

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## New Hope For Making More Competitive

ALBANY  
CAPITOL STATION  
125 DRAWER 125  
HENRY CALPIN  
NIGHT

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## LEADER Editor Named Deputy NYC Administrator

Maxwell Lehman, for nearly sixteen years editor of the Civil Service LEADER, has taken a leave of absence in order to assume a new role. He was named this week Deputy City Administrator for the City of New York. The appointment was announced by Dr. Luther Gulick, City Administrator, who described his new deputy as "a recognized expert in government administration, known for his integrity and non-political civic leadership."

In accepting the appointment, The LEADER editor said: "Not for a moment will I forget the welfare of the public employee. I consider the status of the public employee and the stature of civil service as basic elements in the kind of gov-

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LEADER editor addressing a group of civil service employees. Maxwell Lehman has been appointed Deputy City Administrator for NYC.

## Harriman Orders Inquiry At Wassaic

Albany, Aug. 22—Governor Harriman has ordered a full-scale investigation of conditions at the Wassaic State School for Mental Defectives.

The Governor's action came after a NYC newspaper accused the institution of severely abusing its patients.

## \$100 Granted for Idea; Other Cash Awards Given

ALBANY, Aug. 2.—Dr. Frank L. Tolman, chairman of the State Merit Award Board, announced that the following State employees have been granted awards for helpful suggestions:

One hundred dollars to Hugh Bickford of Lake Placid, a foreman in the Department of Conservation, for developing a guard rail for use on passenger-carrying bobsleds at the Mt. Van Hoevenberg bobsled run at Lake Placid. Mr. Bickford's device has eliminated a hazard to the safety of the patrons of the bobsled run.

Thirty-five dollars to William J.

Connolly, Syracuse, a senior safety representative of the State Insurance Fund, for his proposed suggestion which has affected economies in the mailing of the Fund's educational films.

Twenty-five dollars awards to: Ernest Bennett, Cambridge, forest fire observer, Colfax Mountain.

Charles D. Brecher, U.I. claims examiner, Jamaica Office.

Floyd Hawkins, attendant, Manhattan State Hospital.

Gertrude M. Heege, U.I. claims clerk, Jamaica Office.

George A. Marshall, head maintenance supervisor, Central Islip State Hospital.

George J. Muller, prison guard, Sing Sing Prison.

Irving Stricker, senior U.I. claims examiner, Bronx Office.

Glenn Zwetsch, state game protector, Department of Conservation.

Individual certificates of merit were also granted to:

Louis Fishbein, Assistant U. I. claims examiner, Division of Employment.

George H. HerrNeckar, machinist, Department of Public Works, Hornell.

John Schneider, highway light maintenance foreman, Department of Public Works, Babylon.

Agnes Winand, Middletown, stenographer, Department of Health.

## Shapiro Asks SLA Aides To Answer Easier Quiz; Hopes to Wind Up Probe

State Investigation Commissioner J. Irwin Shapiro is desirous of winding up his probe of the State Liquor Authority speedily. The LEADER learns. He and other administration officials feel this could be done only if employees would answer the questionnaires submitted to them. In order to achieve this end most expeditious-

## Training Plan For Employees To Be Expanded

The State Civil Service Department's Training Section plans an expanded public employee training program for the fall.

Some courses have been definitely assigned, and many others will be added.

Here's a rundown on training plans:

### Supervision and Administration

Continuing the programs of the last several years, the courses in Fundamentals of Supervision, Case Studies in Supervision, and Administrative Supervision will be offered in Albany, New York, Rochester, Buffalo and Syracuse. Trainees are selected from nominations submitted by department personnel offices. A word about these three basic courses:

Fundamentals of Supervision (recommended for salary grades (Continued on Page 16)

ly, Commissioner Shapiro has issued a limited, modified questionnaire consisting of 19 queries, the same as he is believed to be using in other departments, in place of the 39-page document formerly used.

One report has it that Commissioner Shapiro is sitting on material in other departments, and doesn't feel that another year or more should be spent on the SLA inquiry.

### Majority Called Honest

In the meantime, SLA Chairman Thomas E. Rohan has made public to employees of the agency excerpts from a communication he received from the Commissioner of Investigation. The excerpts read:

"In a joint release to the newspapers by both of us today we stated in part: 'There is no doubt that the overwhelming majority of the personnel of the Authority are

conscientious, honest employees, devoted to the performance of their duty.'

"In line with that feeling that we both have, it is my thought that the investigation of the State Liquor Authority can be brought to a more rapid conclusion if the employees who have not heretofore returned their questionnaires will do so at once.

"By returning their questionnaires, they, in the vast majority of cases, will spare themselves the necessity of being subpoenaed to testify orally—a procedure which is time-consuming and which will necessarily drag out the investigation being conducted by this office for a long time. Furthermore, the return of the questionnaires will make it unnecessary to take the employees away from their duties in the Authority, which as you

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## Program Announced For Sept. 10 Meeting of Western Conference

AVON, Aug. 22 — The Western New York Conference, CSEA, will meet here September 10 at the Avon Inn. Claude E. Rowell, Conference president, announced.

The conference is open to all CSEA members. Industry State School is host chapter.

Mr. Rowell will preside at the afternoon meeting of State employees, at which Thomas L. Bransford, director of examinations for the State Civil Service Department, will speak.

County and local employees will attend a business session at which William Hudson will preside.

Both sessions will be held from 3 to 5 P.M.

Reservations for the dinner, which will follow the meeting should be sent to Mrs. Obelene Arthur, State Agricultural and Industrial School, Industry, N.Y. by September 6. Tickets are \$2.75 each.

Those wishing to remain at the Avon Inn overnight are asked to write the inn by August 31 for reservations.

Western Conference committee assignments for the year 1955-56 follow:

### Committees Appointed

Budget—Clifford Asmuth, Pauline Fitchpatrick, Hazel Nelson, Sol C. Grossman, Frank Straub.

Legislative—Albert Killian, Kenneth Blanchard, Helen Longegan, Ann Kinnear, Kenyon Tice.

Auditing—Earl Struke, William Hickey, Noel McDonald, Ella Ortiz.

Social—Vito Ferro, Harry Joyce, Kenneth Rieking, Albert Killian, William Hickey, William Rossiter.

Education—William Rosatter, James Harris, James Young, Thomas Pritchard, Lloyd Weir.

Publicity—Irene Lavery with president of host chapter to assist.

Constitution and by-laws—Celeste Rosenkranz, Albert Killian,



CLAUDE E. ROWELL

President of the Western Conference, Civil Service Employees Association, which will meet September 10 at Avon.

Vito Ferro, Anna Aungst.  
Membership—Irene Lavery, Claude Rowell, Celeste Rosenkranz, Vito Ferro, Kenyon Tice.  
Parliamentarian—Kenyon Tice.

### GLOZYGA APPOINTED AS LAUNDRY CONSULTANT

ALBANY, Aug. 22 — Roland A. Glozyga, of Central Islip, has been appointed laundry consultant for the State Department of Mental Hygiene, Dr. Paul H. Hoch, Commissioner, announced.

Mr. Glozyga, who has spent 18 years in State service in the institutional laundry field, had been chief laundry supervisor at Kings Park State Hospital since 1950. He succeeds Austin Crowley, who resigned.

## Last Chance to File Independent CSEA Nominations

ALBANY, Aug. 22 — A final reminder! Friday, August 25 is the last day to file independent nominations for officers of the Civil Service Employees Association and members of the State Executive Committee. Address: Board of Canvassers, c/o Association headquarters, 8 Elk Street, Albany, N. Y.

Petitions for CSEA officers must be signed by not less than 5 per cent of CSEA membership; for Executive Committee, by not less than 10 per cent of the members of the department.

## Better Loyalty Program Is Assured as All Find Flaws in Present One

WASHINGTON, Aug. 22 — The employee loyalty program is heading for assured revision. Both the employees and the Federal government officials are dissatisfied with the present program, the third type attempted. No method thus far devised has proved satisfactory.

It is generally recognized that the government needs protection against employees who might endanger its security, and that employees need protection against unjust accusations and un-American accusation procedures, such as in some instance being flatly denied confrontation by accusers, and the right to cross-examine all accusers.

Congress passed a law, just before it recessed, authorizing the President to appoint a committee to study the subject. About the same time the United States Court of Appeals, in a 2-1 decision, held that the President has full authority under the law to apply the loyalty program to any agency. He is not limited to those agencies specifically mentioned in a statute as being "sensitive" ones, that is, whose operations may directly concern national security.

### Two Programs Differ

The loyalty program relates to an employee's patriotism, while another program, called the security program, deals with his suitability on grounds of discretion, proper mode of living, decent associations, and the like. The loyalty program exists under an

executive order of the President. The security program emanates from a Federal department, but governs all departments and agencies.

The loyalty program has attracted widespread notice because of the serious difficulties into which employees were placed, on charges that were unsupported, and in some instances far removed from the subject of loyalty.

### Ford Money Aids Study

The Ford Foundation endowed a study of the operation of the loyalty program, to be made by the Fund for the Republic, of which Dr. Robert M. Hutchins, former chancellor of the University of Chicago, is head. The study, not yet completed, is directed by Adam Yarmolinsky, a Washington lawyer, former law clerk to Associate Justice Stanley F. Reed of the United States Supreme Court.

Here are some of the cases that Mr. Yarmolinsky reported:

Communist art hung on the walls of a Federal employee's home. The art consisted of works by Picasso, Matisse, Renoir and other celebrities in the art world.

A husband and his wife were jointly accused. The charge against her was that she had continued a sympathetic association with her husband, whose loyalty was under suspicion. The wife replied she loved her husband, and asked the security officer if he recommended that she seek a divorce.

A man accused of being a trouble-maker, braggart and antagonist resigned. Ten days later he was committed to a mental institution.

### His Party Allegiance

An employee wrote a thesis based on data supplied by the Institute for Pacific Relations. The Attorney General has listed that organization as a communist front.

An employee was charged with knowing some famous authors. He said he also knew President Eisenhower, who has bestowed on him a Freedom Foundation award. The suspended employee declared the only political party of which he had ever been a member was the Republican party, and he had been a member of it all his adult life. The suspended employee was cleared.

A geographer, frequently accused, and as frequently cleared, faced 19 charges of association with communists and their sympathizers, and "displayed an unreasonable sympathy toward Russia." "Do you get a sort of secret, personal satisfaction out of acting as an individualist?" he was asked. He admitted he did. Asked to define a reactionary, he answered: "A person who wants to go backwards." After nine and a half months he was cleared and reinstated.

### A Boomerang

Suspensions, the investigators found, lasted about a year. The implication is that they should not be permitted to drag on nearly that long.

Another employee was accused of talking left-wing language. He did not know what "proletariat" meant, or "dialectical materialism." The security officer, asked to explain, said the employee had used the phrase "second-class citizen." The accused, a Negro, recalled his own remark: "I would rather be a second-class citizen in Mississippi than a first-class citizen in Russia." That employee also was cleared and reinstated.

The investigators did not reveal names, and, in most instances, not even places. They made no specific recommendations, but some could



OSCAR M. TAYLOR  
State Civil Service Commissioner whose resignation is effective August 31.

## Taylor Resigns So He May Now 'Enjoy Life'

ALBANY, Aug. 22 — Oscar M. Taylor has submitted his resignation as a member of the State Civil Service Commission to Governor Harriman. It takes effect August 31.

In a simple statement, Mr. Taylor said, "There is nothing significant about my resignation. I came here to do a job for Governor Dewey and stayed on later to help where I could. I feel I have served my usefulness to the board and can now fulfill my long wish of retiring from active service and enjoying life."

Mr. Taylor was appointed president of the commission by Governor Dewey on Feb. 1, 1954. Governor Harriman, when he took office, asked Alexander A. Falk, then a Commission member, to assume the presidency of the commission. Mr. Taylor stayed on as a member.

Mr. Taylor's term was to run through February 1, 1959. It is expected Governor Averell Harriman will appoint a Democrat to fill the retiring Republican's place for the unexpired term.

Mr. Taylor was executive vice president and a director of the New York Telephone Co. when he resigned to accept Governor Dewey's appointment to the Civil Service Commission. He was in charge of personnel matters for the company.

be implied. One was disposition of many cases without resort to formal charges. Another was a sifting process so that unsupportable charges will not get beyond the first stage. Another was to provide some means of an employee refuting a false charge without having to assume the burden of proof that the charge is false. Another was the drawing of a sharp line between loyalty cases — in which devotion to country is at stake — and cases of persons who simply hold unpopular or radical ideas that in no way endanger national security.

### Labor Relations Taught To Postal Supervisors

A management institute course completed, as part of the training program of the New York post office, the second step was taken last week, when 26 supervisors began studying how to improve management-employee relations and the quality of the postal service.

The training program, a project of Acting Postmaster Robert H. Schaffer, will eventually extend to all employees, at all levels.

## Looking Inside

By H. J. BERNARD

## Government Too Slow In Recognizing Pay Needs

Government is slowly but certainly realizing that it is deep in the competitive job market, and that it must offer sufficient pay or render insufficient service.

When jobs are hard to fill, the devices of keeping the exams continuously open, lowering the minimum requirements, and attempting college campus recruitment where private industry disastrously outbids government, are inexcusable makeshifts.

The Federal government is doing much to obtain the quality of personnel it needs, to fill specialized positions, by increasing salaries. This process has been going on steadily through the offer of more than the minimum pay of the entrance grade. New York State also has a variable minimum, in special cases.

### General Recognition Needed

What is needed, more than occasional recognition of the need of raising pay, is general recognition. A fair example of such generality may be found in the NYC Career and Salary Plan, despite the inequities that it perpetuates. No such approach to proper recognition attended New York State's reclassification, which the employees found generally unsatisfactory and often discriminatory.

The Federal government, when it hires employees above the minimum of the entrance grade, raises the pay of its incumbent employees who are below that minimum, so that the newcomers are not paid more than the others. Some jurisdictions, like New York State, in hiring at advanced salary in certain geographical areas, do not bring the pay of others up to that of the newcomers. While consistency and perfection may not be achievable all of a sudden, there can be no justification for continuing practices that result in different persons getting different pay for doing the same work.

### A Public Service, Too

Fuller realization by government of the defeat of the very purposes it seeks to achieve, when substandard pay is offered, and pay inequities remain uncorrected, would lift employee morale immeasurably, result in better government, and constitute a public service.

The setting of salary levels by mere government fiat must finally be completely and permanently discontinued.

### Universal Job Insurance And Higher Benefits Needed

THE TREND toward higher weekly benefits under unemployment insurance continues. This year 30 States increased their normal weekly benefits, and two others increased the amounts paid to dependents. The prospect of increases by other States appears good.

President Eisenhower is encouraging the States to follow this course. His administration does not mind the fact that the cost to the Federal government will increase materially. The U.S. pays the lion's share of the expense. Even so, Secretary of Labor James P. Mitchell deplora a situation that leaves 30,000,000 employees without unemployment insurance. Among the 30,000,000 are several hundred thousand employees of State and local governments.

### Outstanding Project

In New York State, the employees of the State do have such coverage. Employees of communities in the State do not. Under the State law, the local government employees could have it, if only the local government were willing to pay the cost.

Mayor Robert F. Wagner is studying the possibility of providing unemployment insurance for NYC employees.

The arguments for wider coverage, and increase in benefits, are compelling. It is discriminatory to have one group enjoy a benefit denied to another for no reason that anybody can say is good. The amounts paid, even in those States that have voted increases, are insufficient to permit a family to live properly, on a minimum expense level, during unemployment periods.

Making unemployment insurance universal, and making benefits adequate, is one of the great projects of our times.

## Disabled Vets Fear Bill Hurts Their Job Chances

DES MOINES, Ia., Aug. 22 — John W. Burris, director of employment, Disabled American Veterans, told the group's national convention that the proposal of the Hoover Commission to permit Federal appointing officers to select from among the top five, instead of top three, names of eligibles was injurious to disabled veterans. The rule of three applies to filling competitive positions.

Bills to carry out this recommendation of the Hoover Commission, as well as its other projects affecting civil service, were introduced in Congress. Although Congress has recessed, the bills are still alive. Their proponents will press the measures for action when Congress reconvenes.

"We denounce this," said Mr.

Burris, referring to the proposed widening of choice, "as an attempt to make it easier to pass over qualified, eligible disabled veterans. Their names appear highest on the Federal rosters of eligibles."

Disabled veterans who pass a competitive test have 10 points added to their earned score.

## Appeals from Work Ratings Made Easier

WASHINGTON, Aug. 22 — Federal appeals procedures have been eased, but employees will have to study some more technical rules to be able to capitalize on the benefit.

