for four different terms.

Members Civic Minded

The Attica Prison Chapter is perhaps unique in the various interests displayed by its members. Several of the members have held and at present hold office in the local government. Mayor Richard Maroney is a Sergeant at the Attica Prison. Our chapter president, John Weicjorek, Raymond Schmech and Woodrow Ruff are at present Village trustees. And Correction Officer Arthur C. Stephens has held the post of Justice of the Peace for several terms. Other chapter members are continually serving on local Village committees, with notable results and are held in high esteem by the community. Service organiza-

a year — if it were not for the fact that we were fortunate in finding a dedicated public servant for this job, you would have one dickens of a time getting a man with private construction experience to come and take that responsibility for that compensation.

QUESTION: Governor in the report, the list of agencies and departments covered does not include the Executive Department. Were the people who made the survey directed not to include the executive department in the survey?

GOVERNOR: No. They are not as numerous as the other departments. This was a sampling operation to give a typical cross section. It didn't include all.

QUESTION: Governor, to make it more specific, are you going, at this session to make some recommendations for adjustments for legislative pay?

GOVERNOR ROCKEFELLER: That was the question I said I was not prepared to answer.

QUESTION: Well, didn't we understand you, Governor, to say that compensation was something you were going to recommend in connection with.

GOVERNOR ROCKEFELLER: That was elected officials. I was asked whether I included elected officials or would include any elected officials in my recommendation, and I said yes, but not all elected officials are in the Legislature.

tions and charitable organizations as well have been aided by our chapter members throughout the years. Correction Officer Ben Davis has spent years in the service of the Boy Scouts, March of Dimes and other organizations. A former Correction Officer, Donald Young, is at present Police Chief of the Village and for the past several years.

William Harloff, a Correction Officer, ran for the assembly and made a notable showing. Recently appointed fire chief at the Prison, Mr. Harloff is also active in the Village Fire Department. We believe that the intense interest shown by our members in the place in which they reside speaks well for the high calibre of the personnel which composes this chapter. Throughout the years and especially at present, we have enjoyed the wholehearted cooperation of our Institution Officials Warden Walter Wilkins and Principal Keepert Albert Meyer.

Albany Chapter Of PPA Offers 2 Scholarships

ALBANY, Jan. 30 — Herbert Simon, President of the Albany District Chapter of the Public Personnel Association, announced today that the Chapter will offer two full tuition scholarships for courses in the field of public administration during 1961. The scholarships may be used for any courses offered during the spring or fall semesters by any college or university.

Candidates for the scholarships must be members of the Albany District Chapter. Application forms may be secured from members of the selection committee and should be filed by January 20. The winners will be chosen on the basis of potential benefit to the profession and to the applicant.

The selection committee consists of Dr. O. B. Conaway, Jr., Director of the Graduate Program in Public Administration; Elizabeth Staley, Coordinator, Intern Training Program, Training Section, Department of Civil Service; Herbert Bardack, Assistant Director, Bureau of Research and Statistics, Department of Social Welfare; and John J. Lagatt, Personnel Officer, New York State Thruway Authority.

Publishes Book

ALBANY, Jan. 30 — Professor Edward W. Foss of the State College of Agriculture has had a book published by John Wiley and Sons Inc. of New York City. It is titled: "Construction and Maintenance for Farm and Home."

Buffalo Chapter

(Continued from Page 3)

inson and Jeannette Pinn (former past President); Employment, William Lutz; Banking, Emil Klusmann; State Insurance Fund, Eleanor Dow.

John Dew, President of the Rosewell Park Chapter, was present and spoke to the group on the possibility of both chapters arranging for a speaker to address the two chapters jointly. Arrangements will be made and further details announced at a later date.

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HANSEN AND McLENNON RETIRE



Shown above, from left to right, are: Edward Everett, resident engineer of Nassau and Suffolk Counties; Henry Hansen and Herbert McLennon, guests of honor; and H. J. Dahoney, assistant to Mr. Everett. The occasion was a retirement party given in honor of Mr. Hansen and Mr. McLennon.

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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; 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 on 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.

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WAGE FIGHT FOR STATE NURSES



This delegation from the Civil Service Employees Association are seen as they appeared before the Classification and Compensation Board in Albany last week to wage a title reallocation fight on behalf of nurses in State institutions. The CSEA members presented a barrage of facts which showed that nurses in other governmental units—as well as in private employment—earned higher wages and that the State was not only suffering from a severe loss of personnel but was losing out on recruiting, too. In the foreground are Sam Cipolla of Craig Colony Hospital and F. Henry Galpin, CSEA salary research analyst. Standing in rear is Granville Hills, personnel director of the Mental Hygiene Department. The Leader will report on the results of the appeals in the near future.

