

SPECIAL OFFICER JOBS FOR 2,600; TEST OPENS JAN. 14

Fire Lines

By HERMAN J. BERNARD

DEPARTMENTAL request of the NYC Fire Department for 1948-9 budget will be for about 9,000 Firemen, an increase of about 200; 100 more Lieutenants and 20 more Captains.

Quayle Warns Lieutenants Not to Wield Big Stick

In swearing in new Fire Lieutenants, Commissioner Frank J. Quayle strictly enjoined them, in a talk in his office, that they were still Firemen, that he expected and believed in discipline, but only such discipline as is constructive and that makes for better service. "Treat the men well," he admonished, "and don't throw the Big Stick around."

When the next batch of Lieutenants will be made depends on budget certificates and the clearing of eligibles by the NYC Civil Service Commission. Looks as if 1948-9 budget will supply the earliest opportunity.

Captain Promotions Await the New List

Commissioner Quayle is anxious to make Captain promotions as soon as possible. The new list has just been completed, although not (Continued on Page 16)

Letter Drive on For State Raise

Special to The LEADER

ALBANY, Dec. 29.—First in with the news that his chapter has started an organized letter-writing drive to obtain a minimum salary increase of 25 per cent was Michael L. Porta, President of the NYC Chapter of The Civil Service Employees Association. Mr. Porta expressed thanks that the Association officers and staff supplied prompt and full information and incentive for chapter letter-writing and other campaigns directed to the State Senators and Assemblymen who will con-

vene in little more than a week. From the State employee's viewpoint, Mr. Porta pointed out, the salary increase is the Number One objective of the legislative program.

He praised The LEADER for its editorial support of the Association salary increase drive and the assistance given through the publication of the list of names, districts and addresses of the Legislators, which appeared in the December 16 and 23 issues of The LEADER.

(Continued on Page 3)

Requirements For Written and Physical Exams

Approximately 2,600 Special Officer job opportunities are anticipated during the four-year legal life of the eligible list established from the examination for which applications will be accepted Wednesday, January 14, until Thursday, January 29. Starting salaries will be as high as \$48.46 a week.

NYC Patrolman Jobs For 4,000 Planned for '48

A new Patrolman (P.D.) examination may be conducted late next year or early in 1949 if promised quota increases are granted the Police Department in the 1948-49 NYC Budget. Scheduled appointments plus those contemplated under the increase would exhaust the new eligible list within 18 months.

The new list of 4,489 names was

promulgated by the NYC Civil Service Commission just four weeks ago, and the first appointments were made December 16.

Police Commissioner Arthur W. Wallander, in an address to the first group of appointees, disclosed that Mayor O'Dwyer had promised the Patrolman quota would be increased by 2,000 in the next fiscal year's budget. The Commissioner requested this increase several months ago when the Board of Estimate was holding hearings on the current budget. The present quota is 16,874.

There already have been 414 appointments from the list. Two groups of 500 each are scheduled to be appointed in February and June. This total may reach 1,200 by next July. Several hundred additional appointments will be necessary during the next year to fill vacancies resulting from promotions, retirements, resignations and deaths.

Summer. The rigorous physical test is conducted outdoors, so it would be necessary to conduct it during the warm weather period.

The Commission is expected to complete the Fireman (F.D.) examination by December of next year, thus leaving it free to begin the new Patrolman test if it should be necessary.

Medical and physical requirements announced by the NYC Civil Service Commission include a minimum height of 5 feet 7½ inches, not less than 20/30 vision in each eye without glasses, and lists as causes for rejection all diseases, injuries or abnormalities which tend to impair the health or usefulness.

The competitive physical test, with a weight of 50 and a pass mark of 70 per cent, includes three parts: Dumbbell lift, abdominal muscles lift and agility. In the dumbbell lift the candidate, by sheer muscular effort, one arm at a time, must raise dumbbells from a stop position at the shoulder to full arm vertical extension. In the abdominal muscle lift, the candidate, with his feet held

(Continued on Page 15)

U. S. Employees to Fight Assaults on Their Gains

By CHARLES SULLIVAN
Special to The LEADER

WASHINGTON, Dec. 29.—Federal employee groups are reported gearing for a vigorous battle to protect gains against onslaughts from certain economy-minded Congressmen and agency heads. Two major employee benefits may be affected.

Certain Congressmen have been outspoken in their opposition to the 40-hour work week. They are proposing a return to forty-eight hours. In support of this, they have pointed to Federal employees who hold outside jobs during off hours.

Employee groups, however, are maintaining that this part-time work is necessary if the workers are to meet the increased living cost.

Several Federal agencies reportedly are considering a return to the 48-hour work week. There has been no official confirmation of such reports.

The other major issue about which the employee groups are rallying is sick leave benefits. They are protesting against a recent directive requiring employees to bring a doctor's certificate for all absences. Previously a certificate was required only for absence of three or more days.

It is maintained that employees are not receiving the full sick leave benefits under the directive. Employees were much disturbed over remarks by some officials that cumulative annual leave, sick leave and holidays, if worked to the limit, provides a total of nine weeks off, out of 52.

Prison Officers Protest Slurs by Crime Programs

Special to The LEADER

ALBANY, Dec. 29.—The Prison Officers Conference representing State prison, County penitentiary and NYC Prison Guards and Prison Officers, finds a trend in motion picture and radio crime programs toward depicting prison officers as "brutish, unintelligent and dishonest." At a meeting of its executive committee a resolution was adopted as follows:

"Therefore, Be it resolved, that the Prison Officers Conference go on record as being opposed to further continuance of such socially undesirable presentation of entertainment features, and that it calls for the raising of standards for such features to levels comparable to those of the Legion of Decency."

"And, Be it further resolved, That the Conference shall take specific cognizance of any such

future undesirable features by publicly condemning them by notice to the public press."

The Conference will have representatives in Albany during legislative session to urge adoption of a 25-year pension, a 40-hour week and single salary scale.

The officers are: President, Thomas McMahon, of Middletown; Vice-president, Frank Walpole, of Napanoch; Vice-president, James Quinn, of Auburn; Vice-president, Ross Van Dooser, of Buffalo; Financial Secretary, Veronica Monamara, of Long Island; Assistant Secretary, Richard J. Walsh, of Kew Gardens; Treasurer, Gerald Farley, of St. Albans; Legislative Chairman, Irving Goldfarb, of Ossining; Research Chairman, Robert Best, of NYC; William Drudy, General Secretary, Brooklyn.

STATE AND COUNTY NEWS

Suffolk Chapter First With Resolution for Pay Equal to State's

SUFFOLK—The first annual meeting of the Suffolk Chapter of The Civil Service Employees Association, was held at the Riverhead High School. The meeting was conducted by Charles R. Culyer, Field Representative of the Association.

The elected slate of officers includes Frank J. Bianca, Family Care Division of Department, Public Welfare, President; William J. Burns, 1st Vice-president; Beth O'Donnell, Probation; 2nd Vice-president; A. F. Becan, Statistical Division, Public Welfare; 3d Vice-president; L. A. Walker, School Custodians, 4th Vice-president; Robert R. Rubino, Medical Division, Public Welfare, Secretary; Henry L. Ruland, County Treasurer's Office, Treasurer; George Raff, Islip Town Highway Department Sergeant-at-arms.

The Constitution and By-laws were adopted as recommended by the steering committee. Election of a Representative on the County Executive Committee, delegates to represent the Chapter at State Association meetings and local unit representatives on the Executive Council will be held in the near future. Twenty new memberships were accepted and approximately 100 applications were requested.

A Pace-setting Resolution

A resolution on County salaries was adopted and voted for presentation to the Board of Supervisors for consideration at the regular Board meeting on December 29. The resolution calls for equalization of all county salaries and ranges by adoption of standards in the State of New York. The plan has been in satisfactory operation in the Office of the County Superintendent of Highways for years and provides for alignment and automatic adjustment of salaries and salary ranges from time to time to conform with salary ranges and salaries for similar titles or responsibilities in the State of New York.

Although salary scales for most of the County positions were in approximate alignment with net base salary scales for similar titles in the State as recently as October 1946, the continued increase in living costs and adjustments made by the State Legislature have placed most of the existing county salaries out of line with State scales and prevailing standards causing a serious threat to departmental morale and efficient administration. It was acknowledged that the tie-in with State levels does not provide for the full 66 per cent increase in living costs as State adjustments have been limited to 30 per cent for lower bracket salaries down to 14 per cent for higher salaries. Also, annual increment credit was not requested for service prior to January 1, 1943.

Mr. Culyer stated the Association was much interested in the adopted resolution, noting that the requested tie-in with State levels by Suffolk employees is in line with the ultimate aim of the State Association to procure standardization of all civil service salaries in the State, so that equal salaries will be paid for equal work and responsibilities. He stated that, at present, salaries in most of the counties are

considerably lower than State levels for similar titles. The effectuation of the plan in the County Highway Department of Suffolk County indicates that the Board of Supervisors has long recognized the fairness and soundness of its application in Suffolk, and a uniform adoption for all County Departments is urged to effect both equalization of salaries and some immediate degree of relief for the County employee against the high cost of living.