Each agency has a statutory performance rating board of review. Each employee may now appeal directly to that board, from an unsatisfactory rating, the U.S. Civil Service Commission has decided. Previously an employee first had to obtain an "impartial review" within the agency's administrative set-up, before being allowed to take their case to the statutory board.

### The 30-and-10 Rule

Within 30 days after getting the notice of rating, an employee may appeal to the board, or within 30 days after the statutory board has rendered a decision on the findings of the "impartial review".

Should an employee who requests an "impartial review" withdraw that request, if he received the rating notice more than 30 days before that, he would have 10 days additional in which to appeal to the statutory board.

Although appeal directly to that board is now authorized, the employee still may seek an "impartial review" first, if he prefers.

### EMPLOYEE COMPLETES MOBILIZATION COURSE

Vincent A. Melorde, a civilian employee of the First Army's Comptroller Section, Governor's Island, received a certificate from the Industrial College of the Armed Forces, Washington, D.C., on his completion of a course on problems of economic mobilization for national security.

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# THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



## Civil Servant: Wealth Co-Product

THIS IS THE TIME of year when climatic conditions help us to sink into the deepest doldrums, when some of the important decisions are being framed pertaining to the welfare of the public employee. It is the time of year when both State and local authorities are giving great attention to next year's budgets.

Committees are meeting, hearings are being held, and unquestionably some thought is being given to the overall economic trends.

Our Association staff, during the past weeks, has been participating in some of these meetings. While much of our active work has been on the local level, we are also keeping keenly alert to the developing gait on the State side.

### Role in Nation's Well Being

The question of determining salary levels for public employees is not an easy one to resolve. It can not always be determined with the same facility with which industrial salaries are fixed. There are many broad differences between the two enterprises, and what works for one does not always work with the same success for another.

However, there is a basis for determining public salaries in which I firmly believe. That is the basis of the great role the public employee plays in developing the wealth and well being of the nation.

It has often been said in discussions that the public employee can not be judged by the same economic standards applied to the worker in industry. It is said that he does not produce the economic goods which through their market turnovers produce the wealth. While this reasoning may break down in particulars, let us accept it as a generality. There is a difference between the man producing an article which some consumer will buy and use and the man who checks an income tax form.

### Serenity, Stability

However, a very important factor is being overlooked in this type of discussion. The great national wealth of our country—the greatest in our history—could only have been achieved in an economic and social climate which is stable and serene. It is impossible to think of our economy expanding in an atmosphere of unrest and trouble. The banker, the merchant and factory employee have to work free from tensions and strains of social and community unrest. They have to feel psychologically secure that the basic problems of their home and family are being cared for. They can not worry about the purity of the water they drink, protection against fire and law breakers, care for the needy and aged, prevention of epidemics, development and maintenance of highways, and many thousands of other necessary and basic things of our social and community life today.

The banker, the merchant and the factory worker have asked the public employee to do these things, to take care of these immediate and basic problems so that they can concentrate on development of the Great National Product.

That the public employee is doing this efficiently and well is attested to by recent statistics reflecting our national well being.

### Cliche Must Be Abandoned

If, therefore, the public employee is so successfully using his skill to keep our great economic life serene and stable, should he not be compensated on an equal level with the industrial worker? It is obvious that both the civil servant and the industrial worker play equal and important roles in our society. Neither is more important than the other. They must exist together. They can not exist separately.

The cliche of the public employee as a tax waster must no longer be used. It is not only demeaning, it is stupid to continue to think of governmental service in these terms. Rather, the same adjectives of productiveness and efficiency should be applied with the same force to the worker in industry and the worker in government. Both are adding to our great national wealth and both should be sharers in that wealth with equal compensation. There can not be any argument against paying the government worker well for the part he plays 24 hours of every day in keeping our community serene and our society stable.

# Move Renewed to Shift More State Jobs to Competitive Class

ALBANY, Aug. 22 — New hope for a realistic State survey of exempt and non-competitive jobs has been voiced by the Civil Service Employees Association.

With a new Governor, a New State Civil Service Commission President, and a new appointment to be made by Governor Averell Harriman to replace Commissioner Oscar Taylor, resigned, a strong program to put excepted jobs into the career branch of civil service, if that's where they belong, is to be waged.

The Civil Service Reform Association is backing the project with

all its own weight and prestige.

Mr. Taylor is a Republican. The three-member Commission consisted of two Republicans and one Democratic, as long as he remained on it. The law requires that no more than two of the members shall be of the same political party. Mr. Harriman therefore may appoint a person of any political persuasion, since the third member, Mary Goode Krone, is a Republican. The Governor is expected to appoint a Democrat.

Mr. Taylor, a retired vice president of the New York Telephone Company, in charge of personnel relations, was appointed by former Governor Thomas E. Dewey. Under the Dewey administration a jurisdictional reclassification was begun. That refers to putting jobs in the class in which they properly belong — competitive, non-competitive, or exempt. In cities there is also the labor class, but in the State government the labor jobs are in the exempt class.

The reclassification made a little headway, but when the touchy problem arose in cases which involved political considerations, the whole effort was dropped, with nothing done in almost four years.

The reclassification was abandoned, although efforts were made at the Commission's office to convince inquirers that the project was only in abeyance. The stalemate greatly disappointed the CSEA.

### Resolutions to be Offered

Several proposed resolutions dealing with the need of a thorough jurisdictional reclassification will be submitted to the Association's resolutions committee. That committee will decide whether one of them should go to the membership for a vote, or some resolution embodying ideas found in several

proposed resolutions. The annual meeting of the Association, to be held in Albany on October 15, would then have an opportunity to vote on the proposal. Amendments from the floor would be in order.

The next meetings of the Association's board of directors, to be held at Association headquarters on Thursday, September 15, is expected to discuss ways to get a definite program under way in

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## Central Islip Golfers Win at Harlem Valley

WINGDALE, Aug. 22 — The second round of the playoffs for the "Edward Mentz" trophy was won by Central Islip golfers.

Central Islip garnered a total of 18 points. Marcy State Hospital was second with 12½, and Hudson River and Harlem Valley State Hospitals carded 9½ and 7½, respectively.

In the women's division Mrs. John Whalen of Hudson River received low medal honors for a 92, with Helen Bradshaw of Hudson River in the running with 93. Mrs. Francis J. O'Neill of Central Islip, who carded a 95 for third place, won first prize in the kickers handicap.

In the men's division Jack O'Connell of Central Islip won medalist honors with a card of 74. Jack Cassidy, also of Central Islip, had a 75. He missed an eight-inch putt on the eighteenth hole.

### Others Who Won Honors

Other honors taken by players from Central Islip were: First place for the longest drive, 260 yards, by Daniel Holmes, and closest to the pin by Bob Green. Bob missed a hole in one when his tee shot faltered five inches from the pin.

Charles Melton and Pat Lally, two of Central Islip's top golfers, ran into trouble on the first nine and were unable to recover sufficiently on the second nine to overtake the leaders. They have shared honors in Central Islip's past victories and it may be expected that they will bring additional honors to the club in future tournaments.

The playoff in the women's division for the Circle B "Motors" Trophy was to be decided at Hudson River State Hospital on Aug. 20. Central Islip and Hudson River were tied with 8½ points each for this trophy.

## Marcy Aides Play Golf on Course They Helped Build

MARCY, Aug. 22 — A five-year project has been completed and Marcy State Hospital's beautiful nine-hole golf course is now in operation.

The course, built largely by patients and employees, was an outgrowth of links laid out 10 years ago as a therapeutic aid to patients. After golf was firmly established at the institution, Dr. Newton Bigelow, hospital director, conceived the idea of transforming waste land on the hospital grounds into a full-fledged nine-hole course.

Consultations were held with officials of neighboring golf clubs, and the amateur constructors went to work. Swamps were drained, ground cleared, fairways laid out,

natural hazards made even more devastating. The rustic bridge spanning a water hazard on the seventh hole was built almost entirely by one of the hospital's carpenters.

### All Hands Are Proud

Employees, patients and administrators at the institution are rightfully proud of the course, and an exhibition match is being planned to give the public a chance to see the fine links.

Crestwood Golf Course is the name, chosen after a competition among personnel and patients. The course is now an invaluable therapeutic device for patients, and a recreational joy for golfing employees whose putting and driving skills can overcome the six par-four holes, one five, and two threes.

Dr. Bigelow is chairman of the golf association, with H. C. Mason as president, Arthur Bilodeau vice president, and Marvin R. Wengert secretary-treasurer.

Don E. Sperry heads the house committee, assisted by Natalie Juchniewicz, Russell Pinegan, Charles D. Methe and Sylvia Tanner. Golf pro Frank Mysliwicz chairs the green committee, consisting of Howard F. Kane and Eugene Markowski.

The handicap committee is comprised of Father Daniel O'Brien, chairman, and Edwin J. Roberts Jr. and Earle Timperlake. George Humphrey, chairman, Richard M. Beck and Yulonde Deck are in charge of auditing.



They attended the party for Mrs. Agnes Schutte, housekeeper at Rockland State Hospital, who retired after 34 years' State service. Seated, from left: Margaret Dolan, Theresa Helder, housekeeping supervisor; Mrs. Schutte; Henry Marler, president of the hospital's CSEA chapter; Mary Frasier, Grace Simpson, Alice Chandler, Bessie

Chauvin and Rachel Kantenwein. Standing: Mary Dalton, Della Garvey, Helen Julius, Josephine O'Leary, Mary Lyons, Jessie Stein-decker, Mary Spino, Mary Holloway, Margaret Rooney, Elizabeth Bryan, Ruth Brickwood, Irene Robertson, Katherine Woodward, Frona Prince, Margaret Miller, Gertrude Farrell, Mary Clark, Grace Nazar, Mary Edmans and Florence Gardner.

# 'Biggest Training Package' Is Offered to NYC Employees

Both free and reduced-price courses are being offered to employees in NYC's expanded training program of 26 courses.

Personnel Director Joseph Schechter said that the City never covered before anything "compared with the bargain package we are now offering."

Employees should inquire of the

personnel officer of their department, or the bureau of training, Personnel Department, 299 Broadway, New York 7, N.Y.

### Subjects to Be Taught

The subjects are accounting, problems of adolescence, communication, conference leadership, work with the delinquent, business English, NYC government, human relations, IBM accounting, management analysis, office practice, personnel management, position classification, procedure analysis, public relations, public speaking, increased reading speed, report writing, executive secretarial practice, conversational Spanish, statistics, speed stenography, supervisory techniques, vocabulary building, work simplification, effective writing, and taking civil service exams.

The NYU Graduate School of Public Administration, the Bernard Baruch School of Business and Public Administration of City College, the general studies schools of the four municipal colleges, and the Board of Education are co-operating with the Personnel Department.

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Law 61.

### Four Westchester Lists Are Issued

ALBANY, Aug. 22 — Four more eligible lists for jobs with Westchester County and its communities have been announced by the State Civil Service Department. The lists, and number of eligibles:

- Intermediate account clerk and stenographer, 4.
- Intermediate account clerk and typist, Village of Scarsdale, 5.
- Junior account clerk, 3.
- Senior account clerk, Town of Harrison, 2.

## \$5,000 Pay For Police Held Not Enough

KINGSTON, Aug. 22 — Police units in the State have been urged by the State Police Conference to present new and firm requests for substantial increases in pay and fringe benefits.

Peter Keresman, secretary of the conference, told the local units to seek more than the \$5,000 a year now being considered for proposal.

Wages and benefits for skilled help in private industry have risen to more than \$5,000, Mr. Keresman pointed out. This, he said, is causing more policemen to take jobs in private industry, while skilled policemen who stay are being asked to do a bigger job with less help.

### Wants Officials' Backing

Mr. Keresman said that although the public wanted good law enforcement, it does not pay the price unless public officials show concern about salary raises for police. He cited the effectiveness of former NYC Police Commissioner Francis W. H. Adams' plea for more men and more pay.

Mr. Keresman recommended: "In the light of industrial jobs being made more attractive; in the light of resignations and lowered morale, and lowered entrance requirements, each unit should present new wage requests, supported by each member getting an expression of opinion on it from neighbors, local organizations, and representatives in government.

## State Issues Clerk And File Clerk Rosters

The State will canvass 3,177 eligibles for clerk and 2,562 eligibles for file clerk to determine where in the State they are willing to accept job appointments.

The two lists, just issued, are part of the State's beginning officer worker exam held last March.

Rosters for accounting clerk and statistical clerk, two other "options," in the exam, have already

been released. The Civil Service Department held certification pools in NYC and Albany to appoint as many eligibles as possible from the old lists before they expire on September 14.

### Some of the Eligibles

First job offers from the new list will be made about the middle of September.

J. Komarzanski, of Johnstown, heads the new clerk list with a score of 101, and ties for first in the file clerk list with the same score.

Top ten under Mr. Komarzanski in the file clerk list are Henry Rieman, Brooklyn, 101, a tie for first; Edward Schwartz, Brooklyn, 99.25; Robert Rathrick, Elmira, 100.75; Trevor T. Thomas, Brooklyn, 99.25; Austin M. Keenan, Staten Island, 98.75; Zindel Zucker, New York, 98.70; James McKune, Brooklyn, 98.50; Robert W. Forest, Troy, 98.25; Annette Lefcourt, Brooklyn, 98.10, and Martin Rutsky, Brooklyn, 98.

The next ten under Mr. Komarzanski on the clerk list are Louis R. Tenenini, Albany, 100.50; John R. English, Kenmore, 99.90; Henry Rieman, Brooklyn, 99; Trevor T. Thomas, Brooklyn, 98.50; Zindel Zucker, New York, 98.20; James McKune, Brooklyn, 98; Austin M. Keenan, Staten Island, 97.50; Grace I. Spooner, Albany, 97.50; Alice M. Crowley, Albany, 97.50; and Rosemary Quinn, Syracuse, 97.50.

Other names on the lists may be checked at The LEADER offices, 97 Duane St., New York.

## Folsom Backs Social Security For U. S. Group

WASHINGTON, Aug. 22 — Marlon B. Folsom, the new U.S. Secretary of Health, Education and Welfare, spoke confidently about the prospects of improving the Social Security Act, and bringing under it, for supplementary benefit, the Federal employees who are members of the U.S. Civil Service Retirement System.

Only permanent employees are eligible to membership in the Civil Service Retirement System; other U.S. employees are now covered by Social Security.

"The President has recommended this change," said Secretary Folsom, "and it will be taken up by Congress next year."

### States Basic Reason

In explaining the basic reason for the recommendation, Mr. Folsom said, "No Federal employee would lose, but many would gain, particularly in insurance protection for survivors."

He added that Federal employees are the largest group not covered by Social Security.

The Civil Service Retirement System would be coordinated with Social Security, not discontinued.

He spoke while the twentieth anniversary of the enactment of the Social Security Law was being celebrated.

The Committee on Economic Security recommended that health insurance be made a part of the Social Security Act. The committee stated that it was not trying to force compulsory health insurance on the country, as some medical groups feared.

## Problem Over Raises Solved Temporarily

WASHINGTON, Aug. 22 — Federal employees were granted a pay increase, with the intention that nobody should be left out. A problem has arisen concerning those who were in the Crafts, Protective and Custodial group. That group is being transferred to wage board jurisdiction. What pay should those employees get — wage board rates, or percentage increases?

An opinion has been requested of the Comptroller General. Meanwhile the employees must be paid. A practical rule is being followed by some agencies: an employee transferred from CPC grouping to an agency in which the pay of jobs is decided by a wage board is to receive either the percentage increase over his former pay, or the wage board scale, whichever is higher.

The agencies figure that the Comptroller General's opinion will be much along that line, so far as transition cases go, though the rule for the future may be different.

The general effect of the interim policy is to raise the former CPC rate by 7.5 percent, unless wage board scales are higher, as they often are.

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# CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of special importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

By JACK SOLOD

## The New York State Prison Guard Versus—

ONE OF THE HARDEST-WORKING, most efficient employees on the CSEA staff is Henry Galpin, salary research analyst. Many thanks for the pay figures, Henry, they demonstrate conclusively that the New York State correction aide has been left out in the cold on salary and fringe benefits.

Connecticut, California and NYC pay higher salaries for prison guards than does New York State. Many other States, although paying less actual cash, provide full maintenance.

Working 40 hours a week are employees in Federal prisons, California, Connecticut, Iowa, Michigan, Minnesota, New Jersey, Oregon, Washington State, and Wisconsin. New Hampshire pays a shift differential for night work.