Some Salary Raise Due For All State Aides

(Continued from Page 1)

private industry. The firm gave the percentage lag for other grades as follows:

Grade 5, 9.8 percent; grade 10, 14.9; grade 14, 18.1; grade 18, 21.1; grade 23, 24.8; grade 29, 29.3; grade 34, 33.3, and grade 37, 37.7.

The firm had been hired by the Rockefeller administration to find out to what extent State salaries, including those for the highest-paid administrators, are in line with salaries paid by private employers, and to recommend what adjustments it felt were desirable.

In making the survey, the firm selected 103 "bench-mark jobs," including twelve clerical positions and 91 professional and administrative positions.

The firm commented: "The cash compensation of employees of New York State government is not in line with that provided by non-government employers for employees doing similar work. Non-government compensation exceeds the State salary levels by 7 to 8 percent at the beginning office worker level, and by more than 50 percent at the top professional and executive levels of employment."

The report recommended establishment of a new \$30,000 salary level for commissioners, stating

Taconic Council Holds Meeting

The monthly council meeting of the Taconic chapter of the Civil Service Employees Association was held at Baird Park, Dec. 9. President Robert L. Wood was absent due to an operation. It was agreed that the council was behind in the struggle for a three grade pay raise.

The nominating committee will complete nominations at the next regular meeting on January 20.

Sympathy is extended to the family of J. Sekel, Peekskill, N. Y. in the bereavement of his mother and to the H. Louren family, White Plains, N. Y. in the bereavement of his father.

this would represent 60 percent of the Governor's salary—"a relationship that is well in line with ratios existing in private employment between the total compensation of the chief executive and that of key executives reporting directly to him."

New York State pays its governor \$50,000 a year, an amount Mr. Rockefeller, a multi-millionaire in his own right, termed "very generous."

The firm also reviewed results of the annual salary study made by the Division of Classification and Compensation in the State Civil Service Department and commented: "Our examination satisfied us that this study was efficiently conducted."

In discussing its own survey, the firm said it reviewed such State jobs as field parole officer, district forester, labor mediator and chief

electronic computer programmer.

"In this group of intermediate professional positions," the firm reported, "we found that the cash compensation of individuals in analogous positions in private employment averages 27 percent above State salaries."

The McKinsey study concluded: "Our analyses of the data collected from other employers gives convincing evidence that the private employers included in this study provide security benefits for their employees which, in terms of cost to the employer, have a value that is equal to or greater than the value of similar benefits provided by the State.

"In other words, the security benefits provided by the State government are not of such greater value as to offset the higher level of cash compensation paid by private employers."

DE Title Fight Will Continue

(Continued from Page 1)

pin, research analyst of the Association.

Point Applauded

Mr. Albright emphasized the legal aspects of the case and debated at length with Mr. Kaplan of the Commission, on the issue of whether or not reallocation would disturb the wage structure. Mr. Albright pointed out quite forcefully and clearly that the intent was to place the several grades in question in their proper position in the chain of titles within the Division.

Mr. Albright's arguments apparently impressed Mr. Kaplan and was the major point Miss Krone and Mr. Falk made in the entire hearing. They were so impressive that the entire audience present gave him a spontaneous ovation.

Mr. Albright further explored the judgemental factors involved in Claims Examination and Placement duties and having stressed the two major points on which Mr. Kaplan's decision might rest, turned the "technicalities" over to

the CSEA analyst, Mr. Galpin.

Mr. Galpin pointed out clearly to the Commission that Mr. Kelly's decisions were contrary to the facts. He specifically pointed out and illustrated the areas in which Mr. Kelly had gone wrong.

Mr. Handel presented pertinent points on behalf of the Employment titles, and Mr. Cave for the Claims titles. In addition, the Association is submitting further written arguments to the Commission.

The case was to the point, and specifically covered areas of conflict, clarified the CSEA and rebutted all arguments presented by Mr. Kelly in denying reallocation. Having presented a forceful, impressive case, the final decision, at the moment, is up to the Civil Service Commission.