Quarter Century Club Headed by Farrell

The annual meeting of the Quarter Century Club of the Division of Industrial Safety Service of the State Department of Labor was held at Karl's Old Raven Restaurant, NYC. The following officers were elected for 1948:

Brigadier General Arthur A. Farrell, President; William F. Clasen, Vice-president; Anthony W. H. Horenburger, Secretary-Treasurer, and William F. Smith, Sergeant-at-arms.

The annual dinner and theatre party will be held Monday evening, February 2. Officers will be installed at the dinner.

ETHEL RANDALL DIES

UTICA, Dec. 29.—Ethel Randall, Senior Occupational Therapist, died. She was a member of the Utica State Hospital, Chapter of The Civil Service Employees Assn.

Forest Rangers, Game Protectors And ABC Officers Reallocated

Special to The LEADER

ALBANY, Dec. 29.—The State Salary Standardization Board issued the following release:

The State Salary Board announced today pay increases for Forest Rangers, Game Protectors, and Executive Officers (ABC Board) that will affect 284 employees working all over the State.

The Forest Rangers had their maximum salary increased to \$2,520 from \$2,300. The Game Protectors had their maximum salary increased from \$2,540 to \$2,640 per year. The Executive Officers of the Alcoholic Beverage Control Boards in the various counties throughout the State were increased in the two lowest grades. The employees in the smallest counties had their maximum salaries increased from \$2,200 to \$2,400 and those in slightly larger counties were increased from a \$2,640 to a \$2,760 maximum.

All increases are retroactive to April 1, 1947 in accordance with a law passed at the last session of the Legislature at the suggestion of the Salary Board.

Dr. Newton J. T. Bigelow, Chairman of the Board, stated: "This brings the total of positions reallocated upward to 194. Others also recommended upward are awaiting the approval of the Director of the Budget. The total number of employees affected runs into many thousands."

L'Affaire Broissoie Causes A Rise in Temperatures

Special to The LEADER

OGDENSBURG, Dec. 29.—Temperatures are rising in this community as a result of the treatment being accorded George Broissoie, disabled veteran employed by the city as a janitor.

Here is the story:

Shortly before Mr. Broissoie got his job last spring, the Common Council had put through a pay increase for city employees. When Mr. Broissoie came to work, he learned that his salary check failed to reflect the pay increase. Broissoie didn't object at first, because he felt he was ineligible for the increase. He accepted the argument that the increase applied to only those employees who had been on the job prior to the date when the increase went into effect.

It Wasn't The Same

However, when he discovered

that others hired after the increase was in effect had received the additional remuneration, his thinking changed.

A local American Legion post didn't like what it called the discrimination against Mr. Broissoie.

The local group organized with in the Civil Service Employees Association began to take a hand in the matter. John E. Holt-Harris Jr., Assistant Counsel to the organization, wrote Homer Wallace, Mayor of Ogdensburg, asking what that gentleman planned to do about it. To date there has been no answer to Mr. Holt-Harris's letter.

The Association now plans to institute legal action under Article 78 of the Civil Practice Act to compel payment. This part of the law was designed to force public officials to perform their duties.

MANHATTAN STATE READY TO JOIN MET CONFERENCE

The Manhattan State Hospital Chapter of the Civil Service Employees Association has announced it will join the Metropolitan New York Conference which is scheduled to hold an organizational meeting next month, probably Saturday, January 17.

The Chapter's decision was disclosed in a letter from John Wallace, Chapter President, to Victor J. Paltsits, Temporary Chairman of the Conference. This brings the number of Chapters in the Conference to seven. The other six are Central Islip State Hospital Chapter, Creedmore State Hospital Chapter, Long Island Interstate Park Commission Chapter,

NYC Chapter, New York Psychiatric Institute Chapter and the Armory Employees Chapter, Metropolitan Area.

Mr. Paltsits said the date for the Conference meeting is tentative. There will be an announcement of the definite date shortly. He said progress of the Conference's organization was being followed with "great enthusiasm because the success of the Conference will add to the effectiveness of Association programs."

Public Works Sponsors Lectures on Highways

Special to The LEADER

ALBANY, Dec. 29.—Modern practices in public works planning and construction, with special emphasis on highways, are being brought to the attention of engineering college students through a series of lectures by the New York State Department of Public Works.

CIVIL SERVICE LEADER

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Last Call for Westchester To No-exam Insurance

Special to The LEADER

ALBANY, Dec. 29.—Officials of The Civil Service Employees Association today called attention to a matter of immediate interest to all employees of Westchester County.

Wednesday, December 31, 1947, is the last date any employee of Westchester County can apply for the low-cost Group Life Insurance made available by the Association without taking a medical examination. Applications dated January 1, 1948, or later will be accepted only after a medical examination is passed, except that any new employee may apply during the first three months of employment without medical examination.

Hundreds of Westchester County employees are now protecting their dependents and loved ones since October 1st under this low-cost group life insurance.

Advantages of Plan

The plan of insurance presents many advantages:

1. **Low-Cost**—Only 30c semi-monthly per \$1,000 for employees under age 40 and proportionately lower rates for older employees.

2. **No Medical Exam**—If application is made by employee of Westchester County on or before December 31, 1947.

3. **Convenient Payment**—Through the cooperation of Westchester County officials, a payroll deduction plan is in operation to care for premiums due under the group plan. Only a small semi-monthly deduction is made to insure for the cost of the group insurance.

4. **Broad Coverage**—Death due to any cause is covered and claims are usually paid without red tape and within twenty-four hours of the time of death.

Where to Apply

Employees of Westchester County are urged to act before December 31 to obtain this valuable low-cost protection without medical examination. Applications for the insurance, and descriptive literature, can be obtained from the Westchester Chapter Headquarters of the Association in the County Court House, White Plains, or from central headquarters, Room 156, State Capitol, Albany 1, New York.

If any employee of Westchester County misses this opportunity and later applies for the insurance a medical examination at the expense of the insurance company will be necessary.

Goldstein Describes Key Role of Lawyers

Lawyers will play a key role in shaping policy in coming years, State Attorney General Nathaniel L. Goldstein predicted at the Semi-Centenary Celebration of the New York Law School.

The Attorney General said that the U.S. has "experienced tremendous alterations of both ideas and reality in economics and social and political organization; it has found itself a vast, integrated nation that is in the position of world leadership."

Officials of 3 Assn. Chapters Confer with Their Legislators

UTICA, Dec. 29.—Officials of Utica State Hospital Chapter, Marcy State Hospital Chapter and Fort Stanwix Rome State School Chapter met with members of the Legislature from their districts. The legislators were Senator Robert C. Groben and Assemblyman Richard R. Griffith. Assemblyman Harlow E. Bacon failed to attend the meeting. Chapter officials present were Herbert W. Jones and Owen E. Jones, President and Vice-president respectively of Fort Stanwix Rome State School Chapter; Charles Methe, President of

Marcy State Hospital Chapter and Margaret Fenk, President, and John Kauth, Treasurer, of Utica State Hospital Chapter.

There was frank discussion of all problems concerning State employees. The Legislators displayed deep interest and concern and expressed their appreciation of being informed on the vital issues. The program of the Association for improvement in working conditions was carefully outlined. Future meetings of the group are planned and it is hoped that Assemblyman Bacon will find it possible to attend.



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STATE AND COUNTY NEWS

Drive Is On For a Real Pay Increase

(Continued from Page 1)

"It is very heartening to hear from Governor Thomas E. Dewey himself that we are to get a raise" said Mr. Porta. "It is absolutely essential to the well-being of State employees, and indeed to the people of the State whom they serve, that the workers be adequately paid, and therefore all possible impetus must be given to the drive so that the increase will be all that it should. I was heartened to read the report in *The LEADER* that officials close to the Governor gave assurances that, even though the amount and ratio of distribution of the raise have not been decided, no pittance increase will be given. We must not let any of our driving force be relaxed, however."

Kenneth A. Valentine is chairman of the chapter's membership committee.

Other chapters are expected to inform headquarters of the Association soon of their organization of letter-writing and telegram-sending campaigns. Already some chapters have even held conferences with their local legislators and received assurances of serious attention to the pay needs of State employees. Chapters in some instances may prefer conferences, specially where one Senator and perhaps two Assemblymen represent the area.

"NYC," said Mr. Porta, "teems with Legislators."

Removal Charges To Be Heard

Special to *The LEADER*

ALBANY, Dec. 29.—The State Civil Service Commission has scheduled hearings in Buffalo January 19 on removal charges preferred against the three Lackawanna local Civil Service Commissioners.