### Uniform Allowance

When it comes to uniform allowances the New York State guard is really lost. NYC allows \$95 a year. Federal guards get all uniform equipment free, and the following States allow \$100 a year for uniforms: Michigan, Louisiana, Maryland, Illinois, Vermont, Maine, New Hampshire, Virginia, Indiana, Alabama and North Carolina.

### Maintenance

The States of Louisiana, New Hampshire, Alabama and North Carolina allow prison guards \$480 a year maintenance. Nevada allows \$240 a year maintenance; Michigan, Minnesota and Iowa, \$120 a year maintenance. All these figures for maintenance are exclusive of uniform allowances.

Some States lean heavily to supervisory personnel. Principal keepers in New York State get \$8,470 maximum. California, New Jersey receives \$12,600 maximum pay; in California \$9,850.

The requirements for guards in New York State are the highest in the country.

### Even in the South

A good deal has been written about poor starvation wages paid in the South, and yet we find Louisiana paying \$4,480 a year salary, \$480 maintenance, and \$100 a year for uniforms, or \$5,060 total.

Many States pay maximum salary after four years, some after three years. Some States are now in the process of upgrading pay scales in the prison service.

The outstanding fact which this study provides is that since 1951 many States have realized the importance and magnitude of the prison guard service, and have raised salaries to a greater extent than New York State.

## Now Is the Time

In the past few years, many members of the State Legislature have publicly stated that a 25-year half-pay pension for uniformed personnel in Correction is justified, but, "Where is the money coming from?" The papers now tell us that a surplus of nearly \$200,000,000 is possible this fiscal year.

This means that for the 1956 session the money for long overdue pension improvements and 40-hour week same pay will be available. Members of the Legislature are telling me that now is the time to make our move for civil service benefits so that the new budget will provide the necessary money. NOW and not in January!

# MH Softball All-Stars Vie on Aug. 25

BUFALO, Aug. 22—The All-Star doubleheader of the Mental Hygiene Softball League will be played at Buffalo on Saturday, August 27. Two infielders and two outfielders from each team will comprise the All Stars.

Willard State Hospital is riding high after four straight victories in league competition. On August 6 they whipped Rochester 9 to 3, following two shut-outs of Craig Colony, 10 to 0, and 5 to 0, and a 9 to 6 victory over Newark State School.

Despite the Willard "rush," Buffalo State Hospital continues to lead the league with nine wins against one defeat. Willard is in second place, 6 and 4, followed by Newark, 5 and 4; Rochester, 5 and 5, and Craig Colony, 0 and 10.

Joseph Kieta, secretary-treasurer of the league, is a new addition to the Buffalo roster.

REAL estate buys. See Page 11.

# SLA Probe

(Continued from Page 1) explained to me, is so greatly understaffed.

### Rohan Concur

Commissioner Rohan expressed concurrence with Commissioner Shapiro's point of view. Said he: "To my way of thinking, the logic of Commissioner Shapiro's remarks is compelling to all who are interested in the current investigation being brought to a conclusion as soon as possible. I, therefore, suggest that every employee who has previously been requested to submit a questionnaire but has not yet done so, give every consideration to Commissioner Shapiro's request that such questionnaires be submitted without delay."

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## Bill Would Provide U.S. Pension Credit For State Work

WASHINGTON, Aug. 22—Under a bill passed by Congress, service in State government is creditable, to an extent, in the U.S. Civil Service Retirement System. The question of who benefits has arisen. Here is the answer!

The beneficiaries are those who worked for any six agricultural programs financed in part or in full by the Federal government. The rural electrification, vocational education, extension activities, forest and waterfront protection, control of plant pests and animal diseases, and investigation and research at experimental stations.

There are 86 Federal-State programs, and singling out six struck by the U.S. Civil Service Commission as discriminatory, but it did not recommend that the bill be vetoed.

## Eisenhower Signs Life Insurance Bill

WASHINGTON, Aug. 22 — The government will take over the liabilities of the beneficial associations under which 135,000 Federal employees have life insurance.

As the associations can not compete with the government life insurance rate, they are required to wind up their affairs.

President Eisenhower signed the bill authorizing the membership transfer to the Federal life insurance plan.

## U.S. TO CHECK UP ON PREMIUM PAY TO AIDES

WASHINGTON, Aug. 22 — The federal government will study next month the additional pay it grants to employees in U.S. Territories, consisting of cost-of-living allowances and post differentials. The survey is made annually.

# Women's Prospects For Clerk Jobs Rise

A request by the Department of Purchase for permission to restrict the filling of a clerk vacancy to men eligibles was approved by the NYC Civil Service Commission. A similar request from the City Planning Commission was referred to the bureau of investigation.

The requests of departments to limit clerk appointments to men, for various reasons, including duties that involve heavy lifting, and lack of facilities for women, have been rather freely granted by the Commission. A stricter policy is now being followed, since cases came to light, after appointment, in which arguments for the exception did not stand water.

### New Exam Possible

The City is facing a difficulty, anyway, in appointing only men, whether because the discrimination practiced in their favor has resulted in practically exhausting the best of eligibles. Unless the City goes in for appointing women,

who now almost monopolize the list, it will have to hold a new clerk exam in the fall or winter, to obtain male eligibles.

## EISENHOWER JOINS IN PRAISING POLICE

WASHINGTON, Aug. 22 — Washington policemen received a pat on the back from President Eisenhower for their able handling of swollen traffic during the capital's transit strike. Letters of commendation have also poured in from civic organizations, trade associations, other government officials, and Mr. Average Citizen.

The best writing, though, the police think, is Mr. Eisenhower's signature on the bill granting them additional pay for the overtime work.

## LABORERS FILE COMPLAINTS ON PAY TO PROTECT RIGHTS

Laborers and assistant gardeners have filed complaints with the NYC Comptroller's office, to receive the rates of pay prevailing in local private industry.

The American Federation of State, County and Municipal Employees, AFL, put in the complaints. The step was taken, explained Jerry Wurf, general representative, to protect the men's interests in current wage negotiations.

## HELPER ANSWERS STAND

The tentative key answers in the maintainer's helper, groups A and C, exams were adopted by NYC as final, without change.

## X-RAY TECHNICIAN COURSE OFFERED FREE

A hospital in NYC offers a free two-year X-ray technician training course to men or women between 18 and 28 who are high school graduates. The course, starts in October. Students will receive monthly payments of \$25 the first semester, \$75 the second, \$100 the third and \$120 the fourth, plus a two-weeks vacation after a year.

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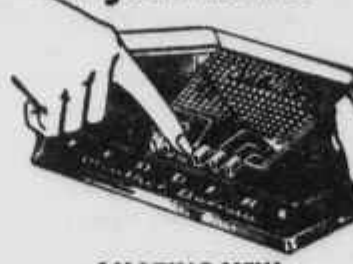
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TUESDAY, AUGUST 23, 1955

## More Can Be Measured Than Civil Service Tries

Civil service commissions are so hard pressed to perform the routine duties of their jobs that they do not always have as much time and opportunity as they would like, to check up on how their work fares in the final analysis. The accepted measuring rod is the validity test. That refers to proof of whether the appointees measure up to all that was expected of them. It is really the end result. But it is no secret that the result is not always perfection.

The State Civil Service Department is bravely attempting to get better results in promotion exams, by experimenting with a competitive oral test. There have been such tests in all public jurisdictions. The State wants to extend the experiment, perhaps statewide, whereby the written test would be a qualifying one only, the oral test the deciding factor. In promotion tests, or any other tests, that would be something strikingly new.

### Why Bravery Enters

The element of bravery enters because oral tests are often looked upon askance. They tend to lack the objectivity of competitive written tests. There is nothing to refer to, in cases of disputed findings, except the transcript of the dialogue, and in some competitive oral tests there just weren't any transcripts. Unless full protection to candidates against a miscarriage of justice by absence of a written record is provided, the oral test experiment could be perilous.

The United States Civil Service Commission does more than any of the other commissions to improve its examination techniques. It not only keeps abreast of latest developments in the science, but promptly adopts such of them as it considers of possible value. It is just as quick to discard those that fall below hopes or expectations.

Every commission should do not only that much, but considerably more. It should conduct field surveys to determine how aptly the candidates chosen by the merit system fit the jobs to which they are appointed. When it finds results below par, by this validity test, it should try to apply the remedy in the future through broadening the scope and nature of the tests it gives. It should adopt examining methods that probe qualities that receive scant attention now. More about a candidate's inner worth can be determined by more advanced examining techniques than any civil service commission now attempts. Not only is it necessary to evaluate a candidate's intelligence, but it is equally important to discover, if possible, if he is resourceful and diligent, and has the wide-range mind that, with later experience, will fit him for positions of high responsibility. Some tests attempt to measure a person's conscientiousness, also his sense of justice and loyalty.

Each commission should assign to one of its bureaus, or have a separate bureau, for conducting testing of its own work, otherwise civil service administration, instead of being an advancing science, may turn out by default to be stagnant routine.

WHAT USE will NYC make of the 4,500-name court attendant eligible list? When an eligible list is too small for the needs of the service, that's news. Isn't it also news when the number of jobs is too small for the size of the list?

NYC EXPERIMENTED with the patrolman (P.D.) test. The physical was made qualifying only. Formerly it was consistently competitive. Now that the City knows the desirability of the one type over the other, which one will it choose for the police test that will open in the fall?

## Comment

### DEPLORES ABSENCE OF SAFEGUARD ON PAY

Editor, The LEADER:

It is too bad that Congress recessed without passing a bill that would have prohibited salary cuts of incumbents in cases of downgrading.

While it is true that statutory redress is not the most acceptable kind in theory, when problems could be solved just as well administratively, what are public employees to do, if the U.S. Civil Service Commission does not go along with the idea of complete safeguard?

In the New York State government, and elsewhere, the same necessity of recourse to legislation arises now and again, either because administrators do not do what they ought to do, or employees feel, and legislatures agree, that without statutory protection definite dangers to employee welfare exist. For instance, in New York State there is employee insistence that a plan for adjusting grievances should be made statutory.

### Human Touch Needed

It may be unjust to an employee to require that what happens to his title must happen to him. Admittedly, there may be occasions for downgrading a title. That does not justify the reduction of any incumbent's pay. He personally may be entitled to be upgraded, so why cut a salary that really ought to be raised? And why not take every means to stimulate and sustain employee morale, which pay cuts in downgrading or any other cases certainly undermine?

If a statute is necessary to breathe humanity into civil service administration, then a statute should be adopted.

The Career and Salary Plan resolution adopted by the Board of Estimate prohibited pay cuts in downgrading cases.

Let NYC's action be an example to other public employers throughout the nation.

C. L. BROOKFORD  
Massapequa, N. Y.

### THE LINGERING FLIGHT OF A VINDICATED EMPLOYEE

Editor, The LEADER:

The Federal security program, as applied to public employees and some others, needs overhauling. You have published facts showing that employees are sometimes sub-

(Continued on Page 7)

## Not Only Satisfied But Delighted

Public employees, like members of the armed forces, freely exercise their right to gripe. But here is a public employee who is not griping. In fact, he's waxing lyric over the new quarters occupied by his staff and himself.

He is Paul M. Brennan, chief of the NYC Personnel Department's medical-physical bureau.

Formerly the bureau occupied quarters on the first floor of 299 Broadway. Now it is housed at 241 Church Street.

"The new premises are modern," says Mr. Brennan, "and much superior to the previous quarters. Church Street even has young trees that blow to and fro, and grow in the sunshine and rain. The medical-physical bureau is like the trees. We are blown by the winds of wisdom, learning and experience, and, with a modicum of sunshine and water, we grow, too."

So it is not only in Brooklyn that a tree grows.

## TIME OFF

THE RECENT Governors' Conference in Chicago was revealing. The Governor of North Carolina did not say to the Governor of South Carolina, "Let's have another drink," but one governor pleaded with another not to swipe trained psychiatric workers. Thus even governors can have a non-raiding pact, the same as unions.

Naturally, the plea was successful. Swiping that involves crossing state lines could be a federal offense, except that all states are so hard pressed for trained psychiatric workers, that a little informality in hiring is to be expected.

It must be reassuring to the trained psychiatric workers of New York State to learn that their services are so highly cherished. If the pay were only raised to the same high level as the impartial opinion, that would be another deserved accomplishment.

Anyway, governors as raiders were cast in an unexpected role.

The supervisor of a federal office prohibited employees from discussing anything except government business and cultural subjects in the office.

Two women were conversing. They exhausted the governmental topics fast, then this dialogue ensued:

"I saw 'Desiree' last night. Have you seen it?"

"Oh, yes."

"Did you like it?"

"And how! I'm just crazy about those prehistoric movies."

Some government agency ultimately will have to cope with the problem of ordering the lives of those who man the space stations. How will people working on these whirling platforms spend their

week-ends? Will they don spatial swimming trunks for a dip in negative atmosphere? Will they drop in on Mars for one, long glamorous day and night? Or will they just spend their time preparing for promotional exams.

The Internal Revenue Service will not stand for any kind of corruption, of course, not even of the English language. The Commissioner objects to using the designation IRS, because alphabetical agencies are temporary, and collecting money from the taxpayers is here to stay.

Also, the IRS does not want slang used.

One examiner on the IRS staff, in writing an inter-departmental memo, said: "I think we should lay off this thing because it is a hot potato."

A shocked supervisor admonished: "You should have written, 'Decision should be deferred because of the controversial nature of the subject-matter.' Remember, no slang."

"Well," remarked the examiner, "I have to report the show given by the IRS last night. One employee played 'Hot Canary' on his fiddle."

"Quoting any title verbatim," the supervisor counseled, "is never a hot potato."

Cyrus L. Sulzberger, foreign correspondent of the New York Times, cites a quotation from Demosthenes, the cynical, realistic Athenian, and it strikes us that the quotation applies admirably to many a politician we know. Demosthenes said: "Our purposes and our actions must invariably be just; yet we must be careful to see that they are also attended with advantage."

## Question, Please

I WAS SURPRISED to read that an eligible was refused appointment by the NYC Police Department because when he was nine years old his father signed a communist petition. Is this a ground for refusal of appointment?

L.P.

Answer — It would not seem to be. A candidate should be held accountable for his own acts, not for those of any other person, even his father. However, the Police Department denies that refusal was based on the fact the father signed the petition. Deputy Commissioner Vincent L. Broderick said that no man ever has been

or ever would be kept from the force for such a reason, and that there are many instances of men with similar family history who have been appointed. He explained the candidate was rejected because of his truancy record at high school, and three minor court-martial while he was in the Navy. The candidate replies that he was graduated from high school, despite the minor scores against him on attendance, and in the Navy rose to damage controlman, third class, equivalent to sergeant in the Army, and was honorably discharged. The case is now in the Supreme Court.

## When a Fast Dollar Lacks Speed

Frank J. Muench, acting regional director in NYC of the U.S. Department of Labor's Wages and Hours Division, encourages parents to advise their teen-agers to return to high school this fall.

"Dropping out to earn a fast dollar," he said, "literally results in throwing away tens of thousands of dollars."

He gave some statistics: Men 25 years or older, who completed eight years of grade school, have an average income of \$2,533, compared to \$3,285 paid to those who had been graduated from high school. For college graduates the figure is \$4,407.

"The cash value of finishing the last year of high school, based on a 40-year working life, may result in an additional earning power of \$14,700 for men and \$20,000 for women."

Asked how about the success stories of men and women who did not finish high school, he commented: "Such cases, of course, exist, but 99 percent of these successful ones are sorry they did not continue their education, and join in strongly urging today's youngsters to return to school."

With more education, even these success examples would have been even more successful, is the argument.

# Spotlight On Labor Dept.

## News Is Not Confined To Happy Events Only

A DIVISION OF EMPLOYMENT office manager, W. Lee Thorne of the Queens Industrial Office, took us to task this week in a letter of interesting, vitriolic comment.

Mr. Thorne's letter, dated August 12, is printed here as we received it. The Editor's reply follows immediately after.

Editor, The LEADER:

I am shocked and dismayed to see that you would launch an allegedly new column in respect to the Labor Department and its vast function and responsibility, on so sour a note as the gossip-mongering efforts in this week's issue.

I cannot possibly see what news value it has, or what good purpose it might serve, particularly wrapped as it is in such anonymity and animosity. In the vernacular, — it stinks; and you ought to be ashamed of yourself.

Lest you think that I am some easily affronted late-comer, it might interest you to know that I have been with this Division or its predecessor for over 24 years; that I am proud of my agency and its administration; and that I have always worked devotedly to gain public respect for our work and responsibility. In the whole history of our Division, I know of no time before when it happened that three people were "under fire" at once. It all becomes a member of the press, — even a specialized member, to parade such misfortune before the public, — even the specialized public.