In attendance representing CSEA, in addition to the aforementioned individuals, were: Jesse Sweeting, Utica; Louis Schisa, Binghamton; Dorothea Honeywell, Albany; Grace Nulty, Mt. Vernon; Ed Haverly, Albany; and Celeste Rosenkranz, Buffalo.

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).

MHEA Meets With Officials

A MEETING OF the representatives of the Mental Hygiene Employees Association and the Central Office Staff of the New York State Department of Mental Hygiene was held on January 23, 1961 in Albany.

AROUND THE TABLE were Dr. Paul Hoch, Commissioner, Dr. Charles Niles, Assistant Commissioner, Granville Hills, Personnel Director of the Mental Hygiene Department, John O'Brien, President of the MHEA, Doris Blust, Secretary Treasurer of the MHEA. Committee members present were: Sam Cipolla, Craig Colony, Angelo Pramito, Brooklyn State Hospital, Carl Sabo, Mosaic State School, Irving Fisher, Craig Colony and yours truly.

IT WAS A PRODUCTIVE meeting as many important items were discussed. The Department informed the committee that it favors and supports the CSEA salary resolution and has recommended its adoption.

FOR MANY YEARS, CSEA and MHEA have worked together to obtain specific objectives for the betterment of the Mental Hygiene employees. At long last it appears now, that our attendants can look forward to more adequate and better promotional opportunities. It was good news to hear Dr. Hoch say, "more attendants will now have a chance for promotion." The plans call for more staff attendant items. Yes, I agree, it is about time!

THE STUDY HAS BEEN completed and the Department of Mental Hygiene is ready to move relative to plans for training of practical nurses in the State schools in the Department. This in effect means that an attendant at Willowbrook State School, desirous of this training and meeting the requirements, could enter their Practical Nurse School. Willowbrook will be the first State school to be used for this training. More details and publicity for this Practical Nurse course will be given out at a later date by the Mental Hygiene Department. You will, if accepted, receive your salary for the year's training.

THE OLD PROBLEM of the 37½ hour work week for Institutional Office Employees was discussed. Commissioner Hoch stated that with a few more additional items this could become a reality but the added items and the budgetary approval would be a matter for the Budget Director.

THE OFFICE EMPLOYEES have been discriminated against for many years and feel the time is long over due for this change. Dr. Hoch agrees.

MANY LEGISLATORS have been contacted in Albany and throughout the State by the Civil Servants in the enactment of their support for the resolutions adopted by CSEA Delegates in October 1960.

SENATOR FRED J. RATH, Oneida Republican said, "I don't know anyone in the Senate that is opposed to a good, honest to goodness salary increase for State Employees."

IT IS OUR JUDGEMENT, that upon investigation, similar feelings would be found in the Assembly.

McKinsey Survey Backs CSEA Stand

(Continued from Page 1)

grade 4 are in need of a greater increase than the estimated 7.3 percent which is the McKinsey figure.

"The Employees Association salary studies definitely show the overall lag in the State to be three grades—approximately 15 percent—and we will continue to press for this objective in conferences with the Governor and Legislative leaders."

When Governor Rockefeller first announced the survey would be made, back in November, Mr. Feily hailed it, saying: "I welcome the announcement because the very existence of such a study will necessarily focus public attention on the problem of State salaries."

Praises Survey Viewpoint

Following the release of the report, Mr. Feily praised in particular a part of the survey itself, which said:

"Effectiveness and true economy in administering the functions of the Government of the State of New York, depend in large part on the State's ability to attract and maintain . . . experienced and competent administrators and staff personnel; qualified and capable professional person-

Leeds Appointed To State Hospital

ALBANY, Jan. 30—Governor Rockefeller has sent the appointment of Henry Leeds of New York City as a member of the board of visitors for Manhattan State Hospital to the State Senate for confirmation. His proposed term ends Dec. 31, 1967.

World Fair Counsel Named at \$12,500

ALBANY, Jan. 30—Martin B. McKneally of Newburgh has been named counsel to the State Commission on the World's Fair. The job pays \$12,500 a year. Mr. McKneally is the immediate past national commander of the American Legion.

nel; and efficient, loyal, and enterprising employees at each level of the State service. But the history of recent years has demonstrated that at existing compensation levels, the State encounters increasing difficulty in recruiting and retaining personnel that meet these standards. The executives in State service with whom we work were virtually unanimous in their expressed belief that the State's failure to keep pace with rising compensation levels in private employment is at the core of this problem."

Pass Your copy of The Leader on to a Non-member