The Commissioners, Joseph Mahoney, Louis Basty and Joseph Mescall, are being charged with inefficiency, incompetence and neglect of duty. Commissioner Mescall also is being charged with making questions and answers available to favored candidates in advance of the examination date.

Paralleling these charges is a complaint of the State Commission to rescind six eligible lists and appointments made from them. The Commissioners are charged with failure to prepare, conduct and administer the examinations in accordance with laws and rules adopted by the Lackawanna Commission.

State Commission President J. Edward Conway and Commissioners Louise C. Gerry and Alexander A. Falk signed the hearing notices.

Rule On Assn. Dues

Special to *The LEADER*

ALBANY, Dec. 29.—The By-laws of the Civil Service Employees Assn. provide that a member whose dues are in arrears for three months shall be notified in writing and, if he fails to remit his dues within thirty days thereafter, he may be expelled from the Association upon the recommendations of the Board of Directors. Written notice will be sent to all members of the State Division of the Association who may be in arrears as

The State Employee

By Dr. Frank L. Tolman

President, The Civil Service Employees Association, Inc., and Member of the Employees' Merit Award Board.



Annus Mirabilis

A YEAR ago I wrote: "1947 is a year of destiny. It may be a year of promise and performance beyond any recent year, or it may be just another year, or it may be a year of unparalleled disaster. The result is up to all of us."

1947 has turned out to be a year of unparalleled disaster throughout the world. Hunger, cold, discord and fear stalk major parts of the earth. There is no longer the hope of one world but the realization of two worlds in conflict.

In New York State economic life is in serious unbalance. Large groups of the new rich bid up prices on essentials as well as on luxuries of life and the new poor include the white collar workers and the civil servants struggling with their present 60 cent dollar. Prices have developed a climb of jet-power proportions and no adequate controls or remedies in sight. What have been considered as inherent rights and liberties of all men are abridged for the plain people by the Federal and by the State Government.

Class interest and prejudice are everywhere evident. When is the leadership to promote passionate unity for a common purpose?

Problems of 1948

The problems which must be met if 1948 is in fact the year of decision include the following:

- We must produce to the limits of our capacities.
- We must waste nothing.
- We must distribute our wealth fairly both at home and to relieve disaster throughout the world.
- We must pay our debts, both personal and collective.
- We must deal justly with all men.
- We must put our economic house in order.
- We must establish a balance between wages and prices, between wage levels of different groups, and between wages, prices and profits.
- We must be good neighbors everywhere.

The choice before us is plain. The world is out-of-joint. We were born to set it right. The problem is so huge and so complex that we can do the job only by using every fit instrument at our disposal, and the chief instrument available are our governments.

Public employees have a high duty and a high privilege to make Government equal to the difficult tasks of today and tomorrow. Only the people can make the great decision, but the civil service army will carry out the commands of the people. May the army prove worthy.

Western Conference To Meet on Jan. 31

Special to *The LEADER*

BUFFALO, Dec. 29.—The next regular meeting of the Western Conference of The Civil Service Employees Association will be held Saturday, January 31, in Buffalo. The host will be the Buffalo State Hospital Chapter, of which Harry Schwartz is President.

The afternoon meeting will be in the Mahogany Room of the Hotel Buffalo, and will start at 3:30 p.m. The dinner meeting will be in the Arbor Room of the hotel.

Requests for reservations should be sent to Joseph Kieta, 400 Forest Ave., Buffalo 13, N.Y., and should be received no later than January 26.

"The meeting should be interesting and profitable," said Mr.

Schwartz. "The 1948 Legislative session will be underway and our prospects for helpful legislation, and the part the Chapters must take in that program, should be clearer by then. The February Association meeting will follow shortly, and our meeting can bring us additional information and expressions of opinion which will be helpful to us in representing our membership."

Suggestions on topics to be discussed, or information to be furnished delegates, should be directed to Dr. A. A. Thibaudeau, Chairman Program Committee, 663 North Oak St., Buffalo, N. Y.

The Conference officers are: Robert R. Hopkins, Chairman; Mrs. Dorothy Monroe, Secretary; Lawrence Law, Vice-chairman, and Mrs. Alice Wagner, Treasurer.



Ken Stahl, Temporary Chairman (left) listens as Eileen Dailey makes a report to the meeting called to form a Capital District Conference of The Civil Service Employees Association. Katherine Lennox and Tom Wehmeyer are at right.



Frank A. Conley, President of the Department of Audit and Control Chapter of The Civil Service Employees Association, is presented with his chapter's charter by Janet Macfarlane, Association Secretary. The presentation was made at a recent meeting of the chapter attended by several hundred chapter members.



Officers of Ulster Chapter of The Civil Service Employees Association are, left to right, back row: Robert Baylor, Financial Secretary; James C. Martin, Second Vice-president, and Fred Paulus, Treasurer. Front row: Fred Van Deusen, First Vice-president; Estelle M. Spatz, Recording Secretary.

SEND IDEAS TO MERIT BOARD; NO FORMALITIES NECESSARY

Suggestions that may win cash prizes and Merit Awards may be sent by State employees at any time to the State Employees Merit Award Board, State Office Building, Albany 1, N. Y. No formalities are necessary. A letter,

whether typewritten or handwritten, suffices. There is no restriction as to length. The Board is anxious to receive as many suggestions from as many employees as possible. Receipt of all suggestions is promptly acknowledged.

16 P.C. Non-competitive

The non-competitive employees total 9,167, or 16 per cent of those

employed in the State Departments, with the same agencies excepted, while the exempt positions of all kinds, including labor grades, total 5,744, with the labor jobs five times as numerous as the others. The positions other than competitive are 15,402, with 381 of these "unclassified." Adding the unclassified groups—elected officials, legislative employees etc.—the total for the State Depart-

ments is 57,459. Adding other than State employees—judiciary and miscellaneous agencies—the State total reaches 58,842. With county, town, village, city employees of some cities and school districts included, the grand total is 75,937, with an additional 1,893 to account for employees on unpaid leaves of absence. Thus there are 14,011 employees not in the competitive class into which many of

them could be put, or 28 per cent. The table is a most illuminating one, State employees found, because of the large number of provisionals, temporaries and non-competitives under a constitutional amendment that encourages permanency and requires competitive positions, so far as practicable.

[The table was published in *The LEADER* last week, issue of December 23].

State's Report Shows Strikingly Large Number Of Temporaries, Provisionals and Non-competitives

Special to *The LEADER*

ALBANY, Dec. 29.—The report of the State Civil Service Commission on the number of employees by classes shows 41,967 in competitive titles in State Departments, exclusive of State Division of Military and Naval Affairs, Indian schools, School of Ceramics or schools at Cornell University. Of

these 41,967 there are 31,700 permanent employees; hence 18,267, or 30 per cent are temporaries or provisionals. Although some of these were appointed from competitive eligible lists, their status is no different than if they hadn't been.

STATE AND COUNTY NEWS



Prison guards at Napanoch gave a demonstration of expert drill at the Christmas party of The Civil Service Employees' Association chapter's Christmas party. They were roundly applauded for their high proficiency.

Assn. Breaks Its Record on Membership

ALBANY, Dec. 29.—Joseph D. Lochner Executive Secretary of The Civil Service Employees Association, reported today that the organization's membership campaign has shattered all records. Approximately 30,000 State workers have already paid 1948 membership in the State Division of the Association, and paid membership in the County Division, which is composed of employees of the political subdivisions of the State, with only three months of the membership year expired, is approximately equal to the total for the entire preceding year.

Mr. Lochner attributed the fine response as to membership to the very active and unselfish chapter officials and committees who contribute much time and effort to improving the conditions of their fellow employees, and to recognition on the part of employees generally of the accomplishments, services and program of the Association and the very serious problems presently confronting employees.



Officers of Gowanda State Hospital Chapter (left to right), Vito J. Ferro, Delegate; Gunnard A. Nelson, Vice-President; Priscilla Harvey, Secretary; Frederick J. Milliman, President, and Herbert L. Meyer, Treasurer.

Armory Group Gets Assn. Charter

A charter was presented to the Armory Employees Chapter, Metropolitan Area, of The Civil Service Employees Association, Victor J. Paltsits, Banking Department Representative on the Association State Committee, made the presentation at 12th Regiment Armory.

Mr. Paltsits told Chapter Officers: "It becomes my duty to charge you with the responsibility of complying with all requirements of your constitution and by-laws, and to those duties peculiar to the offices you hold; that you guard and keep this document safe, and pass it on to your successors in office; that you fulfill the obligations of your offices with due diligence, for your own credit and for that of those who elected you, and to the credit of the Association. The Board of Directors of the Association was confident about this when it approved your charter."

Mr. Paltsits also extended on behalf of President Michael E. Porta the best wishes of the NYC Chapter to the 450 Armory employees of the new chapter. The group at one time was part of the NYC Chapter.