Disappointed,  
W. LEE THORNE,

Office Manager, Queens Industrial Office, Bank of Manhattan Building, Queens Plaza, Long Island City 1, New York.

### Editor's Reply

Mr. Thorne has obviously missed the point of both the Labor Department column and his own letter.

The column did not reflect any malfeasance on the part of the department. It merely reported the cases of three employees facing disciplinary charges, the outcome of which could affect their retirement rights, their daily lives, and therefore was news.

The LEADER passed no judgment on these charges. It stated the cases because their outcome could similarly affect other employees, and because disciplinary charges are always important information to public aides. Mr. Thorne himself states that this is the first time in his long experience with the department that such an incident has occurred. He should therefore realize that what happened to these three men could perhaps set a precedent for future action in the department, something of concern to all department employees.

### Must Publish the News

Mr. Thorne accuses The LEADER of being too anonymous, yet decries the parading of the facts. Would he prefer that we name these three men who were being tried and open them to the speculative glances of their fellow-employees and friends because of charges yet untried?

Mr. Thorne apparently feels that what goes on in the department is of no concern to the public. We know that it is.

If the department's charges are just, a public announcement can only serve to keep other employees from similar mistakes.

If the charges are unjust, public attention to the matter will serve the cause of justice for both sides.

There is always pressure on a newspaper to present the "sweet" side of news. Unfortunately, life isn't always sweet. If Americans — public employees included — are to make correct evaluations, they must do it on the basis of the facts; and if these facts are not always pleasant, they cannot on that account be quietly shoved under the rug.

### Assuredly Not Gossip

Incidentally, the information presented was far from "gossip mongering." It came from sources directly involved. The employees were represented by an able attorney, Harold Herzstein, who is also assistant counsel to the Civil Service Employees Association.

Bringing of charges in no way reflects upon the department. Our opinion of the State Labor Department is quite as high as is Mr. Thorne's. A high opinion of an agency does not, however, prevent us from printing news or from exercising the right of free comment — a right inherent to a free press.

### The Aftermath

Now as a final piece of news on this item, here is what happened to the three employees involved:

Employee A, charged with incompetency and misconduct, was reduced in grade from statistical clerk to clerk.

Employee B, accused of an altercation with the manager of his office, has died. Mr. B, who was an employment manager, had suffered a heart attack after the office fray.

Employee C, an employment manager charged with unapproved absences, was fined \$50.

### NO CHANGES IN MAINTAINER'S HELPER KEY

No changes have been made in the tentative key answers to NYC's open-competitive and promotion exams for maintainer's helper, groups A and C. The NYC Personnel Department received six letters of protest against 13 items on the key.

There were 1,085 candidates at the June 25 written test.

### CITIZENS UNION ASKS 2 JUDGES BE REAPPOINTED

The Citizens Union, which seldom recommends appointments, wrote Mayor Robert F. Wagner, favoring reappointment of Justices Justine Wise Polier and Herbert T. Delaney of the Domestic Relations Court, whose terms are about to expire.

REAL ESTATE buys, see Pages 10, 11



ROBERT F. WAGNER

NYC's Mayor now turning his attention to the 40-hour week.

## Comment

(Continued from Page 6)

jected to undeserved punishment, even if it is a case of suspension and final vindication, with payment of salary for the suspension period.

The public may imagine that an employee is not too badly treated if he gets paid for the period during which he did not work. But he had to pay a lawyer, probably, and the average cost would be around \$400 or \$500. Also the employee did not sit idle during the suspension period. The amount of earned income from other sources during that period is deductible from the back-pay amount. Vindication means something less than many imagine. If one is falsely accused, the accusation seems to be remembered by the public, but the exoneration forgotten. The employee is lucky if he breaks even, even if vindicated. He can't win. Cohoes, N. Y. L. P. ROFFMAN

### ORAL TEST EXPERIMENT SAID TO BEAR WATCHING

Editor, The LEADER:

The State Civil Service Department, in experimenting with competitive oral tests as the determining ones in promotion exams, is trying to improve promotion recruitment.

The argument is that the present promotion method, whereby, in general, competitive written tests are the determinant, do not always result in the promotion of the best qualified candidates. Nevertheless, the present method is the best one we know of, until we find out differently.

I recall that the NYC police some years ago wrung a promise from the local civil service commission that oral tests would be no part of the patrolman (P.D.) exam. Nor have they been, since then. So there is objection on principle to oral tests deciding who shall get what. The reason is that the gradings are not as objective, and as readily open to challenge by the employee.

There may be no reason to discourage the experiment, but every student of civil service should watch developments closely.

IRA J. GRIDDEN  
New York, N. Y.

## State Employees Give \$12,000 to Jewish Charities

ALBANY, Aug. 22—State Comptroller Arthur Levitt reports that the State employees division of the Jewish Welfare Fund of Albany, of which he is chairman, had gone over the top in its annual fund-raising drive.

State employees of the Jewish faith contributed \$11,951.52 in pledges and receipts, \$13.19 more than they did in the same fund last year, the Comptroller said.

### HERLANDS NOW A JUDGE

William B. Herlands, former Investigation Commissioner of both NYC and the State, was sworn in as a United States District Judge.

## Management and Labor Tell

# How Welfare Dept. Could Produce Still Better Results

By PAUL KYER

Among the many changes brought about by the economic chaos of the 1930s was the evolution of welfare agencies from "dole" stations to highly complex bureaucracies.

The intricacies of modern welfare work are spotlighted by the work of the NYC Welfare Department which, with a whopping annual budget totaling more than \$200,000,000, is now a big business operation.

To provide for the wants of the needy, the department has developed an elaborate structure of assistance that serves more than a quarter of a million New Yorkers monthly and serves them well.

In the process of creating an efficient and workable department, however, a number of tangled problems have arisen which are in serious need of being solved.

A long-standing need of change exists in the heavy case load now imposed on the investigator, his supervisor and the welfare center administrator.

The State and City welfare departments have set a standard, arrived at over a period of years, of allowing the hiring of one investigator for every 75 cases. It has been proven that "experienced" investigators can handle this many cases efficiently. But — to the inexperienced worker, of whom there are many in the department because of the heavy personnel turnover, the figure is high.

The inexperienced worker must often turn to his fellow-workers, his supervisor and his administra-

tor for help in handling his case load. This in turn causes extra work for the experienced personnel.

Furthermore, the case figure of 75 becomes unrealistic when personnel shortages result during vacation periods, heavy personnel changeovers or waves of illness among the staff. The cases must continue to be processed during these periods and the extra burden must be carried by the people on the job. A lower case load would require the hiring of more personnel to handle these unusual situations, which have almost become the rule rather than the exception for the department.

### Longer Training Period

New personnel not properly trained, however, would do little to solve the work load problem. There is a one-month training period at the Welfare Institute for new employees, after which they are sent out into the field. The department admits that this training program, although an improvement over past training procedures, is not enough to equip a new worker to be sent into the field. A longer training period is impossible at this time, however, because of the urgent need of personnel to handle clients, the department claims.

New workers could be integrated into welfare work more quickly by either extending the training period or combining it with daily field work. Although the department has stated a desire for this more thorough training program it has not carried it out. Welfare

(Continued on Page 10)

## Studenski Analyzes Pensions

Dr. Paul Studenski, in a letter to State Comptroller Arthur Levitt, protests the denial of pensions to contract workers under an opinion by Attorney General Jacob K. Javits.

Dr. Studenski, discusses the effect of Mr. Javits' opinion, citing four group examples:

"Cases A: There are cases in which a person acts as an independent contractor in the true sense of this term and not as a State employee. He furnishes for a specified fee not only his own services, but also those of his hired employees, private office and equipment, for all of which he pays out of his fee, thus returning to himself a profit in the end. Such independent contractors — architects, surveyors, law firms, accounting firms and the like — obviously are not public employees and do not qualify for membership in the retirement system. If such persons have been admitted to it, the retirement law was violated. These are the cases covered in the adjudicated Hartmann case cited in Mr. Javits' opinion. To declare these types of services to be non-creditable for retirement purposes, no opinion of the Attorney General needed to have been written. These cases are obviously non-creditable under the retirement law.

### Dual Job Problem

"Cases B: Cases in which a person is paid as if doing two jobs for the same government at the same

time, one filled pursuant to the Civil Service Law and meant to be full-time, the other supposedly contractual and part-time, in which the part-time work is performed during hours required to be devoted to the full-time job. Such cases are reported.

"The employee may be entitled to membership in the retirement system, but he is not entitled to contribute on the basis of any income from his part-time job, or have this income included in the salary base used for the computation of his pension, not because he is a contract worker, but because he was not a legitimate part-time worker. I am not a lawyer, but the part-time hiring in such cases appears to me to violate the Civil Service Law. The Attorney General's recent opinion if applied to this type of cases reached the correct conclusion but on what seems to me to be the wrong ground. Persons legitimately hired on a contract basis should be distinguished from those appointed to mock jobs in pseudo-contract hiring, so that membership in the system is open to or continued in the legitimate cases, while being denied in the others.

### Pensioner Who Returns

"Cases C: Cases in which a retired employee is brought back into service under the guise or misapprehension that he is an "independent contractor" whereas in reality he is to render direct pay-

(Continued on Page 10)

# Revised List of Coming State Tests

A wide variety of jobs will be filled from several hundred exams planned by the State Civil Service Department.

The tests are not now open for receipt of applications. The department's examinations division is preparing the minimum requirements for the tests, considering the nature of the test, and the filing period.

Watch The LEADER for announcements of exam requirements and the dates for filing applications. Do not attempt to apply before the opening date.

The following tests are open-competitive, that is, all residents of New York State who meet the minimum requirements may apply.

The jobs are listed by occupational groups. The list is the latest revision.

## Administrative, Business and Clerical

Accountant, assistant.  
Accountant, assistant (public service).  
Accountant, associate, Thruway Authority.  
Accounting assistant.  
Administrative supervisor of machine accounting, assistant.  
Business consultant, and junior title.  
Canal permit agent.  
Cashier, Roswell Park Memorial Institute.  
Clerk (compensation), senior Workmen's Compensation Board.  
Clerk-interpreter (Spanish), senior.  
Clothing clerk.  
Concession stand representative.  
Director of health statistics.  
Director of parole research.  
Director of personnel and office administrative assistant.  
Economist.  
Engrossing clerk, senior.  
Fingerprint clerk, Correction Department.  
Identification officer.  
Mail supply clerk.  
Mechanical stores clerk.  
Medical records librarian, and senior title.  
Offset printing machine operator, senior.  
Photographer, junior.  
Rent examiner, junior, Housing Rent Commission.

Research assistant, Safety Division.  
Secretary of Department of Civil Service.  
Statistician.  
Stores clerk.  
Supervisor of toll audit, State Thruway.  
Surplus property assistant.  
Thruway division operation supervisor.  
Toll division supervisor.  
Vartype operator.

## Engineering, Mechanical and Agriculture

Architect, assistant and junior titles.  
Architectural draftsman, senior.  
Architectural estimator, assistant.  
Architectural specifications writer, assistant.  
Automotive maintenance inspector.  
Building electrical engineer, junior.  
Building structural engineer, junior, Public Works Department.  
Buoy light tender.  
Camp sanitary aide.  
Canal maintenance foreman, Public Works.  
Chemical engineer, senior.  
Civil engineer, junior.  
Civil engineer (design), junior.  
Civil engineer (traffic), senior.  
Construction safety inspector.  
Director of prison industrial textiles, assistant.  
Director of sanitary engineering, assistant.  
Division equipment maintenance supervisor.  
Division maintenance superintendent, assistant.  
Draftsman, junior.  
Electrical draftsman, senior.  
Electrical engineer, associate and junior.  
Engineer (materials technician).  
Engineering aide, senior.  
Floating plant supervisor.  
Food chemist.  
Gas engineer, senior.  
General park superintendent.  
Harbormaster.  
Heating and ventilating engineer, junior and assistant titles.  
Hydraulic engineer, assistant.  
Illustrator, junior.  
Industrial foreman, in specialties: broom and basket, cotton carding, metal bed manufacturing, shoe lasting, woodworking and assistant woodworking, paint brush.  
Industrial hygiene engineer, junior.  
Industrial superintendent, all specialties; also assistant titles.  
Institution fireman.  
Lab technician (radio physics), senior.  
Marketing facilities specialist.  
Mechanical estimator, assistant.  
Mechanical specifications writer, senior and assistant titles.  
Motor carrier investigator.  
Motor vehicle inspector.  
Parkway foreman.  
Planning delineator, and junior title.  
Plumbing engineer, junior.  
Poultry marketing specialist.  
Purchase specifications writer (mechanical), senior.

## Two Tie For High Top Score On List For Telephone Operator

ALBANY, Aug. 22 — There are 160 names on the State's telephone operator eligible list, headed by Mary R. Balzer of Farmingdale and Donald C. Dowdell of Ray Brook, who tied with 99.25 percent. Miss Balzer's name was placed at the head of the list.

Esther S. Dunn of Buffalo is third, Dorothy F. Hewitt of Hempstead fourth, and E. M. Davidsohn of Springfield fifth.

There were 299 applicants for the 2,320 jobs. Ninety failed the exam, 43 were absent, and six disapproved by the State Civil Service Department.

The list has been sent to appointing officers in all State departments to fill existing and upcoming vacancies.

## KOREAN BONUS BILL TO BE INTRODUCED

Assemblywoman Mary Gillen (D., Kings County) will introduce a bill at the session of the State Legislature that opens in January to grant veterans of the Korean conflict a New York State bonus.

Railroad equipment inspector.  
Railroad equipment inspector (electric).  
Railroad inspector.  
Safety field representative (fire).  
Sanitary engineer, assistant and junior (design).  
Safety service representative.  
Sanitary engineer, assistant.  
Section maintenance supervisor, Thruway.  
Supervisor of Thruway emergency service.  
Tax valuation engineer.  
Telephone inspector, senior, Public Service Commission.  
Thruway equipment maintenance supervisor.  
Transportation engineer, principal.  
Transportation service inspector.  
Tree pruner foreman.

## Health, Education and Welfare

School lunch, administrative assistant in.  
Associate in agricultural education.  
Associate in school health services.  
Attendant, supervising.  
Bacteriologist.  
Blindness prevention consultant.  
Cancer research anesth, associate, associate chief, and senior.  
Cancer research breast surgeon, associate, and associate chief.  
Cancer research dermat, associate, chief.  
Cancer research gastro int surgeon, associate, and associate chief.  
Cancer research gynecologist, associate, and associate chief.  
Cancer research head neck surgeon, associate, and associate chief.  
Cancer research internist, associate, associate chief, and senior.  
Cancer research neurosurgeon, associate, and associate chief.  
Cancer research pathologist, associate, associate chief, and senior.  
Cancer research physician, associate chief.  
Cancer research radiologist, associate, chief, and senior.  
Cancer research recon surgeon, associate chief.  
Cancer research roentgenologist, associate, and associate chief.  
Cancer research scientist, assistant.  
Cancer research surgeon, senior.  
Cancer research thoracic surgeon, associate.  
Cancer research urologist, associate, and associate chief.  
Clinical psychiatrist, principal.  
Community mental health representative, and senior title.  
Compensation examining ophthalmologist, associate.  
Compensation examining physician, associate.  
Conservation publications editor.  
Consultant on child diet care.  
Craft products representative.  
Department of State publications editor.  
Dietitian, supervising.  
Director, anti toxin serum vaccine laboratory, assistant.  
Director, branch of Boys Training School.  
Director for clinical research, assistant.  
Director of cottage program.  
Director of home life.  
Director of nursing assistant.  
Director of nursing (orth), assistant.  
Director of nursing (surgery), assistant.  
Director of nursing education, assistant.  
Examinations editor.  
Eye classification analyst.  
Field representative in culture.  
Film library supervisor.  
Food service manager.  
Guidance counselor.  
Industrial hygiene physician, associate and senior titles.  
Institution education director.  
Institution teacher.  
Lab technician (neurology), senior.  
Librarian, assistant.  
Mental health consultant; also in associate, principal and senior titles.  
Milk inspector.  
Milk sanitation rest, associate.  
Motion picture inspector.  
Museum instructor.  
Public health hygienist.

## WENDT AIDS STUDY OF PROBLEMS OF AGING

ALBANY, Aug. 22 — Frederic Q. Wendt, president of the Civil Service Forum, at the invitation of Governor Averell Harriman, participated in a conference on problems of the aging, in the State Capitol. Mr. Wendt serves on the committee on employment.