Shortly after the charter was presented, the Chapter announced it would join the Metropolitan New York Conference which is now being organized.

Officers of the Chapter: Frank Gonsalves, President; Paul Richman, Vice-president; Frank Wallace, Executive Secretary; Sidney Bateman, Recording Secretary; Fred Held, Secretary; George J. Fisher, Treasurer; Charles J. Smith, Sergeant-at-arms. The Chapter Board of Directors includes all the above officers and James A. Deuchar.

NEWS ABOUT STATE EMPLOYEES

NAPANOCH—The annual Christmas party given by the employees of the Institution for Male Defective Delinquents was held in a beautiful setting and 250 attended, including guests headed by State Senator Arthur Wicks, of Kingston.

The program opened with a

military drill by 30 uniformed Prison Guards from the Institution, under Lieutenant George Winsman. They executed precision mass movements. The exhibition was climaxed by a military chant, in unison, with appropriate parodies pointedly portraying the plight of State employees as regards the relation of salaries to present living costs. Senator Wicks is Chairman of the Senate Finance Committee.

Mrs. Wicks, wife of the Senator, sang the national anthem to the piano accompaniment of her little nephew. A turkey dinner, prepared by C. ptain Lloyd Wilklow and his staff, followed.

Toastmaster Joseph Carberry introduced the public officials. Major T. J. Hanlon, Superintendent, followed with a speech of welcome.

Attorney Leroy Lounsberry, of Ellenville, traced the history of the institution, contrasting earlier periods at Napanoch with the present modern plant and progressive program of inmate rehabilitation. Mr. Lounsberry voiced the pride felt by the community in having the institution as a component. The exceptionally high morale among the employees was attributed to the fine quality of leadership and character brought to the institution by Major Hanlon as Superintendent.

District Attorney Louis Bruhn, of Ulster County, spoke of the favorable impression he received of the institution and its personnel.

Senator Wicks pointed out the many improvements noted in the institution generally and the fine spirit of cooperation and teamwork manifested by the employees in particular. Recalling that Napanoch had long been neglected in the annual State Budget, in comparison to the other prisons in the State, Senator Wicks declared that its record warranted serious consideration for the means of further development and expansion. Pledging his wholehearted support to that end, he closed by singling out Major Hanlon, on the record and by personal knowledge, as one of the foremost and energetic leaders in the field of progressive penology today.

A very enjoyable program of inmate entertainment followed. Particularly well received was a choral group, directed and trained by George Demorest, an officer of the institution.

The following committee members served: General Chairman, W. B. Krom; Entertainment, Lieutenant George Winsmann, Mrs. Arnold Schonbachler, Harry Smith and George Demorest.

Dinner, Captain Lloyd Wilklow, Garry Brown, Ken Kile, Vernon

Krom, Joe Hornbeck, Frank Har-kin, John McClay, Joe Popp, Art Drew, Frank Walpole and Herb Dewitt; Decorations, Irving Smith, Ed Katzenberger and Oscar Newkirk; Publicity, Leon Rosenberg; Tickets, Harold Butler and William Paterno; Reception, W. B. Krom, Al VanVliet and Jim Morrow.

GOWANDA—The third annual dinner dance and meeting of Gowanda State Hospital Chapter was held at the V.F.W. Hall. Following the dinner, election of officers was held.

Re-elected for fourth terms were President Frederick J. Milliman and Secretary Priscilla Harvey. Re-elected for second terms was Treasurer Herbert L. Meyer. The newly elected Vice-president is Gunnard A. Nelson. Delegates are Vito J. Ferro and Priscilla Harvey; Alternates, Mr. Nelson and Henry Kelley.

A floor show presented by a unit from Buffalo, and dancing, rounded out the evening.

Mrs. Anne Keohane Gilliland, Dental Hygienist, resigned from the hospital to join her husband, who is employed by Eastern Airlines, Miami, Fla. Mrs. Gilliland had been employed at the hospital since March 2, 1936, having transferred from Newark State School. She was dined at the American Legion Hall and presented with a gift.

Alfred E. Sloniker, of Ward Service, transferred to Hudson River State Hospital.

Frank Thompson, Painter, an employee since 1928, died in Employees Sick Bay, following a brief illness.

PAROLE—As this was the first Christmas for the newly-formed Chapter of the Albany Office of the Division of Parole, it was decided to combine the annual Christmas Party of the Division and the general chapter meeting. Plans for the Christmas party were made by the Social and Recreation Committee, consisting of Margaret Grogan, Chairman, Kenneth Mundweiler, Thomas Corrigan and Vivian Weissblum. Other employees who assisted were Eileen Nolan, Margaret Haggerty, Elean-

(Continued on Page 5)

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STATE AND COUNTY NEWS



Group at first annual dinner of the Schenectady Chapter. Seated, left to right, are Mrs. Irene Goggins, Robert K. Stilson, President, and Mrs. Alvira Iaffate. Standing—Charles R. Culyer, Field Representative, John E. Holt-Harris, Jr., and J. Allyn Stearns.

NEWS ABOUT EMPLOYEES

(Continued from Page 4)

or Reed and Mrs. Ruth Downes. The dinner party was held at Beck's, West Albany, Miss Haggerty led the group in Christmas carols and other songs.

Chapter President Haines officiated at the business meeting. Commissioner Grant expressed his good wishes to the group, John E. Holt-Harris, Jr., representing The Civil Service Employees Association, talked on the State Employees' Retirement System and the problems encountered in attempting to liberalize its bene-

fits. The entertainment program was enjoyed by all. Shirley Bloom rendered vocal selections, accompanied at the piano by Harry Dupree. Next was a skit put on by Mr. Dupree and Mrs. Martha Hender. Harold Canavan did tap dancing. May Marks, dressed as Santa Claus, distributed a gift to each one present. Mr. Holt-Harris, Miss Weissblum and John T. Slattery received special merit gifts. Dancing followed, interspersed with piano selections by Mr. Dupree, Miss Marks and Jean Frank.

Miss Grogan and her committee received a vote of thanks for their excellent work.

BARGE CANAL—The Champlain Unit of the Barge Canal Chapter held a meeting at Hotel Schuyler, Schuylerville. The following officers were elected for 1948:

President, Chas. Neilson, of Stillwater; Vice-president, Chas. Dyer, of Stillwater; Secretary-treasurer, V.R. Warner, of Glens Falls; Delegates, R. C. Bailey, Hudson Falls, and Chas. Dyer, Stillwater; Alternates, J. D. Murphy, Mechanicville, and Edward Goodwill, Waterford.

WASSAIC—The Wassaic State School Chapter held a special meeting at the State School Club Rooms. Nellie Innocent, President of the Chapter, welcomed as special guests State Senator Ernest I. Hatfield and Assemblyman-elect R. Watson Pomeroy. Both members of the Legislature spoke and indicated their interest in the problems of civil service employees. Senator Hatfield, who has long represented the district as an Assemblyman, praised The Civil Service Employees Association as an organization which always presented the employees' problems fairly and logically. Mr. Pomeroy will enter the Legislature for the first time. He stated that he welcomed advice about all matters which would aid in improving public service in the institutions and elsewhere and that he would act in the interest of all of the people of the State in dealing with all problems.

William F. McDonough, Executive Representative of the Association, outlined the legislative program and praised the local chapter for its initiative in bringing their problems to the attention of their representatives in the Legislature in a friendly and constructive way. Said Mr. McDonough: "Civil Government is the big enterprise in a free enterprise world. New York State is undoubtedly among the most progressive in its attention to civil government. The 'Big Three' in State government are the Legislature, the Governor and Lieutenant Governor, and the officers and employees of government. Each is provided for in the State Constitution. The complete cooperation of each is essential to the maximum service of government to the people.

"The application of the merit

system outlined in Article 5 of the Constitution is of vital importance to the efficient and economical carrying out of the services of government and to respect for the civil service employee. Governor Thomas E. Dewey some years ago, in speaking of the civil service employees, credited them with the greatest responsibility of any of the top agencies in carrying on governmental services. The civil service employee has failed to tell citizens generally or to remind the executive and legislative leaders from time to time of his accomplishments and of his contributions to the community."

Mr. McDonough cited the immediate need for at least a 25 per cent upward salary adjustment of State salaries to meet living costs and to attract and hold competent workers, a true 40-hour week, a public employees labor relation law and liberalization of the State Retirement Law.

Periconi Is Appointed To Boy Scout Council

Deputy Commissioner Joseph F. Periconi, Jr., of the State Liquor Authority, has been named a member of the Advisory Committee of the Boy Scouts of America, District No. 7, by Judge Charles Loreto, of the Bronx Municipal Court, who is Chairman.

Mr. Periconi is also active in the Catholic War Veterans Post 272 and the Columbus Alliance. He is also a member of the Bronx Bar Association.

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A THOUGHT FOR THE WEEK

A good conscience is a continual Christmas—Benjamin Franklin.