Public health nutritionist, senior, Health Department.  
Public health physician, Mental Hygiene, associate and principle titles.  
Recreation instructor, and assistant title.  
Recreation supervisor.  
Rehabilitation counselor.  
Scientist (entomology).  
Scientist, junior (pathology).  
Scientist (physiology), junior.  
State veteran counselor.  
Supervisor of English education.  
Supervisor of historic sites.  
Supervisor of mathematics education.  
Supervisor of secondary education.  
Supervisor of social work (psychiatric).  
Training assistant for blind children.  
Welfare consultant (administrative), and associate title.

## Legal and Law Enforcement

Attorney, junior.  
Attorney (tax), senior.  
Compensation claims auditor, junior, State Insurance Fund.  
Compensation claims investigator, SIP.  
Embalming-undertaking investigator.  
Director of criminal identification, assistant.  
Industrial investigator.  
Institution patrolman.  
Investigator.  
Land claims adjuster, junior.  
Librarian, assistant, grade 6, 2nd Judicial District.  
Park patrolman, Conservation.  
Supervisor of funeral directing section.  
Supervisor of Thruway service facilities.

## Division of Employment

Statistician.  
UI reviewing examiner, assistant.

## Technical Services

Professional technical assistant.



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## Where to Apply For Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000. Applications also obtainable at post offices, except the New York, N. Y., post office.

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. Barclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite The LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. Cortlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

Board of Education, Teaching Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULster 8-1000.

NYC Travel Directions  
Rapid transit lines for reaching the U. S. State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission — IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission — IRT Seventh Avenue local to Christopher Street station.

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## Parking Meter Collector Test Opens Sept. 8

The NYC parking meter collector exam opens on Thursday, September 8, and closes on Thursday, September 29. Apply at 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office but not until September 8.

There are no training or experience requirements.

Pay starts at \$3,500 and rises to \$4,500 through \$180 annual increments.

The exam is open to men only. Parking meter collectors must carry bags of dimes that weigh sometimes as much as 75 pounds. Also, the appointees must do meter inspection work, be responsible for meter replacements, and write up reports.

### 50 Is Maximum Age

The maximum age is 50, as of September 29, the last day for receipt of applications. That age limit does not apply to veterans, either non-disabled or disabled. Moreover, persons who served in recognized auxiliaries to the armed forces, if average, may deduct from their actual age the length of time spent in such service.

The jobs are in the NYC Traffic Department.



# NEW YORK STATE JOB OPENINGS

Open-Competitive

## Rent Collector Among New Tests

**2121. RENT INSPECTOR, \$3,360 to \$4,280;** 10 vacancies in NYC and one in Albany. Requirements: (1) three years' experience as building inspector or other work requiring knowledge of building maintenance, rental practices and housing conditions, or conducting field investigations or inspections and preparing reports; and (2) either (a) high school graduation, or (b) two years of high school and two years of business school course, or (c) four more years' experience, or (d) equivalent combination. Fee \$3. (Friday, September 16).

The following State open-competitive tests are now open for receipt of applications. Apply at offices of the State Civil Service Department — in NYC, Albany and Buffalo — until the dates indicated below.

Candidates must be U.S. citizens and residents of New York State, unless otherwise stated.

**2123. INSTITUTION TEACHER, \$3,730 to \$4,720;** vacancies in Correction Department institutions for teachers of arts and crafts, commercial subjects, common branches, drafting and blueprint reading, English, homemaking, mathematics, music, physical education, science and social studies. Requirements: certificate valid in State public schools. Fee \$3. (Friday, September 30).

**2125. ASSOCIATE IN AGRICULTURAL EDUCATION, \$6,590 to \$8,070;** two vacancies in Education Department at Albany. Requirements: State certificate to teach agriculture or equivalent qualifications; (2) master's degree with six graduate hours in agriculture education; (3) three years of teaching agriculture subjects in secondary school; and (4) either (a) two more years of teaching agriculture, or (b) 60 graduate hours in agriculture, or (c) equivalent combination. Fee \$5. (Friday, September 30).

**2126. SCIENTIST (ENTOMOLOGY), \$5,090 to \$6,320;** one vacancy in Albany. Requirements: (1) bachelor's degree with specialization in entomology; (2) one year's experience in entomology; and (3) either (a) three more years' experience, or (b) completion of all requirements for doctor's degree in entomology, or (c) equivalent combination. Fee \$5. (Friday, September 30).

**2127. GUIDANCE COUNSELOR, \$3,540 to \$4,490;** one vacancy each at Westfield State Farms and Sing Sing Prison. Requirements: (1) bachelor's degree; and (2) either (a) one year's experience in employment interviewing, guidance, social work or institutional work, or (b) 30 graduate hours in guidance, social work or personnel administration, or (c) equivalent combination. Fee \$3. (Friday, September 30).

**2128. CHIEF RENT ACCOUNTANT,**

## NYC Eligibles

The following eligible list was issued by NYC:

FOREMAN (MECHANICAL POWER)	
1. Benito Santos	83,525
2. John J. Daly	82,750
3. Pasquale Marinacci	81,875
4. Joseph A. Buckheit	81,500
5. Sidney J. Jacobs	81,125
6. Robert T. Tschersich	81,125
7. Paul Bishop	80,275
8. Aldo Rollerl	80,250
9. Joseph W. Cambria	79,525
10. Edward A. Kukla	79,525
11. William N. Daly	79,375
12. George W. Fuchs	78,900
13. John E. Tewes	78,875
14. Daniel J. Miller	78,650
15. Ben Cetel	78,500
16. William Lillenthal	78,275
17. William C. MacClarty	78,250
18. Peter C. Dall	77,500
19. John R. Vargas	77,250
20. Julius S. Miller	77,000
21. Jack Edelstein	76,900
22. Robert L. Filippi	76,750
23. Daniel Whitman	76,650
24. William F. Sheehan	76,275
25. Joseph V. Brando	75,750
26. Thomas F. Lynch	75,650
27. Louis Deciantis	75,375
28. Albert R. Schwegler	74,750
29. Robert P. Wirth	74,625
30. Edward M. Laird	74,400
31. George Konyack	74,125
32. Ernest J. Rudloff	73,775
33. John B. O'Meara	73,500
34. Hermann Ruperti	73,150
35. Henry W. Christiansen	73,000
36. Leonard K. Nelson	73,000
37. Francis P. McCaffery	72,000

**TANT, \$7,300 to \$8,890;** one vacancy in NYC. Requirements: (1) seven years' experience as accountant, auditor or full-charge bookkeeper, including three years in supervisory capacity; and (2) either (a) two more years' experience, or (b) bachelor's degree and one more year's experience, or (c) bachelor's degree with 24 hours in accounting, or (d) equivalent combination. Fee \$5. (Friday, September 30).

**2129. CASHIER, \$3,020 to \$3,880;** two vacancies at Roswell Park Memorial Institute. Open only to residents of Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans and Wyoming Counties. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience in receipt and payment of cash or checks, directly involving the public; and (3) either (a) one more year of such experience, or (b) one year as accountant, auditor or bookkeeper, or (c) equivalent combination. Fee \$3. (Friday, September 30).

**2131. ASSISTANT MECHANICAL ESTIMATOR, \$5,360 to \$6,440;** one vacancy in Albany. Requirements: (1) high school graduation or equivalency diploma; (2) one year's experience preparing and checking mechanical construction cost estimates; and (3) either

(a) bachelor's degree in mechanical engineering plus one more year of such experience and one year assisting in mechanical engineering work, or (b) master's degree in mechanical engineering plus either one more year of cost estimate experience or one year assisting in mechanical engineering, or (c) five years' assisting in mechanical engineering and one more year in mechanical construction cost estimates, or (d) equivalent. Fee \$5. (Friday, September 30).

**2132. FLOATING PLANT SUPERVISOR, \$4,580 to \$5,730;** one vacancy in Syracuse. Requirements: either (a) two years as captain of major floating plant vessel such as hydraulic dredge or derrick boat; or (b) one year as dredging superintendent. Fee \$4. (Friday, September 30).

**2133. CANAL MAINTENANCE FOREMAN, \$3,540 to \$4,490;** one vacancy in Albany. Requirements: 18 months' experience in engineering, construction or maintenance work, including six months as foreman. Fee \$3. (Friday, September 30).

**2134. PARKWAY FOREMAN, \$3,020 to \$3,880;** one vacancy in Taconic State Park Commission. Requirements: two years' experience in construction or maintenance of modern paved highways or parkways; plus State motor vehicle operator's or chauffeur's license. Fee \$3. (Friday, September 30).

**2135. CANAL STRUCTURE OPERATOR AND BRIDGE OPERATOR, \$2,870 to \$3,700;** two vacancies in Albany, three in Rochester, one in Buffalo. Requirements: either (a) two years' experience in operation and maintenance of mechanical and electrical machinery; or (b) two years of course in electrical or mechanical training; or (c) equivalent combination. Fee \$2. (Friday, September 30).

**2062. HEAD HOUSEKEEPER, \$3,540 to \$4,490;** one vacancy at Roswell Park Memorial Institute. Requirements: (1) high school graduation or equivalency diploma; and (2) one year's experience supervising housekeeping activities in large institution such as hotel or hospital. Fee \$3. (Friday, September 30).

Condensation of requirements in the following State open-competitive exams appeared in recent issue of THE LEADER. Last day to apply is Friday, September 16.

**2102. ASSISTANT HYDRAULIC ENGINEER, \$5,360 to \$6,640.**

**2104. ASSISTANT DIRECTOR FOR CLINICAL RESEARCH, \$10,470 to \$12,510.**

**2105. SENIOR MEDICAL BACTERIOLOGIST (VIROLOGY), \$7,300 to \$8,890.**

**2106. ASSOCIATE PUBLIC HEALTH DENTIST, \$7,690 to \$9,340.**

**2107. VETERINARIAN (SMALL ANIMALS), \$5,090 to \$6,320.**

**2108. SUPERVISING PHYSI-**



Among the 325 persons at Woodbourne's 20th annual clam-bake August 10 were, from left, Superintendent Harding of Napanoch; Jack Solod, of the arrangements committee; Superintendent Fred Brumell of Woodbourne; Assistant Superintendent William Cointot, Assemblyman Hyman Mintz, and Donald Buchanan, president of Woodbourne chapter, CSEA

**CAL THERAPIST (PUBLIC HEALTH), \$4,350 to \$5,460.**

**2109. SENIOR TELEPHONE ENGINEER, \$6,590 to \$8,070.**

**2110. ASSISTANT TELEPHONE ENGINEER, \$5,360 to \$6,640.**

**2111. ASSISTANT TAX VALUATION ENGINEER, \$5,360 to \$6,640.**

**2112. SENIOR TELEPHONE INSPECTOR, \$4,130 to \$5,200.**

**2113. ASSISTANT DIRECTOR OF PRISON INDUSTRIES (TEXTILES), \$8,090 to \$9,800.**

**2114. INDUSTRIAL SUPERINTENDENT, \$6,940 to \$8,470.**

**2115. ASSISTANT INDUSTRIAL SUPERINTENDENT, \$5,490 to \$7,320.**

**2116. FOOD SERVICE MANAGER, \$4,350 to \$5,460.**

**2117. SENIOR EXAMINER OF METHODS AND PROCEDURES, \$5,090 to \$6,320.**

**2118. PURCHASE SPECIFICATIONS WRITER, \$4,350 to \$5,460.**

**2119. JUNIOR TAX EXAMINER, \$3,360 to \$4,280.**

**2120. TAX COLLECTOR, \$3,360 to \$4,280.**

**2121. RENT INSPECTOR, \$3,360 to \$4,280.**

**2122. PROOFREADER, \$2,450 to \$3,190.**

### Promotion

Candidates must be present, qualified employees of the State department or promotion unit mentioned. Condensation of requirements appeared in last week's LEADER. Friday, September 16 is last day to apply.

**1111. ASSOCIATE EXAMINER OF METHODS AND PROCEDURES (Prom.),** inter-departmental, \$6,590 to \$8,070.

**1112. SENIOR EXAMINER OF METHODS AND PROCEDURES (Prom.),** inter-departmental, \$5,090 to \$6,320.

**1113. ASSISTANT EXAMINER OF METHODS AND PROCEDURES (Prom.),** inter-departmental, \$4,130 to \$5,200.

**1114. PRINCIPAL STENOGRAPHER (LAW) (Prom.),** Department of Law, \$3,540 to \$4,490.

**1115. ASSOCIATE TELEPHONE ENGINEER (Prom.),** Department of Public Service, \$8,090 to \$9,800.

**1116. SENIOR TELEPHONE ENGINEER (Prom.),** Department of Public Service, \$6,590 to \$8,070.

## Jobs as Typist Open at \$57

The New York Port of Embarkation needs male and female typists and offers \$57 a week to applicants who can pass a typing test at the rate of 40 words a minute on a government-supplied typewriter. Those hired will be offered appointments leading to a career in the Federal service.

Apply at the Civilian Personnel Division at the Army Base, First Avenue and 58th Street, Brooklyn, or telephone GEdney 9-5400, extension 2143, between 8:30 A.M. and 5 P.M., Monday through Friday.



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Residence Address..... Occupation.....  
City..... Zone..... County..... State.....  
Location of Car.....  
Year..... Make..... Model (Dir., etc.)..... No. Cyl..... Body Style..... Cost..... Purchase Date.....  New  Used

1. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work?..... One way distance is.....miles.  
(b) Is car used in any occupation or business? (Excluding to and from work)  Yes  No

3. Estimated mileage during next year?..... My present insurance expires...../...../.....

4.  Please include information on Comprehensive Personal Liability Insurance. 019

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# MENTAL HYGIENE MEMO

HOW CAN nurses and other hospital aides be kept on the State's 48-hour week when not only private industry, but other governmental jurisdictions as well, pay comparable or higher salaries for 40 hours' work? The State Mental Hygiene Department is discovering it can't be done successfully.

The recent pay raises for NYC institutional employees have accentuated the personnel problem in State hospitals. Nurses at Brooklyn State Hospital, for example, can—and do—walk across the street to Kings County Hospital, a NYC institution, to earn for 40 hours' work, about the same pay they receive for 48 hours' State toil.

Comparisons may be odious, but State hospital aides are making them, and switching jobs. State nurses are citing the NYC pay figures in their appeal for upward allocation. The comparisons in the most "populated" titles (40 hours work in each instance):

Title	State	NYC
Staff nurse	\$3,020-3,880	\$3,500-4,580
Head nurse	3,360-4,280	4,000-5,080
Supervising nurse	3,920-4,950	4,550-5,990

## C. T. Olivio Appointed Bureau Chief

ALBANY, Aug. 22 — C. Thomas Olivio of Albany, George E. Holli-day of Troy, and Adolf Panitz of Kew Gardens comprised the State's new open-competitive roster for chief, Bureau of Vocational Cur-

riculum Development and Industrial Teacher Training. Four candidates failed the exam for the \$3,090 job.

Mr. Olivio, who had been serving as acting chief for five years, got the appointment.

## OPEN-COMPETITIVE CIVIL SERVICE EXAMINATION FOR LABORATORY ASSISTANT

LABORATORY ASSISTANT, CITY OF KINGSTON, NEW YORK. Usual salary range \$2,900 to \$3,500. At present, one vacancy exists in the City Laboratory. APPLICATION FEE \$2.00.

THIS EXAMINATION IS OPEN STATEWIDE.

APPLICATIONS MAY BE OBTAINED BY WRITING TO MARTIN F. KELLY, SECRETARY, KINGSTON MUNICIPAL CIVIL SERVICE COMMISSION, 85 SPRING STREET, KINGSTON, NEW YORK. APPLICATIONS MUST BE FILED WITH MR. KELLY, ON OR BEFORE OCTOBER 21, 1955. DATE OF EXAMINATION NOVEMBER 19, 1955. ALL APPROVED CANDIDATES WILL BE NOTIFIED OF THE TIME AND PLACE OF EXAMINATION.

THE EXAMINATION FEE OF \$2.00 MUST ACCOMPANY EACH APPLICATION.

MARTIN F. KELLY, SECRETARY  
THOMAS J. FINNERTY, PRESIDENT  
BERNARD A. CULLOTON, COMMISSIONER  
ROBERT B. MURRAY, COMMISSIONER

## Pension Problem Is Analyzed by Dr. Studenski

(Continued from Page 7) sonal services. The individual is accordingly permitted to receive his pension. In these cases, the retirement law is evaded, inasmuch as the intent of the law is to have the pension stopped or reduced whenever a retired person is reinstated to active service, and to have it renewed in full only when his reemployment ceases. The inadvertent effect of the opinion of the Attorney General is to legalize this evasion of the retirement law. The opinion does not look into the nature of the duties performed by the so-called "contractor"; it is satisfied solely with the label attached to his job.

### Windfall Cases

"Cases D: Cases in which a person performs personal services to the State or civil subdivision of the State in a position ordinarily treated as that of an employee and is employed as an 'independent contractor' in order to enable him to receive a higher compensation than that which the position would pay if filled pursuant to a competitive examination.

"In these cases, the Civil Service Law is avoided, but the fault may lie with the inflexibility of that law itself. Basically, there may be no impropriety in the instance. At least I know of some such cases in which no impropriety was involved. They involved the hiring of young men possessing the degree of Master in Public Administration as well as previous practical experience in fiscal and administrative research with outstanding civic research organizations. They were hired at modest salaries of \$4,050 or thereabout, which were below the pay they had been receiving in their previous private research jobs, but a couple hundred dollars above the pay which our then poorly framed Civil Service Salary Law permitted to be paid to beginners in the State service.

"Now your assistants, acting on the basis of the Attorney General's opinion, declare that these young men were not and are not employees of the State, but were and are 'contractors'; that their pay was not and is not wages, but contractors' fees; and that they have been improperly granted service credits in the retirement system. Their contributions are being returned to them; their accrued pension rights are being cancelled; and they are being expelled from the retirement system. I am asking you, in all earnestness, what type of 'contractors' were and are these young men? And is not this ruling by your assistants rather shocking to common sense, as well as to accepted notions of fair play?"

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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

# How to Improve Welfare Dept.

(Continued from Page 7) Commissioner Henry L. McCarthy and his Deputy Commissioner, Mrs. Crystal Potter, have said the desire for the program is offset by the inability to spare new workers time from their jobs to attend instructional classes.

Workers on all levels are afflicted by procedural matters. Two-thirds of the NYC Welfare Department funds come from the State and Federal governments, in about equal amounts. Eligibility requirements have been set by each, and these requirements must be met so that the City receives the funds.

### Broad Scope of Activities

The department's work no longer consists of merely providing food, clothing and shelter for the needy. It offers aid to the disabled, the blind, to veterans and the chronically ill who must be placed in nursing homes, to name a few forms of assistance.

A worker on any level in the department may find himself accidentally handling only one or two kinds of assistance cases over a long period of time. If he should suddenly be handed a new type of case he must determine the procedures necessary to obtain aid for the client.

At present, there is no one source for this information. A great deal of important time can be wasted attempting to find the procedure that fits the case. The need for all procedures to be tabulated, kept up to date and immediately available at a known source is a must for better efficiency in the Department and for relieving employees of an unnecessary work burden.

If procedures are a headache to the experienced worker, they are an even greater affliction to new workers. Yet, to this date, there is no handbook of operation and procedures available to the new employee to guide him on the necessary work that must be done to get action on a client's case. He must pick up this information as he goes along or seek the help of his superiors.

### Contact Meetings

Commissioner McCarthy, who has headed the Department since 1951, promised the administrators of the welfare centers there would be monthly meetings between them and the policy-making personnel at central headquarters. The pur-

pose was to establish close contact between headquarters and the field and obtain good working operation between those who made policy and those who carried it out.

Instead of regular meetings there have been only sporadic get-togethers in the past two years. Center administrators do not feel they should make policy decisions — they do feel, however, that policies could be carried out more efficiently if they could be discussed ahead of time.

Regular meetings would also give central headquarters a constant picture of field activities and the advantage of a personal report on the effects of headquarter directives. This, undoubtedly, would in turn increase working efficiency on both sides.

(Next week: More needed changes in the Welfare Department.)

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Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

# Film Festival Is Featured At Kings Park

KINGS PARK, Aug. 22 — A program of religious and denominational films on the three major faiths has been inaugurated at Kings Park State Hospital.

The program was "premiered" on August 5 when 200 Jewish pa-

tients saw "So You Want to See Israel," a film loaned by the United Jewish Appeal. Rabbi Hyman J. Watchfogel, resident chaplain, conducted the session, assisted by Angelo J. Coccaro, recreation supervisor, and Arthur Workum, assistant recreation instructor.

Catholic and Protestant chaplains will show films to their congregations in the near future.

The project is being conducted under the auspices of the hospital's chaplains, with the cooperation of the recreation department.

# Lehman Named to NYC Post

(Continued from Page 1)

ernment we have. I shall continue to put forth every effort to secure the rights and extend the privileges of civil service workers."

### In Many Campaigns

Widely known in civil service circles throughout New York State, Mr. Lehman has been engaged upon every important battle involving civil service in recent years. In the State Legislature, with State and local administrations, he has consistently fought for improvements in the condition of public employees. He conducted editorial campaigns for higher salaries; for the development of public employee labor relations; incentive award programs for State and City workers; the shorter work-week; unemployment insurance for public workers; steady improvement of working conditions. He has advocated continuous expansion of the merit system, and defended civil servants from what he considered unwarranted political attack. In 1952, he helped plan the strategy that defeated the civil service "czar" bill in the State Legislature. This bill would have abolished the bi-partisan civil service commission. He was active in helping devise an equitable veteran preference plan for State and local employees. On of his continuing campaigns has been for clarity in the "gobbledygook" language of government documents. He was among those who pioneered in the long campaign for a modern classification plan and personnel department in New York City.

In December 1954, his journalistic efforts brought to the Civil Service LEADER a citation for distinguished journalism from Long Island University. The presentation was made by NYC Mayor Robert F. Wagner.

### Worked With Employees

Working closely with the organizations of public employees, Mr. Lehman often counseled them on ways of obtaining their objectives — and even on what those objectives ought to be. He personally assisted the birth of the Uniformed Fire Officers Association. At the same time, he advised administration and executive heads on their relations with public employees.

### Other Activities

In addition to his work with the Civil Service LEADER, Mr. Lehman served for a time as staff consultant on the New York State Joint Legislative Committee on Motor Vehicle Problems. He has acted as consultant on public administration problems of various communities.

Mr. Lehman is the author or co-author of books on civil service, the armed forces, and vocational guidance. His latest book is "Jobs After Retirement," co-authored with Morton Yarmon, dealing with

a growing problem of the aging population. With Brigadier General John J. Bradley, he wrote for the LEADER a column of war manpower information during World War II. His LEADER column written intermittently over the years, "Don't Repeat This," was widely quoted.

The newly-appointed administrator is also a member of the faculty, Graduate Division of Public Administration, New York University.

### New Duties

Dr. Gulick stated that Mr. Lehman, as Deputy City Administrator, will be concerned especially with the Mayor's annual administrative report, the current departmental production reports now received on a monthly basis by the City Administrator on behalf of the Mayor, the next stages in the development of the City's personnel system, including the career and salary plan, service standards, manning tables, and with traffic administration. "In all of these matters," said Dr. Gulick. "Mr. Lehman is a professional expert."

## Editor Joins LEADER Staff; Other Changes

Paul Kyer has been named associate editor of The LEADER.

Mr. Kyer, a Navy veteran of World War II, was a reporter and editor six years on the Toledo Blade and Toledo Morning Times newspapers.

Prior to his appointment to the editorial staff of the LEADER, Mr. Kyer served as assistant to the Director of Scientific Information for the National Foundation for Infantile Paralysis.

Mr. Kyer also was a contributing editor to the Catholic Chronicle, diocesan newspaper for Toledo.

H. J. Bernard remains as executive editor. Miss Diane Wechsler has been moved to the position of assistant editor. Hilbert Elson, who had been connected with the State Labor Department's "Industrial Bulletin," is covering special assignments.

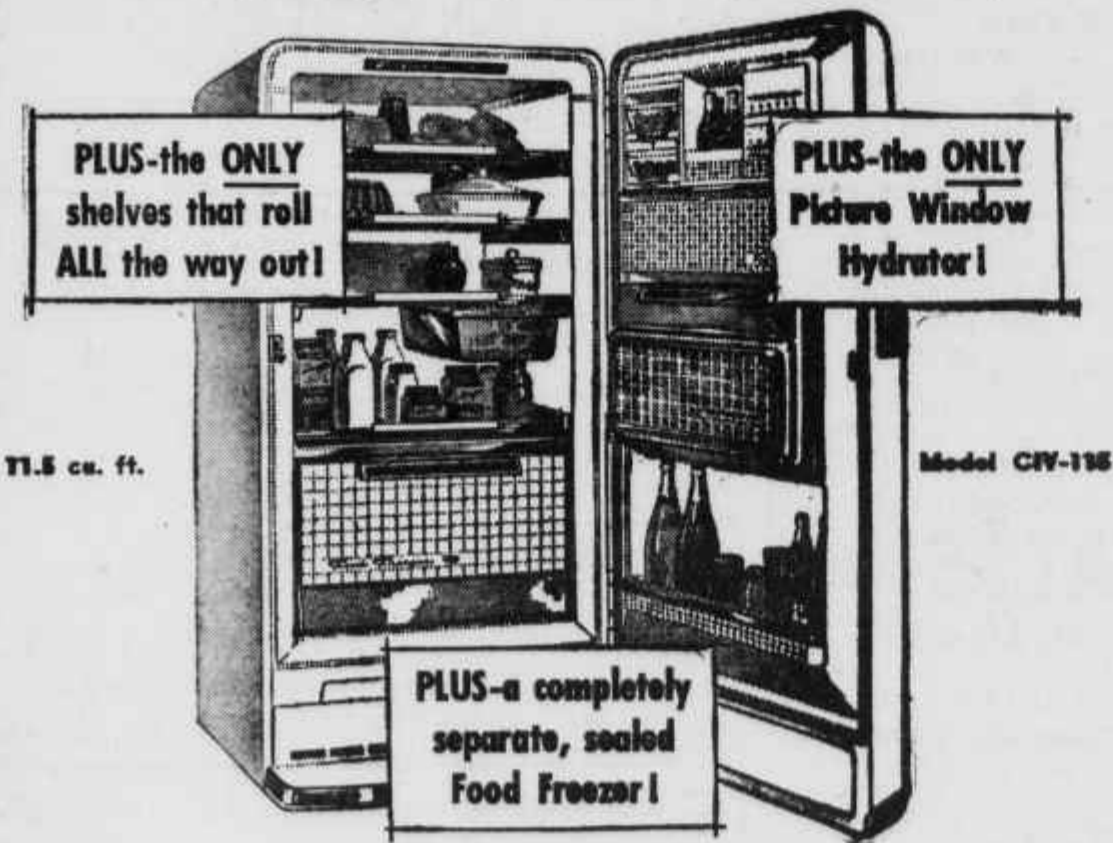
"The LEADER will expand its news services in every way possible," Mr. Kyer and Mr. Bernard said in a joint statement. "Employees may continue to look forward to continued advance in coverage and editorial support of their objectives. Our job is to give employees and others interested in civil service a consistently superior newspaper."

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# U.S. Opens Permanent Positions To Its Pensioners Over Age 70

WASHINGTON, Aug. 22 — The U.S. Civil Service Commission made it possible for all persons over 70, whether Federal annuitants or not, to receive regular Federal job appointments, if they are qualified.

The move follows Congressional action lifting maximum age restrictions in Federal appointments during the fiscal year 1956, which ends next June 30.

The Commission amended a regulation which provided that persons over 70 could receive only temporary renewable appointments for a period not to exceed one year. Under the new regulation, persons over 70 who are not an-

nuitants may receive any type of regular appointment, including career-conditional appointment, for which they can qualify. They will not be considered for temporary renewable appointments.

Annuitants over 70 who wish to return to Federal employment also may obtain any type of appointment for which they qualify. Also, they may be given temporary renewable appointments.

The Commission left unchanged the provision that annuitants between 60 and 70 may be named to any type of regular Federal appointment and may also be considered for temporary renewable appointments.

ELIGIBLE LISTS

Table with columns for names and numbers, including 'STATE OPEN-COMPETITIVE ACCOUNT CLERK, STATISTIC CLERK' and 'LEGAL NOTICE'.

LEGAL NOTICE
CAPTION The People of the State of New York, By the Grace of God, Free and Independent...

And the next of kin of EUGENE ANTHONY also known as EUGENE A. ANTHONY, deceased, whose name and Post Office address are unknown and cannot after diligent inquiry be ascertained...

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

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For those who want to get into Civil Service Have you a relative or a friend who would like to work for the State, the Federal government, or some local unit of government? Why not enter a subscription to the Civil Service Leader for him? He will find full job listings, and learn a lot about civil service. The price is \$3 - That brings him 82 issues of the Civil Service Leader, filled with the government job news he wants. You can subscribe on the coupon below: CIVIL SERVICE LEADER 97 Duane Street New York 7, New York I enclose \$3 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name listed below: NAME ADDRESS CITY ZONE

Table of names and numbers, including 'POST OFFICE VEHICLES DISPLAY SAFETY SLOGAN' and 'About 1,000 post office vehicles will display "Slow Down and Live" posters for the remainder of the month, said Robert E. Schaffer, New York Postmaster.'

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HANDS TIED? Because You Lack A HIGH SCHOOL DIPLOMA You can get one at HOME in your spare time. If you are 17 or over and have left school, write for interesting booklet - tells you how! AMERICAN SCHOOL, Eastern Office 130 W. 42nd St., N.Y. 36, N.Y. Send me your free High School booklet. Name Age Address City State

Social Investigator Test To Open In the Fall

The opening of the social investigator exam will take place in the fall, but nobody knows when. Applications will be issued and received at 96 Duane Street, two blocks north of City Hall, just west of Broadway, opposite The LEADER office. Do not attempt to apply before the opening date. It is expected the exam will remain open continuously. The City needs social investigators, and has had difficulty in recruiting them. Now that the starting pay is higher than ever, \$4,000 a year, the City hopes for a larger response, and also a goodly percentage of experienced candidates. While no experience is required, if one has a college degree, the number of experienced candidates in the past has been rather small. Former starting pay was \$3,425. Top Pay of Grade, \$5,980. The position carries \$180 annual increments, so that pay finally rises to \$5,080 for the grade, the last increment being one for seniority. Five years at grade top, with a satisfactory service record, earns that sixth-step advance in pay. Job opportunities are excellent, because of the large number of provisionals, employees who did not pass any exam to get their jobs. Practically all of the provisionals have college degrees. The provisionals are sure to take the exam in large numbers, in an

attempt to gain permanency. The official notice of examination gives the following minimum requirements: "Candidates must have been graduated from an approved high school and in addition must have: (a) a baccalaureate degree from an institution which has had such degree registered by the University of the State of New York, or (b) four years of full-time, satisfactory paid experience in social work with individuals with a public or private social agency adhering to acceptable standards; or (c) a satisfactory equivalent combination of college training and experience as outlined above." TWO BEING PROMOTED TO FERRY CAPTAIN Two promotions to ferry captain are being made by the NYC Department of Marine and Aviation. Five names were certified. The top two are those of Michael J. Wrublewski and James Rodren. IBM AT BMI KEY PUNCH AND TAB Prepare For Civil Service Positions with High Pay Train for Part Time Jobs 40 HOUR COURSE LOW TUITION Free Placement Service BUSINESS MACHINE INSTITUTE Hotel Woodward, 55 St., B'way JU 2-5211 Sadie Brown says: ALL VETERANS and CIVILIANS NOW is the time to prepare for EXCELLENT JOBS Free Placement Service DAY AND EVENING BUSINESS ADMINISTRATION EXECUTIVE SECRETARIAL with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing Radio and Television, etc. -ALSO- HIGH SCHOOL EQUIVALENCY DIPLOMA COLLEGIATE BUSINESS INSTITUTE 801 Madison Ave. (52 St.) PL 8-1872 CIVIL SERVICE COACHING Civil Engineer, Archt. Asst. Architect, Asst. Civil Engr, Jr. Civil Engr, Asst. Mech'l Engr, Jr. Mech'l Engr, Asst. Electr. Engr, Jr. Electr. Engr. LICENSE PREPARATION Prof. Engr. Archt., Surveyor, Portable Eng., Stationary, Refrig. Engr., Electrician DRAFTING - DESIGN - MATHEMATICS MONDELL INSTITUTE 530 W. 41st St., Trib. Bldg., WI 7-2000 Branches Bronx, Bklyn & Jamaica Over 40 years Preparing Thousands for Civil Service, Engineering & License Exams

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

**Vacation Addenda At Kings Park**

KINGS PARK, Aug. 22 — The following is the latest Kings Park State Hospital news:  
From Buildings A and B: Anna

Landrigan, Elizabeth Bradley have returned from vacations. Those now on vacation are Lillian Moore and Agnes McDonald who is spending some time in Vermont. Welcome to new employee Harriet Y. McNevin, who is assigned to A-B Service.