Civil Service LEADER

Ninth Year

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Member of Audit Bureau of Circulations

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TUESDAY, DECEMBER 30, 1947.

Broader Eligibility Is Needed in Exams

CIVIL Service Commissions expect candidates to show initiative, resourcefulness, independence of thought and a sense of fairness and sometimes forget that Commissions themselves should evince such fine traits, as the NYC Civil Service Commission is doing in loosening up preliminary requirements so as to broaden the base of competition. The narrowing tendency has been increasing rapidly. Commissions, overburdened with the heavy tasks of preparing examination notices, especially in the scientific, professional and kindred fields, lean toward a uniform pattern. One Commission seizes upon the clichés of another and thus examination notices are often governed more by rote than by reason.

The principal change effectuated by the NYC Commission is the elimination of the college degree requirement for positions which can as well be filled by persons who don't have a degree. Commissions that seek means of reducing their work load, by narrowing the base of recruitment through highly restrictive requirements, perform acts that degrade the merit system.

The examination itself should be the primary test of the candidate. It is ridiculous when the field of candidates is so greatly restricted that the mere passing of an examination becomes the title to appointment, because the eligibles outnumber the prospective vacancies, instead of only the best eligibles getting the jobs. The stiffness of requirements does not improve the calibre of eligibles; instead it substitutes training and experience for an opportunity to make a showing in an examination that the training and experience did something worth while to the candidate.

Still Room for Improvement

The surface has only been scratched by the NYC Commission, however, as there are many ways in which candidates are wrongfully barred from examinations, including devices for assuring that a particular candidate, in a small examination for a high position, will clinch the appointment or promotion.

If "progressively responsible experience" is forever required, what opportunity has anybody who works for a small employer? If the progression is measured in terms of the increasing number of employees whom the candidate supervises from year to year, what opportunity has the most brilliant worker who is excluded because he never had twenty persons under him, for he worked for a concern that had only five employees?

The effect of rote is often the same as if there were a conspiracy to narrow admissibility to examinations so sharply that the tests can scarcely be called competitive. They become discriminatory. The whole theory of the merit system is based on absence of discrimination and favoritism. It is as much a violation of that now sacred principle to favor anonymous individuals through a restrictive policy, as it is to provide a gravy train for some favored friend or political follower.

The best administration of civil service also requires adequate advance notice of examinations. The NYC Commission has long followed the practice of announcing what examinations will be opened for receipt of applications during the following month. Now the State Civil Service Commission is doing likewise. The Federal Government gives out occasionally from the central office in Washington advance notice of national examinations. More of such advance notice would be welcome, also sufficiently long Federal filing periods, even if the candidacies produce an avalanche.

By being able to choose from the most one gets the best.

Dewey Appoints Deuel to Niagara Post

Special to The LEADER

ALBANY, Dec. 29.—Governor Dewey appointed Alanson G. Deuel, of Niagara Falls, as a member of the Niagara Frontier State Park Commission. Mr. Deuel will complete the unexpired portion of the term of the late Paul A.

Schoellkopf, to April 25 next.

Mr. Deuel, publisher of the Niagara Falls Gazette, was born in East Hamburg, and attended schools in Hamburg and Buffalo. He is a director of the Power City Trust Company and the Niagara Falls Hotel Corporation.

Don't
Repeat This!

EVERY civilian employee of the Army will get a copy of the description of his job, defining his duties and responsibilities, in the hope it will serve as a constant incentive to keep abreast of the requirements. Operation is large, wouldn't pay out unless some such results were attained. If it clicks it may be extended throughout the Federal service . . . Employees of State and local governments would be eligible for Social Security benefits under a bill (S 1768) introduced in Congress by Senator Wayne Morse, of Oregon. . . . President Truman preparing a tight budget, to be accompanied by a warning to department heads that economy is the rule of the day . . . Loyalty Board members have agreed to let the Chairman do all the talking until all rules and procedures are fully established.

Fear of confusion because of conflicting flat-rate postal pay increase bills before Congress is voiced by Representative Robert J. Corbert, (R., Pa.). He introduced a bill for graduated percentage raises, from 35 per cent for those getting \$1,700 or less, to 6 per cent on \$10,000, average increase \$600. Three postal groups back the idea.

Grand Jury recommendations notwithstanding, off-track betting hasn't a chance with the Dewey administration. Any one who heard the reaction at the Governor's office when the subject was broached would realize it. Nevertheless, strong campaign is to be made for legalization of horse parlors. State lottery to bolster treasury, even though favored by State Racing Commission rather than to have horse-racing made strictly a gambling business with the State as partner, has no chance, either . . . Harold Keller hitting on all twelve as State Commerce Commissioner.

Economy will be by-word for all government budgets for next year. NYC Budget Director Thomas J. Patterson already has asked departments to "have a heart." Equipment costs are mostly meant; idea that employees can live on present pay isn't official anywhere.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Retention of Temporary Salary Increments

IF, AS A State employee, you had been occupying a temporary or provisional position, you are entitled, upon permanent appointment during the period from April 1, 1946 to April 1, 1948 to the same or a similar position, or to a position which on March 31, 1947 (under the old Feld-Hamilton salary structure) was in the same occupational service and salary grade, to be paid the salary which you would have received in your temporary or provisional position on the date of such permanent appointment.

While it was no problem to decide which positions are the same or in the same occupational service and salary grade it was not so simple to determine which positions are similar. As to this term, there was some conflict of opinion. In an endeavor to resolve this conflict, the matter was presented to the State Civil Service Commission. The Commission ruled that the word "similar" as contained in chapter 494 of the Laws of 1947 (which grants the special salary privilege referred to above) could equitably be construed to mean a position which is in a lower grade, carrying duties which are encompassed in the higher grade position.

Accordingly all persons who have been appointed, or who may be appointed, between the dates of April 1, 1946 and March 31, 1948 inclusive to permanent positions under Section 494 of the Civil Service Law after having served continuously in higher-grade positions on a temporary basis and such higher-grade positions en-

Half-Pay Retirement 3 to 5 Years Sooner Under Knutson Bill

By RALPH L. VAN NAME
Secretary, NYC Employees' Retirement System

THE 19,000 members of the NYC Employees' Retirement System over 55 years of age who are staying in service because they can't afford to retire and pay income tax, were pleasantly shocked by the extent of relief afforded by the Knutson Tax Reduction Bill introduced in Congress recently.

If the Knutson Bill becomes law, pensions up to \$2,666 per year (half of \$5,332) will be tax free to married employees who, with their wives, have attained the age of 65 years. Under the Knutson Bill, such a pensioner is allowed \$1,200 domestic exemption, \$1,200 additional exemption for attainment of age 65 by him and by his wife and a general 10 per cent exemption of \$266, all three equaling his income and making him tax free.

At age 65, where over 28½ years are now required to provide half of \$5,332 plus tax, members would be able to retire after 25 years with \$2,666 tax free. Members with lesser salary and greater service, who are holding out for \$50 a week take-home pension, are similarly benefited. For example: a \$3,500 man with 40 years of service would receive \$2,600 tax-free under the Knutson Bill, beginning at age 65, whereas now he must continue to age 70 to build up the additional pension for the \$300 tax now required of a \$2,900 pension.

Total Exemption From Age 61

School teachers with a master's degree and receiving the \$5,300 top of the elementary salary scale, would be tax free for a pension of half that figure if 65 and married at equal age, and, if single, would have a reduction in their present tax of over \$185.

Members of the Teachers' and of the NYC Employees' Retirement Systems ordinarily have sufficient contributions to their credit at retirement to entitle them to exemptions for the first four years of retirement during which they are receiving an equal amount of pension. Total tax exemption will be possible for them not only from age 65 but from age 61 on.

The tax on Policemen and Firemen retiring at \$2,025 after 20 years of service would be nominal as soon as either the pensioner or his wife become 65. Lesser pensions would be without tax. Eventually their own contributions will take care of the tax exemption until that age is reached.

Because of:

(a) The increase of exemptions from \$500 to \$600;

(b) The additional \$600 exemptions at 65, and;

(c) The reduction of 20 to 30 per cent in the present tax scale

all along the line salaries will benefit equally with pensions, except that payments to persons under 65 would miss the special 65 \$600 exemption. Thus, a married stenographer or clerk, regardless of age, receiving \$2,400, would have his tax reduced about \$90 per year by reason of the above three factors.

A Call to Employees to Back the Bill

Unless thousands of employees eligible for retirement enjoy remaining in service three to five years longer just to earn money for taxes, they should put everything they have behind the Knutson Bill. It is not enough to write your Congressmen. Letters should be followed up and regular inquiries made as to the progress of the bill, amendments being considered and as to the chances of passage, and a continued interest shown. The present Knutson Bill offers advantages to City employees almost as great as would a bill to reduce by five years the length of service necessary for half-pay. If employees want these advantages, they must make themselves heard in Washington.