Congratulations to Roland Glosyga who recently received a provisional appointment as laundry consultant in Albany. Deepest sympathy is extended to Mrs. Jacob Huber on the loss of her brother. Get well wishes to Salvatore Pava

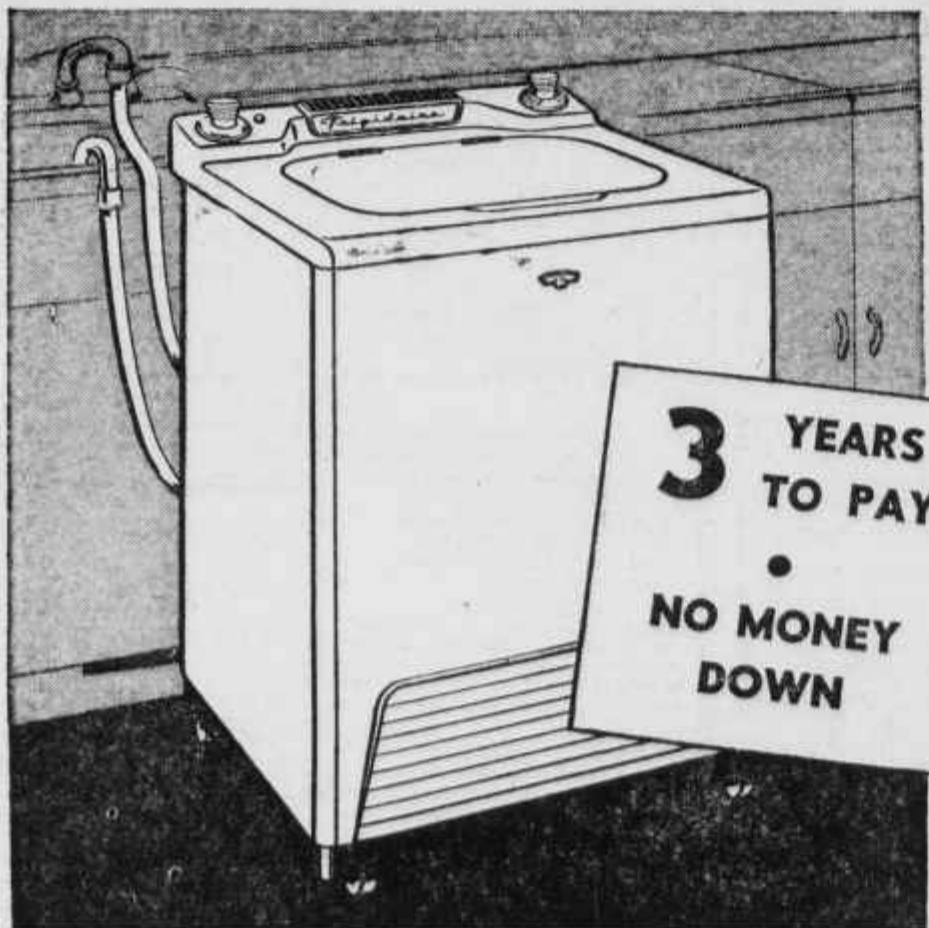
who is confined to Ward 80, and to Mrs. Conklin of the dental office. Eddie Long of Building C is on vacation. News from Group 4 Male: William Canning, Frederick Catalano, who toured the Western States, Michael Clemente, Joseph Garcia, Sebastian Garcia, John Gow, Maurice Grivaz, Sebastian Lule, Joseph Moore, Thomas Moran, Victor Ortiz, and John Ryan are all back on duty after vacations. Presently vacationing are Charles Crumpler, Donald DeGraw, Emmy Johannis, Joseph Micelli, Thomas Sauer and George Turpin.

convallescing at home . . . Clayton Smith, Boys' Hospital, has resigned. Welcome to the following new employees: Barbara Harriman, Johanna Ragsdale, Georgiann LaBell, George Peyton, Leo Meath, Jacky White, Ann White and Foster Pederson.



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THRIFTY WASHER**



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N. Y. C.

Robert S. Jensen has resigned to join the Navy. Best of luck to you, Robert, and to Ronald Spears who resigned. New employees are Frank Sawyer, David Long and Eugene Hayes. Welcome back to Charles Koland who has returned to duty after being ill.

Mrs. Martha Campbell of Group 4 has returned from a vacation, and Mrs. Rose Ragno is back after an illness. Mrs. Marjorie S. Bardwell has returned to her post as assistant principal of the School of Nursing.

The Nurses Alumni Association is planning a dinner-dance during graduation week for the graduating class.

**In Memorium**

Junior students of the School of Nursing sent a donation to the Reformed Church, Warwick, for a memorial service to Mrs. Johanna F. Bonnyman. Graduates of Pilgrim State Hospital, and student and graduate nurses at Kings Park, have purchased a dictionary for the school in Mrs. Bonnyman's memory.

Mrs. Margaret Thow, head nurse, has resigned . . . Congratulations to Mrs. Jane L. Taylor and Rosemond A. Simons, recently appointed as head nurses, and to Mrs. J. Teigue, as staff nurse.

**Islip Chapter Rues Death of Two Aides**

CENTRAL ISLIP, Aug. 22 — Central Islip State Hospital chapter, CSEA, is sorry to report the death of two hospital employees, Joseph O'Leary and John J. Ryan.

Joseph (Doc) O'Leary died July 25. He was 57 years old and had been employed here for 33 years. He was a bachelor and lived on the grounds. He is survived by one brother, Lawrence, of Bridgeport, Conn., where his body was taken for burial.

John Ryan, who died July 30, was employed in Viele Home where he was in charge of the male side of the building. The 48-year old veteran of World War II is survived by his wife, Mary, a former employee of the hospital; a sister, Mary Ryan, who has been employed here for some years, and four brothers and two sisters in Ireland. Mr. Ryan was awarded his 25-year service emblem in May of this year.

**News Notes From Newark**

NEWARK, Aug. 22 — Employees of Newark State School continue to make news. Bessie Darrow reports that:

Barker Evarts and family are vacationing in St. Louis, Mo. . . Murray Pulver, former East Dorm employee, visited friends at the school.

Sympathy is extended to Mrs. Grace Emerson on the death of her father, Charles MacMillan, on August 1, and to George Bowen on the death of his wife, Florence Bowen, on August 3.

Cards have been received from Peg and Alex Mechie, who are visiting in Scotland, and from Dr. and Jean Hoefler, who are touring in Europe . . . Edward Goodell entertained West Dorm 2 employees at a picnic at his Spring Lake home . . . West Dorm 3 employees picnicked at Roseland Park, Canandaigua, August 4. Girls' Infirmary 2 ward picnic was held August 6.

Mary Stilwell, occupational therapy department, had her ears pierced and is now sporting golden earrings . . . Donna Gougeon, R.N., B.H. 3, has resigned and is moving to a new home in Canandaigua. Later she'll start work at the Veteran's Hospital . . . Ann DeFelice is driving a new Oldsmobile . . . Lucille LaClair is resigning to accept a position at Rochester State.

William Hladick and Gordon Bogart have just returned from a trip to Florida . . . Esther Frantz is off duty due to the illness of her parents . . . Erma Hance, Winnetta Jensen, Elwood Covey, Minor Sebring, and George VanTassel are

Returned vacationists include Thelma Haskell, Margaret Kunes, William Tatro, Ruth Shaffner and Frank Ahrens.

On vacation: Dr. and Mrs. Edward Stevenson, William Vandermortel, Albert Betts, Angelo, San Angelo, John Morrissy, Mr. and Mrs. Myron Boardman, Charles Gallagher, Claire Coon, Ford George, Clayton Greene, Jr., Hazel Wiebeld, Dorothy Miller, Elsie Salerno, Helen Howell, Frances Donk, Cora DeWolf, Andy DeWolf, Pauline Young, Christine Borgus, Leah Muddle, Carol McKeon, Pat Donahue and Miriam Trowbridge.

Edith and Alma Anderson are motoring to Texas on their vacation.

**2 Aides Feted at Rochester Hospital**

ROCHESTER, Aug. 22 — A party was given in honor of Mrs. Leola Thompkins of Rochester State Hospital, who retired after 35 years of State service. She was 3:30 to 12 charge nurse of the Howard Women's Service for 23 years, and a graduate of St. Lawrence State Hospital. A clock and purse were presented by Mrs. Clara Thompson, supervisor of the Howard Women's Service.

Mrs. Thompkins is with her family at their cottage on the St. Lawrence River.

Another employee entertained at a retirement party in the Nurses Rooms of the Howard Building, is Mrs. Nellie Ganey. Most of her 20 years' service as an attendant were spent in the Howard Building. The party was planned by friends and co-workers. Mrs. Ganey was overwhelmed to see so many of her retired friends, who returned to wish her well. Mrs. Clara Thompson made the presentation of a percolator and purse.

Mrs. Ganey will devote her full time to her home at 18 Ft. Hill Terrace.

Welcome back to duty to Allie Mae Leonard after an auto accident; Alice Godin, Howard Building and Thelma Dannon, Monroe Building.

The chapter extends condolences to Mrs. Elizabeth Haegney, supervisor of the Orleans Women Service who recently lost her husband, Edward A. Haegney, Sr. He was employed at the hospital for many years. Sympathy to Norman Wickings, paint shop, who lost his father; to Charles Gaffney, laundry supervisor, whose wife passed away after a long illness, and to John Stevenson, Orleans Building, whose mother, Margaret H. Stevenson passed away. Mrs. Stevenson was a nurse in the Orleans Women Service for 28 years.

Wedding bells were ringing for the daughter of George Stevens, recreation supervisor, and Helene Stevens, business office, Sally Lou, who was employed in the Recreation Department for the past three summers, was married July 30 at St. Luke's Episcopal Church. A reception was held at the Spring House.

Among recent vacationers were: Mr. and Mrs. William Scudder, John McDonald, Marion Muntz, Frank Annunziata, Mr. and Mrs. Dave Preston, Helen Baker, Mr. and Mrs. George Stevens, Mr. and Mrs. Paul Bocka, Russell Hopkins, Jane Moore, Grace Chapman, Mr. and Mrs. Charles Greene, Bess McGarity, and Arthur Morris.

**'Brass' At Clambake Of Motor Vehicle Unit**

ALBANY, Aug. 22 — More than 300 members attended the clambake of the Motor Vehicle chapter, CSEA, on August 17, at McKown's Grove. Co-chairmen were Al Schuller and Fred Corwith.

Guests of honor included Commissioner Kelly, Executive Deputy Commissioner Donnelly, Deputy Commissioners Wichtowski and Koreman.

Music was furnished by Frank Cusato and his accordion.

**TRAVEL ALLOWANCE IN POST OFFICE RAISED**

WASHINGTON, Aug. 22 — The increase in travel allowance for postal employees, to \$9 from \$6, is now in effect.

# Study Material

Following is study material for the coming NYC Police Lieutenant written test. The items, from previous exams, will give this year's candidates an idea of the type of questions they will have to answer. Key answers are given at the end.

1. According to statistics of the Police Department, what weapon is most frequently used at the present time in the commission of murder?
2. According to figures released by the New York County District Attorney's Office, what was the narcotic most frequently found on persons arrested for its possession or sale in 1950?
3. What was the approximate percentage of increase of narcotics possession cases involving youths in the 16 through 18 age bracket in New York City during 1950?
4. What provision of the law making it a felony to possess narcotics with intent to sell is said to have "put teeth into it" and made possible the arrest and conviction of the large scale dealer under it?
5. For which of the civil defense categories in the Police Emergency

Division must an applicant live or work in the vicinity of his post?

6. Which of the civil defense categories in the Police Emergency Division is open to boys as well as men?
7. In the event of an atomic bomb attack, would the most widespread damage be caused by an explosion of the bomb high above ground, on the surface or underwater?

### KEY ANSWERS

1. Knife.
2. Heroin.
3. 300 per cent.
4. Provision making possession of of a certain quantity presumptive of intent to sell.
5. Ground Observer Corps.
6. Messengers in Air Raid War-den Service.
7. High above ground.

### LEGAL NOTICE

**STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY**  
 I, Leffert Holt, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the PACIFIC NATIONAL FIRE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$49,496,329.34; Total Liabilities \$29,130,958.64; Capital paid-up \$1,550,000.00; Surplus and Voluntary Reserves \$19,016,330.70; Policyholders Surplus \$20,200,330.70; Income for the year \$20,538,956.33; Dividends for the year \$21,135,422.74.

**STATE OF NEW YORK INSURANCE DEPARTMENT, ALBANY**  
 I, Leffert Holt, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the BALFOUR-GUTHRIE INSURANCE COMPANY, SAN FRANCISCO, CALIFORNIA is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$1,450,718.84; Total Liabilities \$126,857.44; Capital paid-up \$670,050.00; Surplus and Voluntary Reserves \$461,911.30; Policyholders Surplus \$1,333,861.40; Income for the year \$113,824.16; Disbursements for the year \$60,756.87.

### LEGAL NOTICE

Supplemental Citation. The People of the State of New York, By the Grace of God, Free and Independent to MARCIA REGIS, JOHN REGIS, an infant under fourteen years of age, MARTIN REGIS, an infant under fourteen years of age, CLEMENTINA REGIS, an infant under fourteen years of age, being the persons interested as distributees, creditors or otherwise in the estate of JOHN DE REGIS, also known as JOHN E. REGIS and JOHN EDWARD REGIS, deceased, who at the time of his death was a resident of 25 South Street, New York, N. Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 409, in the County of New York, on the 16th day of September, 1955, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 18th day of July in the year of our Lord one thousand nine hundred and fifty-five.

(SEAL) PHILIP A. DONAHUE  
 Clerk of the Surrogate's Court.

### LEGAL NOTICE

COTTIER, GERTRUDE T.—CITATION—P. 2068, 1955.—The People of the State of New York, By the Grace of God Free and Independent, To STIG THOREN, GOSTA THOREN, HENGT THOREN, BERIT NILSSON, ASTRID JONSSON, INGRID JOHANSON, and distributees next of kin and heirs at law of Gertrude T. Cottier, deceased, send greeting:

Whereas, William L. Herrlich, who resides at 257 West 80 Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 10, 1950, relating to both real and personal property, duly proved as the last will and testament of Gertrude T. Cottier, deceased, who was at the time of her death a resident of 424 Riverside Drive, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 7th day of July, in the year of our Lord one thousand nine hundred and fifty-five, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In Testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said county of New York, at said county, the 27th day of July, in the year of our Lord one thousand nine hundred and fifty-five.

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

# NYC Eligibles Within Reach of Appointment

Names on the following NYC eligible lists have been sent to personnel officers in the department mentioned, for possible appointment to existing vacancies. Since more names are "certified" than there are job openings, all eligibles certified may not be called to interviews. Number of the last eligible certified is given.