For every taxpayer, the bill is a boon; for aging employees and pensioners, a bill to reduce the present \$300 tax to zero, as does this bill in many cases, is unlikely to progress if this bill fails. A bill less attractive to Congressmen lacked only two votes of passage over veto. With the proper support from employees and pensioners, this bill will win the necessary 2/3 vote in each House over any veto.

Question Please

Applying for NYC Job

SINCE the NYC Civil Service Commission does not issue or receive applications through the mail, what can I do to apply for an examination if I am confined to my home with an illness?—V. S.

Send a representative of your application blank. After you have completed the application, have your representative file it for you.

and provisional employees who do not receive permanent appointments until after April 1, 1948 will be required to accept the minimum salary and, thereby, lose the increments that they may have earned in their temporary or provisional jobs.

War Duration and Substitute Appointments

It should be borne in mind that nothing above stated relates to employees occupying Rule VIII-A (temporary war duration) or Rule VIII-12 (military substitute) positions. Under the terms of Section 41 of the Civil Service Law persons in such positions who receive permanent appointments to the same or similar position or to a position in the same grade are entitled to be credited, for increment-earning purposes with time served in their temporary positions and, accordingly, to be appointed at the salary they would have earned in the position from which they were appointed. Such an employee who received his permanent appointment on or after October 1, in a fiscal year will not lose an increment on the following April 1 if he has had more than six months service in his temporary and permanent positions combined.

21 NYC Tests Open On January 14

Twenty-one examinations are listed in the January examination series announced by the NYC Civil Service Commission. Applications will be accepted for all examinations from Monday, January 12, until Tuesday, January 27, except for Special Officer which will be open from Wednesday, January 14, until Thursday, January 29.

- 5496. Inspector of Housing, Grade 3, Housing & Buildings, (Mar. 15).
- 5348. Machinist, City-wide, (Apr. 26).
- 5379. Marine Engineer, Marine & Aviation, (Re-opening of exam. adv. in November) (Mar. 20).
- 5441. Senior Bacteriologist, Water Supply, Gas & Electricity (Mar. 2).
- 5440. Senior Chemist, Water Supply, Gas & Electricity (Mar. 2).
- 5035. Watershed Inspector, Grade 2, Water Supply, Gas & Electricity (Mar. 20).

OPEN-COMPETITIVE

- 5394. Assistant in Health Education, (Mar. 16).
- 5553. Chief Marine Engineer, (Mar. 20).
- 5515. Epidemiologist, Grade 4, (Mar. 10).
- 5418. Low Pressure Fireman, (Mar. 13).
- 5346. Machinist, (Mar. 6).
- 5554. Marine Engineer, (March 20).

The following open-competitive examination is to be advertised from January 14, 1947 to January 29, 1947.

EXAMINATION ORDERED

The NYC Civil Service Commission has ordered an open-competitive examination for Assistant Director (Child Welfare).

Jobs for College Grads

The NYC Board of Education has announced license examinations for five titles including one for men and women teachers in five options with playgrounds and community centers.

Applicants have until June 15 to meet requirements in the four options for playground jobs. For the Community Center teacher, the deadline is September 13.

Appointments to playground jobs range from \$3.50 to \$5 a session. The playgrounds usually open July 1st for eight weeks, five days a week (morning and afternoon sessions).

The four other examinations are for Teacher of Sight Conservation in the Day High Schools (Men and Women), Teacher of Health Improvement Classes in Day Elementary Schools, Teacher of Orthopedic Classes in Day Elementary Schools, and Teacher of Sight Conservation in the Day Elementary Schools.

ENGINEER TITLE SHIFTED

Consulting Engineer, Department of Marine and Aviation, was placed in the Exempt Class by the NYC Civil Service Commission following a public hearing on the proposed change.

Patent Advisor Tests Open, Jobs to \$7,102

The U. S. Civil Service Commission has announced an examination for Patent Advisor, P-2 through P-6, for jobs in Federal agencies in New York and New Jersey. Starting salaries range from \$3,397 to \$7,102.

Applications will be accepted until Thursday, January 15, at the office of the Board of U. S. Civil Service Examiners, Headquarters, Fort Monmouth, N. J.

Exams for Permanent Public Jobs

STATE Open-Competitive

- 6308. Assistant Mechanical Construction Engineer, State Department, \$3,720 to \$4,620. Requires five years of field experience on mechanical installation and an engineering degree, or satisfactory equivalent. Fee \$3. Vacancy in Department of Education. (Closes Monday, January 26.)
- 6309. Draftsman, Kings County, \$2,400 to \$3,050. Requires two years of drafting or engineering experience after graduation from high school, or a satisfactory equivalent. Fee \$2. Vacancy in County Clerk's Office. (Closes Monday, January 26.)
- 6307. Floating Plant Supervisor, Division of Canals and Waterways, Department of Public Works, \$3,000 to \$3,660. Requires five years of experience in dredge operation after graduation from high school, or satisfactory equivalent. Fee \$2. (Closes Monday, January 26.)
- 5356. Principal Stenographer, Rockland State Hospital, Department of Mental Hygiene, \$2,520 to \$3,120. Fee \$2. One vacancy. This examination will not include a practical test in stenography. (Closes Thursday, January 8.)
- 5355. Principal Stenographer, Department of Civil Service, \$2,520 to \$3,120. Fee \$2. One vacancy in the Classification Division. This examination will not include a practical test in Stenography. (Closes Thursday, January 8.) (Reissued.)
- 5816. Head Statistics Clerk (Prom.), Upstate Area, Division of Placement and Unemployment Insurance, Department of Labor, \$3,560 to \$4,020. Fee \$3. (Closes Tuesday, December 30.)
- 5357. Assistant Examiner of Methods and Procedures, (Prom.), Department of Taxation and Finance, \$3,120 to \$3,780. Fee \$3. Two vacancies exist in Albany. (Closes Thursday, January 8.)
- 5137. Senior Law Clerk (Interdepartmental Prom.), State Departments and Institutions, \$2,160 to \$2,760. Fee \$2. Three vacancies exist in the New York Office, Department of Law. Candidates who

COUNTY Open-Competitive

- 5356. Principal Stenographer, Rockland State Hospital, Department of Mental Hygiene, \$2,520 to \$3,120. Fee \$2. One vacancy. This examination will not include a practical test in stenography. (Closes Thursday, January 8.)
- 5355. Principal Stenographer, Department of Civil Service, \$2,520 to \$3,120. Fee \$2. One vacancy exists in the Department of Public Welfare of Chautauque County at Mayville and one vacancy exists in the Village of Westfield. Fee \$0 cents.
- 6320. Typist, \$1,100 to \$1,350, plus 20 per cent bonus. Vacancies exist in Veterans' Service Agency, County Clerk's Office, Newton Memorial Hospital, Department of Public Welfare, and County Treasurer's Office. Fee \$0 cents.
- 6321. Senior Stenographer, \$1,400 to \$1,650 plus 20 per cent bonus. Vacancies in the Newton Memorial Hospital. Fee \$1.
- 6322. Senior Typist, \$1,400 to \$1,650 plus 20 per cent bonus. One vacancy in Chautauque County Laboratory. Fee \$1.

STUDY MATERIAL FOR NY CONDUCTOR EXAMINATION

Following is the second in the series of official conductor study material being published by The LEADER to prepare candidates for the January 10 Conductor, NYC Transit Systems, written examination. The first installment appeared last week.

In answering items 23 to 32, inclusive, refer to the map.

23. If train service is tied up at the Fifth Avenue station of the IRT, a passenger at the Grand Central subway station desiring to go to Times Square should be advised to take the (A) Court Street shuttle; (B) IRT to 59th Street and change to the BMT; (C) 42nd Street shuttle; (D) IRT to 51st Street and change to the IND.

24. Joint train operation is provided in Queens by the (A) IRT and IND; (B) IND and BMT; (C) IND, IRT and BMT; (D) BMT and IRT.

25. Grand Central is (A) east of Queens Plaza; (B) north of Rockefeller Center; (C) south of Columbus Circle; (D) west of Times Square.

26. To get to Fifth Avenue and 39th Street from the subway station at 86th Street and Broadway, it is advisable to take the IRT (A) Lexington Avenue line direct to Grand Central; (B) to Times Square and the Astoria line to Fifth Avenue; (C) Lexington Avenue line to Grand Central and the Astoria line to Fifth Avenue; (D) to Pennsylvania Station and the shuttle to Fifth Avenue.

27. At 86th Street in Manhattan there are (A) two IND and one IRT stations; (B) two IRT and one IND stations; (C) three IRT stations; (D) two IRT and one BMT stations.

28. At 28th Street there are (A) 3 local subway stations; (B) 4 local and 1 express subway stations;

(C) 3 express and 1 local subway stations; (D) 4 local subway stations.