### OPEN-COMPETITIVE

- Accountant, Police, Comptroller's Office; 111.
- Alphabetic key punch operator (IBM), grade 2, Finance, Welfare; 25.
- Architect, Hospitals, Education; 2.
- Asphalt worker, Brooklyn Borough President; 41.
- Assistant chemist, Transit Authority, Fire; 28.
- Assistant mechanical engineer (building construction), Housing Authority; 4.
- Assistant superintendent of construction (buildings), grade 4, Education; 35.
- Attendant (male), grade 1, Housing Authority, 895 (for housing guard jobs); Parks, Hospitals, 895 (for watchman jobs); Police, City College, 405 (for messenger, watchman and attendant jobs).
- Attendant (women), grade 1, Brooklyn Borough "President's Office; 101.
- Auto engineman, Health, 433; Queens, Brooklyn Borough President's Offices, Parks, Traffic, Hospitals, 440; Police, 471.
- Boroughs 7200 operator, grade 2, Teachers Retirement, Transit Authority, Domestic Relations; 8.
- Chlorinator operator, Water Supply, Gas and Electricity; 52.
- Clerk, grade 2, Hospitals, 1,625; Hospitals, 1,745 (for assistant librarian jobs).
- Climber and pruner Parks; 43.
- Correction officer (women), Correction; 8.
- Deckhand, Marine and Aviation; 28.
- Dental hygienist, Health, Hospitals; 8 (list of February 23, 1955); 1 (list of March 30); 10 (list of June 22).
- Dietitian (2nd filing), Hospitals; 38.
- Electrical engineering draftsman, Education; 18.
- Electrician, Traffic; 40.
- Electrician's helper, Correction, City College, Queens College, Sanitation, Hospitals, Manhattan Borough President, Welfare; 35.
- Foreman (custodial), grade 2, Brooklyn College; 45.
- Housing caretaker, Housing Authority; 861.
- Housing officer, Housing Authority; 137.
- Inspector of carpentry and masonry, grade 3, Housing and Buildings, Comptroller's Office; 56.
- Inspector of steel (shop), grade 3, Transit Authority; 10.
- Interpreter (Italian), City Court; 5.
- Interpreter (Italian and Spanish), Municipal, Domestic Relations, Special Sessions, Magistrates Courts; 3.
- Junior accountant, Comptroller's Office, 97; Finance, Police, 102.5; Housing Authority, 110.
- Junior bacteriologist, Health; 89.
- Junior chemist, Health; 13.
- Junior mechanical engineer, Water Supply, Transit, Public Works, Hospitals; 22.
- Junior statistician, Welfare, Hospitals, Health, Housing Authority; 12.
- Maintainer's helper, group A, Transit Authority; 144.
- Maintainer's helper, group D, Transit Authority; 91.5.
- Maintenance man, Housing Authority, Hospitals, 552; Correction, Queens College, 557; Hunter College, Public Works, 560.
- Menagerie keeper, Parks; 9.
- Mortuary caretaker, grade 1, Hospitals; 50.
- Office appliance operator, grade 2, Health; 17.
- Pharmacist, Purchase, Hospitals, Correction; 41.
- Property manager, Transit Authority; 30.
- Railroad clerk, Transit Authority; 875.
- Railroad porter, Transit Authority; 2,834.
- Sanitation man B, Sanitation; 2,500.
- Sewage treatment worker, Public Works; 110.
- Social investigator, grade 1, Welfare; 1,268.
- Stenographer, grade 2, Triborough Bridge Authority, Bureau of Engineering, Board of Estimate, Finance; 153 (list of September 1, 1954); 472 (list of May 4, 1955).
- Stock assistant (men), Education, 46; Hospitals, 50; Correction, 56.
- Structure maintainer, group C, Transit Authority; 153.
- Superintendent of construction (buildings), Education; 5.5.
- Supervising tabulating machine operator (IBM), grade 3, Fire, Education; 13.
- Surface line operator, Transit Authority; 172.
- Tabulator operator (IBM), grade 2, Fire; 22.
- Telephone operator, grade 1 (night work and rotating shifts), Health, 41; Hospitals, 110.
- Telephone operator, grade 1 (day work only), Police, Welfare, Education; 300.
- Window shade repairer, Education; 10.
- Attendant (male), grade 1, Investigation; 184 (for process server jobs).
- Boroughs 7200 operator, grade 2, Water Supply, Gas and Electricity, 8.
- Historian medical records, Hospitals; 10.
- Housing assistant, Housing Authority; 120.7.
- Inspector of pipe laying, grade 3, Water Supply, Gas and Electricity; 13.
- Junior draftsman, Education, Tax; 3.
- Junior electrical engineer, Traffic, Hospitals, Fire, Public Works, Transit; 18.
- Maintainer's helper, group B, Transit; 342 (for group E jobs).
- Maintainer's helper, Group E, Transit; 64.
- Medical social worker, grade 11, Welfare; 16.
- NCR 3000 operator, grade 2, Education, Housing Authority; 6.
- NCR 3100 operator, grade 2, Welfare; 19.
- Nutritionist, Health; 4.
- Stenographer, grade 2, Fire, 242; Housing Authority, Welfare, Bureau of Secretary, Board of Estimate; 208 (list of September 1, 1954).
- Stenographer, grade 2, Fire, Housing Authority, Welfare, Bureau of Secretary, Board of Estimate; 518 (list of May 4, 1955).
- Stenographer (reporting), grade 3, Law; 76.
- Tabulator operator, grade 2 (IBM), Housing Authority; 22.
- Typist, grade 1, Board of Estimate Bureau of Secretary; 453.
- Typist, grade 1, Welfare; 527 (for transcribing typist jobs).
- Typist, grade 2, Education, Commerce and Public Events, Transit, Hospitals, Mudget; 674.

### PROMOTION

- Assessor Tax; 40.
- Assistant superintendent (surface transportation), Transit; 13.
- Assistant supervisor, Welfare; 260.
- Captain (ferry service), Marine and Aviation; 5.
- Information assistant, Housing Authority; 4.
- Office appliance operator, grade 3, Housing Authority; 3.
- Park foreman, Parks; 38.
- Power maintainer, group E, Transit; 65.
- Supervising tabulating machine operator, grade 4 (Remington Rand), Transit; 2.
- Structure maintainer, group C, Transit; 31.
- Telephone maintainer, Transit; 22.
- Accountant, Police, Comptroller's Office; 92.
- Assistant civil engineer (building construction), Housing Authority; 6.
- Assistant foreman, Sanitation; 393.
- Assistant superintendent of construction (buildings), grade 4, Education; 3.
- Assistant supervisor (electrical power), Transit Authority; 24.

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- Clerk 3-4 \$3.00
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- Internal Revenue Agent \$2.50
- Investigator (Loyalty Review) \$2.50
- Investigator (Civil and Law Enforcement) \$3.00
- Investigator's Handbook \$3.00
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- Jr. Professional Asst. \$2.50
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## Human Side Of the Tax Dept.

**State Recoups Nearly \$20,000,000;**

**How Tax Delinquents Are Made to Pay**

WILLIAM C. WALSH, assistant director of the State Income Tax Bureau, has replied to a letter from Otho Burkhardt, printed in these columns on Aug. 9. A LEADER editorial had advised civil servants to file their income tax returns. Mr. Burkhardt then told The LEADER of some experiences alleged to have occurred in transactions with the Tax Department. We printed the letter without comment. Here is Mr. Walsh's rebuttal:

My attention has been called to the letter of Otho Burkhardt of Gasport, an employee of the State Public Works Department.

His 1,000-word attack on the State Income Tax Bureau is completely unfair and unjustified.

The simple fact is that he has received questionnaires concerning his State income tax returns because he and his employer can't agree on the spelling of his name.

Whether this is due to his own carelessness or that of his employer-department is beside the point. The Income Tax Bureau was not at fault and had no alternative but to make the check.

### Presumption of Delinquency

The State's main check on delinquency in income tax is through a matching of employer reports of earnings against individual tax returns. When there does not appear to be a return to match an employer report, the individual is presumed delinquent, but he is given an opportunity to show that he has filed and paid the tax.

In this matching process, the Income Tax Bureau handles more than 10,000,000 separate items — one of the biggest and most complex operations in any government, State or federal. The operation is conducted by employees as conscientious and hard-working as any in the State service. We make mistakes, too, but more often than not the trouble arises from taxpayer or employer errors in reporting.

In the case of Otho Burkhardt of Gasport, inquiries disclose that the difficulty arose because his employer report listed his name as "Burkhardt." The match of an individual tax return filed by "Burkhardt" with the employer report filed for "Burkhardt" in more than 10,000,000 items was impossible.

Other cases he mentions can not be reviewed in the absence of correct names and addresses, but reporting errors of some type undoubtedly entered into each case to render this match impossible.

### Catching Delinquents Help Pay State Salaries

Mr. Burkhardt should realize that the operation he tries to malign has in the past few years resulted in the filing of \$29,082 delinquent State income tax returns and the collection of \$19,649,379.71 in delinquent tax which would otherwise have been lost to the State. These delinquency collections, among other things, provide funds for the pay checks of a great many State employees, as well as for public works.

The honest taxpayer has nothing to fear from the State Tax Commission. Nor does he get "threats of terrible things." But those who fail to file returns or pay the tax are most assuredly required to comply with the law, and we do not intend to be influenced by, nor will we tolerate threats in the performance of our duties.

### Inconvenience Is Worth the Price

If, because of filing errors or other difficulties, a taxpayer is called upon to reply to a questionnaire when he has in fact filed and paid, the Tax Commission of course regrets any inconvenience to the taxpayer which may result.

But isn't such inconvenience a small price to pay for assurance that others will also pay their just share for the support of government?

The State Tax Commission is proud of its employees, and tries constantly to improve operations. At Commissioner Bragalini's direction, the entire Income Tax Bureau collection system has been under constant review ever since the first of the year, and new efficiencies are being installed wherever possible. The big problem, however, continues to be careless and inaccurate reporting by the taxpayer or his employer.

## State Survey Of Jobs Urged

(Continued from Page 3)

the fall. The Association has taken a consistent stand during the years in favor of the reclassification project and relishes the improved prospects of success.

The work that the Commission did on jurisdictional reclassification was in no way nearly as extensive as the vastness of the undertaking requires. During four years fewer than half a dozen hearings were held, and fewer than a hundred jobs were taken out of one of the other classes and put into the competitive class.

### Governor's Consent

Commission President Alexander A. Falk, when he was a minority member of the Commission, proved his interest in having more jobs transferred to the competitive class. Now that he is President, he can exercise more authority to get such a task accomplished. But he would have to get the green light from the Governor.

The Commission alone has the authority and facilities to make such a jurisdictional reclassification. The Legislature itself has the authority without the facilities, and prefers not to be weighted down with such undertakings.

### A Top Consideration

The reclassification referred to is of the very top level. The word "reclassification" itself has differ-

ent meanings in under the Civil Service Law. The reclassifications that State employees hear most about are those undertaken by the Civil Service Department's Division of Classification and Compensation. That division has no power of making jurisdictional reclassifications, but only of shifting jobs from one grade to another, or changing titles, or recommending higher or lower pay for titles, while all titles stay in the class in which the division found them — competitive, non-competitive, or exempt.

While political toes could be stepped on through jurisdictional reclassification, because of loss of patronage through putting jobs into the competitive class, there are other problems. Some employees in the non-competitive class want to stay in that class. As they are in jobs that are hard to fill, and that require specialized knowledge, the State obliges them by acceding to their wishes. The law requires that jobs be in the competitive class, if it is practicable to have them there, and that they shall be filled through examinations which, if possible, should be competitive. The question arises whether the leeway is broad enough to include preservation of traditional recruitment methods.



At the conference of the Western New York Occupational Therapy Association at Craig Colony, Sonyea. From left, Nancie B. Greenman, technical director of the School of Occupational Therapy, University of Buffalo; Mrs. Anita C. Jones, supervisor of occupational therapy at Craig Colony; Mrs. Mable L. Ray, principal of the Colony's School of Nursing; Dr. Charles Greenberg, Colony director; Helen M. Hurley, chief supervising nurse; Mrs. Dorothy Preble, supervisor of recreational therapy, and Victor Cohen, president of the O. T. Association.

## Therapy Assn. Hears Talk on 'Miracle Drug'

SONYEA, Aug. 22 — Craig Colony's new picnic grove and pavilion was the scene of the Western New York Occupational Therapy Association's annual conference.

Summertime festivities accompanied the business at hand — a tour of the State Mental Hygiene institution and an address on uses of thiorazine, new "miracle" drug, for epileptic patients. Dr. Vincent I. Bonafede, assistant director (clinical), was the speaker.

The group toured the School of Nursing, recreational therapy facilities and occupational therapy centers where patient activities were observed.

Many who attended the conference later purchased articles made by the patients.

### EMPLOYEE NEWS

## W. Haverstraw Aides Take Moonlight Cruise

WEST HAVERSTRAW, Aug. 22 — Rehabilitation Hospital chapter, CSEA, sponsored a moonlight cruise on the Sea Cub II, chartered from Mr. and Mrs. Robert Lee of Nyack. There were 55 guests aboard. Mr. Lee described the Tappan Zee Bridge as the ship passed it en route to the Bear Mountain Bridge, where the guests participated in the customary penny tossing rite. All joined in community singing, which featured several solos.

Coffee and soft drinks were served. Many guests brought basket suppers, and Miss O'Neill, chapter president, treated the guests to a chocolate cake baked by her sister. There was also a Daisy cake donated by Miss Lummus, chapter treasurer. Katherine Glass took home the Daisy cake and Dr. Locke a bottle of cheer.

The chapter's executive council met August 2 for reports on the special CSEA delegates' meeting.

## Woodbourne Holds Annual Clambake

WOODBOURNE, Aug. 22 — The 20th annual clambake of Woodbourne Correctional Institution was held August 10, on the prison grounds. Many persons attended, including: Assemblyman Hyman Mintz, Superintendent Fred Brumell, Woodbourne; Superintendent Harding, Napanoch; Assistant Superintendent William Cointot, Woodbourne; Democratic County Leader Harry Borden, Republican County Chairman Hud Cole, Inspectors Driscoll and Denman, State Police Lieutenant Milka, County Court Judge Lawrence Cooke, District Attorney Ben Newberg, Sheriff Louis Rattner, Judges Sam Sprayregen, Joe Wasser, and Ken Fiske and a host of friends from all over the State.

A total of 325 were served and had a wonderful time.

The committee did a grand job. Chairman Dave Duncan, Donald Buchanan, Ray Johnson, Ken Green, Harold Daratt, Frank Fairbrothers, Ron Smith, Adam Zubowski, Walt McIlven, Irwin Boxburger, Jack Solod, Mike Kowolik, Don

## Training Plan for State Employees Is Expanded

(Continued from Page 1)

6 through 14) designed to indicate the basic principles underlying good human relations on the job and some principles of supervisory techniques.

Administrative Supervision (recommended for salary grades 14 and up) a more advanced course which probes deeper into human relations and work psychology. More attention is given to techniques and clarification of administrative responsibility and authority.

Case Studies in Supervision (recommended only for those who have taken Fundamentals or Administrative Supervision). Intended to merge some of the earlier theoretical discussions with current practices. In the last eight months, a new approach was tried. Newer training techniques such as the incident method were merged with some of the more successful techniques from the field of group dynamics. The result, so far, has been a more successful and rewarding program.

Registration in these three programs will be limited to allow for direct participation by every trainee.

### Supervision — Departmental

For the past year, the Training Section has been conducting Group Leadership Institutes to prepare non-professional trainers to conduct training conferences in Fundamentals of Supervision. Over 60 employees have trained from the following departments: Mental Hygiene, Health, Social Welfare, Taxation & Finance, and Public Works.

Beginning in September, these conference leaders will conduct supervisory training sessions at their own places of work. The Training Section will supply materials, assistance and a monthly newsletter to keep them up to date.

Additional Group Leadership Institutes are being planned so that this approach can be made available to all interested departments.

The three-year program in Stationary Engineering is being continued. It has proven extremely worthwhile and many new classes are contemplated in various parts of the State.

In response to requests from several institutions, programs have been conducted for State employees who repair and maintain television sets. There has also been a program this summer in Refrigeration and Air Conditioning. Both programs will be repeated this fall if there is sufficient need.

### Instructor Training

In June, 1955 the Training Section conducted an Instructor Training Institute. This was for personnel who, though not professionally trained, are called upon to conduct training sessions. The program appears to have been successful and will probably be repeated sometime in the latter part of the year. Commissioners and personnel offices will receive prior notice so that they may submit nominations.

On request of the Department of Mental Hygiene, a special instructor training activity for Supervisors of Occupational Therapy will be conducted in November. The program will then be extended to all occupational therapy personnel who are called on to instruct.

### Staff Conference Leadership

Work has just been completed on a new program to help administrators and others who conduct staff conferences. The program is being tried experimentally at a Social Welfare institution. It will probably be available in mid-fall to those administrators who are interested.

### Additional Programs and Services

Information on any of the above, or on any of the many programs and services available to the State's public employees, can be obtained by writing Dr. Charles T. Klein, Director of Public Employee Training, 40 Steuben St., Albany, N. Y.

Rhodes, Bert Smith, Roland Doty and Hugh Denman.

## Three Items From Sonyea

SONYEA, Aug. 22 — D. Louise Thompson, secretary of Craig Colony chapter, CSEA, reports on employee news:

Joanne Smith, Caroline Love, Marian Derrenbacher and Grace Walker enjoyed a picnic dinner at Mary Donovan's cottage on Conesus Lake, August 4.

Members extend sympathy to Mrs. Mary Insley on the death of her sister.

Many trees were damaged and power failure resulted at the Colony for several hours, because of Hurricane Connie.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

### TOWN AND COUNTY

## Oyster Bay Unit To Picnic Sept. 11

OYSTER BAY, Aug. 22 — The first annual picnic of Oyster Bay of Nassau chapter, CSEA, will be held Sunday, September 11 at Roosevelt Park, Oyster Bay. Tickets are \$1.50 each, with children admitted free. Refreshments will be served.

Roosevelt Park is on Route 106 at Oyster Bay Road.

## Vacation Time For Tompkins Folk

ITHACA, Aug. 22 — Ben Roberts, secretary to the Mayor, is on vacation. Four other Tompkins chapter members who have returned from vacation are Leola Dimon, Mrs. Aena Mead, Mrs. Marie Crispell and Mary Burgess of the County Hospital.