29. In order to get to 57th Street and Broadway from the 23rd Street station of the BMT, it is best to take the (A) express to 57th Street; (B) local to 34th Street and change to the express; (C) local to 57th street; (D) express to 42nd Street and change to the local.

30. The best way to go by subway from Union Square to 86th Street and 5th Avenue, is to take (A) an IND express and change at Columbus Circle to an IND local; (B) an IRT express direct to 86th Street; (C) a BMT local and transfer at 59th Street to an IRT local; (D) a BMT local to 5th Avenue.

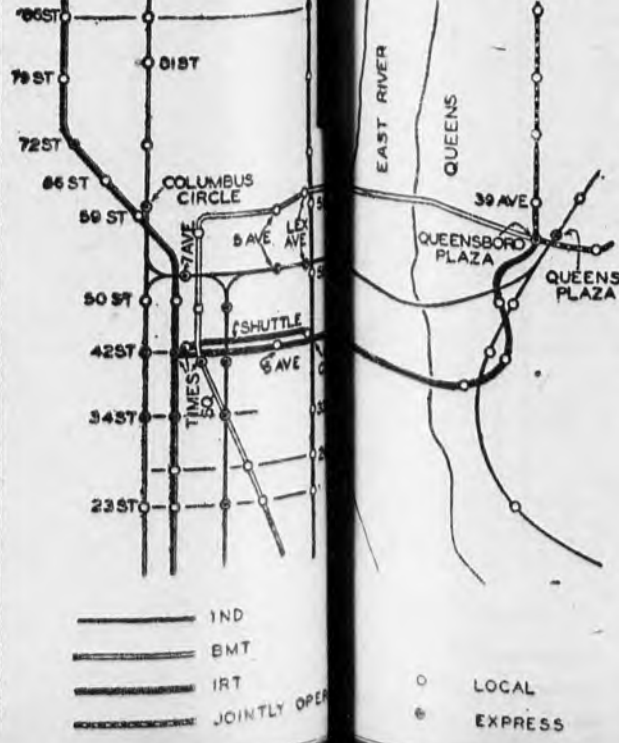
31. The nearest subway station to 8th Avenue and 23rd Street is on the (A) IRT Division; (B) BMT Division; (C) 6th Avenue "E" line; (D) IND Division.

32. If service to Queens on the IRT is tied up, a passenger at Grand Central desiring to go to Queens Plaza should be directed to take the IRT (A) shuttle to Times Square and change to the IND; (B) to Columbus Circle and transfer to the IND; (C) to 59th Street and change to the BMT; (D) shuttle to Times Square and change to the BMT.

Items 33 to 42 inclusive are based on the information in the paragraphs given below. Read these paragraphs carefully before answering these items. Be sure to consider only the information contained in these paragraphs.

"Article 1. Conductor's emergency valves are provided on trains and apply the air brakes when pulled. This control of the brakes is given to conductors for the sole purpose of stopping trains to prevent accidents, and they must not use this emergency feature except for such purposes."

Article 2. Conductors will be charge of trains and are responsible for the safety, regularity, proper care and conduct of the train, and such orders as they may give, not conflicting with rules and regulations or operating instructions, must be obeyed. When trains are in motion, conductors shall be responsible for the safety of passengers and passengers, and if defects are found in the cars or



U. S.

- 61. Oceanographer, \$3,397 to \$9,975. Positions are in Washington, D. C., and throughout the country. Present vacancies are in Navy Department and Coast and Geodetic Survey. Requirements: Appropriate college study or experience in oceanography. Some substitution of graduate study for experience is allowed. No written test. (Open until further notice.)
- 18. Stenographer and Typist, \$1,954. Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. Requirements: Written test, including typewriting, general test, and stenography (stenographers only). (Open until further notice.)
- 73. Student Dietitian, \$1,470. Courses will be given in Veterans Administration, War Department, and U. S. Public Health Service hospitals. Requirements: Appropriate college study. No written test. Age limits for War Department: 20 to 26 1/2 years. (Open until further notice.)
- 33. Clinical Psychologist, \$4,149 to \$7,102. For duty in the Veteran Administration in Washington, D. C., and throughout the country. Requirements: Appropriate college training and experience. No written test. (Open until further notice.)
- 65. Coal Mine Inspector, \$4,149 to \$5,905. Jobs are located throughout the United States. Requirements: Appropriate coal mining experience. College study in engineering may be substituted for part of experience. Maximum age limit, 48 years. No written test. (Open until further notice.)
- 52. Dietitian, \$2,644 to \$4,902. For duty in Federal hospitals in Washington, D. C., U. S. Public Health Service hospitals throughout the country, and in the Panama Canal in the Canal Zone. Requirements: Appropriate college study plus hospital training or experience or a combination of training and experience. No written test. (Open until further notice.)
- 1-34. Electronic Engineer—Physicist, \$3,397 to \$8,179. Positions are in Federal research laboratories in Boston and Cambridge, Mass., and New London, Conn. Requirements: Education or technical experience, or equivalent

Where to Apply for Tests

The following are the places where to apply for Federal, State and NYC government examinations otherwise directed:

- U. S.—641 Washington Street, New York 7, N. Y., or at State Office Building, Albany County Jobs.
- NYC—96 Duane Street, New York City.
- New Jersey—110 Broad Street, Newark, N. J.
- 1060 Broad Street, Newark, N. J. State agencies.
- Promotion exams are usually in particular offices, usually in particular offices.
- NYC does not receive applications by mail and requires that all applications be post-marked with the closing date. The U. S. also issues and requires that applications be actually applied for on an application blank with a 6-cent stamp, addressed to the Clerk of the Civil Service Commission, 3 1/2 x 5 inches or larger, and should be enclosed with the application blanks from the day of the closing date, except on Saturdays from 9 a.m. to noon. The U. S. is open every day from 8:30 a.m. to 5 p.m., except on Sundays and holidays.
- How to Get There—Reach the U. S. State and NYC, and the City Collector and received for large exams. State Civil Service Commission, 1060 Broad Street, Newark, N. J. Civil Service Commission, 110 Broad Street, Newark, N. J. Civil Service Commission, 110 Broad Street, Newark, N. J.

Tentative Notice For Fireman Test

A tentative Fireman (F.D.) examination notice listing all requirements and other information which will be announced officially in several weeks, has been obtained by The LEADER and is published in this issue. The NYC Civil Service Commission is planning to issue and receive applications in February.

The examination will have an age limit of 20 to 29, and a minimum height of 5 feet 6 1/2 inches. The minimum age at appointment is 21. The Commission will figure the minimum age as of the last day of the filing period and the maximum as of the first day, thus giving borderline cases more than two weeks leeway. Veterans also may deduct their period of service from their age.

Appointments currently are being made at \$2,900. Firemen receive \$3,400 after two years and \$3,900, the top of the grade, after three years. The Department also offers a large number of promotion opportunities. In preparation for the written test which will be conducted in March, The LEADER has obtained official study material which will appear serially. All questions and answers will be taken from previous Fireman tests. The first installment appears next week.

Salary: \$2,900 including \$750 cost-of-living bonus. After two years increases to \$3,400, and after three years to \$3,900, top of the grade. Applications: Filing tentatively scheduled for February. Age Limits: Candidates must be 21 years of age on date of appointment. No application be accepted from any person who has reached his 29th birthday on the date of filing his application. The minimum age at filing is 20.

Cleaner (Men) Exam Opens on January 6

The NYC Civil Service Commission will receive applications in the title Cleaner (Men) Labor Class from 4 p.m. to 11 p.m. on January 6, 7 and 8 at the Park Department Pool, 59th Street, between 10th and 11th Avenues, Manhattan. There are 300 vacancies at present in the various city departments in the title Cleaner (Men) Labor Class. Appointments will be made at salaries from \$1,200 to \$1,440 per annum, plus a cost-of-living adjustment of \$600 per annum, equalling \$1,920 and \$2,100. There will be two annual base adjustments, one of \$120 per annum and the second at \$60 per annum.

KEY ANSWERS

- 23.C; 24.D; 25.C; 26.B; 27.B; 28.A; 29.C; 30.B; 31.D; 32. Struck-out; 33.D; 34.D; 35.D; 36.D; 37.A; 38.C; 39.C; 30.A; 41.B; 42.B.

Civil Service Grass Roots Grew in China in 2300 B.C.

The civil service merit system has its antecedents in an examination system operated in China more than 4,000 years ago, according to research material gathered by Henry L. Buckhardt, Executive Officer of the U. S. Civil Service Commission's Examining and Personnel Utilization Division.

China's examination system, Mr. Buckhardt reported, is the product of many dynasties, dating from the Yu era or the Shun dynasty, about 2300 B.C., and gradually modified and revised until the practice of selecting or appointing government officials by examination has evolved into its present form.

In the period prior to the Chou dynasty (2300-1122 B.C.) the so-called "election" system, a means for the appointment of aspirants to governmental posts, constituted the principal selection activity. During the Chou dynasty (1122-256 B.C.) officials were graded through examinations into four classes. The first three classes were eligible for appointment as

local magistrates, while the fourth class aspired to be appointed to higher posts. The minister of education instructed the people in the classics, in the arts, and in the principles of personal conduct; the local officials recommended the accomplished and talented ones. In this respect, the examination and selection practice during the Chou dynasty depended more upon personal conduct than upon scholastic attainments.

During the Han dynasty (206 B.C.-22 A.D.) there existed three methods by which officials could be appointed through examination. These were: (a) talented scholars were selected in the capital by the government; (b) learned men from all over the country were selected; and (c) students in the academies established by the government were selected. The second and third methods were used by the provincial governments. Later, up to the Eastern Han dynasty, the prestige of the learned men seemed to have over-shadowed the rest.

With the decline of the Eastern Han dynasty, the learned men were required to pass examinations on literature and calligraphy. This shifting emphasis from personal conduct and spotless character to objective tests of literary accomplishments created a new era for the succeeding examination systems.

China's examination system reached its pinnacle of development during the Ming dynasty (1386-1644 A.D.).

Dr. Sun Yat-sen, founder of the Chinese republic, adopting the traditional practices of China, and at the same time drawing upon practices prevalent in other nations, brought into being the "Quintuple Power" constitutional system. Article 15 of the "Foundation of National Reconstruction" states that "all candidates and appointed officials, whether belonging to the central or the local government, shall be persons found qualified in the examinations held by the central government or adjudged qualified by the personnel registration organ of the same government."

The national government founded the Examination Yuan in 1920 as the highest organ of the state in administering civil service and personnel registration.

The article appeared in a recent issue of "Personnel Administration." It was prepared in cooperation with Chao Ju-yen and Sheng Chen-su, members of the Examination Yuan's mission now in the U. S. studying the American civil service system.

FIVE TITLES RECLASSIFIED
The NYC Civil Service Commission approved a proposal to strike the titles of Cook, Registered Nurse and Helper from the non-competitive class for the Department of Purchase and to include the titles of Registered Nurse and Helper (Camp LaGuardia) in the non-competitive class for the Department of Welfare. The action was taken following a public hearing.

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Mechanical Dentistry

THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY (Founded 1920) Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-3994. NEWARK: 138 Washington St. MI 2-1908 (15 min. from Penn Sta.) Day-Eve.

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DETECTIVE INSTITUTE—Instruction for those who wish to learn the fundamentals of detective work. 507 5th Ave. MU 2-3455.

THE COOPER SCHOOL—316 W. 139th St., N.Y.C., specializing in adult education, Mathematics, Spanish, French-Latin Grammar. Afternoon, evenings. AU 3-5470.

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Progress Report On State Tests

The report on progress of State exams, as compiled by The LEADER from information supplied by the State Civil Service Department, gives the standing of all tests on which there has been some action, in the order of standing of exam. Those that are finished, or nearly so, are at the top; those on which rating has just been begun, or is yet to be begun, are at bottom. By noting the upward movement from week to week the progress can be read at a glance. Interim reports will reveal changes made between dates of publication of complete tests.

(Tabulating) (Office Audits), Senior Office Machine Operator Audit & Control
 Senior Office Machine Operator (Tabulating) (Ret. Supt.), Audit & Control

7

Rating of written completed. Experience questionnaires to be sent out shortly.
 Supervising Bank Examiner, Banking
 Principal Bank Examiner, Banking

8

Rating of written in progress.
 Senior Commodities Tax Examiner Taxation & Finance
 Supervising Commodities Tax Examiner, Taxation & Finance
 Assistant Principal Keeper, Correction
 Canal General Foreman, Public Works
 Chief Bridge Operator, Public Works
 Junior Research Aid, Commerce
 Senior Stenographer, Workmen's Compensation Board
 Associate Building Construction Engineer, Public Works
 Director of Mental Hospitals, Mental Hygiene & Correction Depts.
 Guidance Supervisor, Correction Institution Fireman, Mental Hyg.
 Senior Examiner of State Payrolls, Civil Service
 Supervising Psychiatrist, Mental Hygiene
 Supervisor of Social Work (Psychiatric), Mental Hygiene

9

Rating has not been started.
 Senior Dietitian, State Institutions
 Clerk, Grade 6, Queens County
 Senior Office Machine Operator (Tax), Health

10

Rating scale in preparation.
 Insurance Collector, State Insurance Fund
 Head Account Clerk, Public Works
 Principal Account Clerk, Public Works
 Chief Lock Operator, Public Wks.
 Institution Patrolman, Mental Hygiene

Industry Chapter Appoints Chairman

INDUSTRY — The Executive Council of the Industry Chapter appointed the following committee chairmen: Publicity, Mrs. Harold Van Volkenburgh; Grievance, Executive Council; Membership, Louis Jasnau; Recreation, James Young; Legislative, George Woltz, Jr.; Benevolence, Ralph P. Offen. Members of the Chapter Executive Council are: President, Clifford B. Hall; Vice-president, George Woltz, Jr.; Secretary, Mrs. Frank Finch; Treasurer, Louis Jasnau; Delegate, Joseph F. McMahon.

The meeting of the Chapter was held at the Cayuga Recreation Center. Future meetings will be held on the third Wednesday each month. Notices of these meetings will not be sent to members, except in the case of special meetings or if the meeting date for a regular meeting is changed.

Bowling is a sport in which many of the employees of the State Agricultural and Industrial School are showing keen interest. Separate bowling leagues have been formed for both the men and the ladies of the institution.

SEWAGE TREATMENT WORKER KEY

The tentative key answers for the Sewage Treatment Worker written test were approved as final answers with two changes, the NYC Civil Service Commission announced. Questions 54 and 57 were changed from True to False.

Wider Use Urged Of State Courses In Job Training

Special to The LEADER
 ALBANY, Dec. 29. — Greater participation in graduate courses offered in the joint college program of the State for broadening the value of State employees is advocated by Lynton K. Caldwell, Professor of Political Science, Syracuse University, resident in Albany. He reported on the progress of the courses in public administration sponsored by the State.

The Civil Service Department had 26 enrollees, Taxation and Finance, 11, Audit and Control 8, Education 6, while five others had between 5 and 2 and the remaining four, one each. Students from private industry took the Public Administration course, too. Other courses are planned and wider departmental application.

The faculties of N. Y. University and Syracuse University offered the courses.

During the first week of classes the sudden illness of Dr. Caldwell necessitated temporary changes in instructors in the courses offered by Syracuse University. Ernest Engelbert, Assistant Professor of Political Science, Syracuse University temporarily replaced Dr. Caldwell in the Administrative Process course and Philip E. Haggerty, Principal Salary Research Consultant, Salary Standardization Board, Civil Service Department, assumed temporary charge of the course in Public Personnel Administration. After six weeks' confinement Dr. Caldwell resumed direction of both courses during the first week of November.

Dr. Ray F. Harvey, Professor of Government, N.Y. University, has assisted Dr. William J. Ronan in the teaching of the courses in the Principles of Public Administration, and Milton Muscus, Acting Assistant Director, Salary Standardization Board, Civil Service Department, assisted Mr. Haggerty in the Public Personnel Administration course during Dr. Caldwell's absence.

Arrangements have been made in several of the courses for representatives of the various departments and agencies in the State government to discuss specialized phases of public administration with the students. Among the guest lecturers participating in the Public Personnel Administration course during the first semester were Thomas L. Bransford, Director of Examinations, Department of Civil Service, William J. Murray, Assistant Administrative Director of Civil Service, Miss Mary Goode Krone, Deputy Commissioner of Taxation and Finance and Chairman of the Personnel Council, and Harry Smith, Director of Personnel, Division of Placement and Unemployment Insurance.

"The most important material resource of the graduate program in Public Administration is an adequate library," says the report. "Under the direction of Dr. Charles F. Gosnell, the New York State Public Library has cooperated to make available its very substantial resources to the Albany program. Approximately 500 volumes, including many documents and much periodical material, have been set aside for the exclusive use of the graduate students. The library has remained open four extra hours on each of three evenings per week. New books and materials have been ordered by the library to enlarge the collateral readings available to the classes."

The report also praises Hermann F. Robinton, Dr. Gosnell's assistant, for also giving most freely of his time and effort.

Eligibility Rules in Brief For State Vet Bonus

Following is a digest of requirements for getting a State veteran bonus:

- Active duty at any time between December 7, 1941, and September 2, 1945, inclusive, with:
 - United States Army, Navy, Marine Corps, Coast Guard or any of their respective components.
 - Public Health Service or Coast and Geodetic Survey while engaged in active service with the United States Army, Navy, Marine Corps or Coast Guard.
- Discharge under honorable conditions if separated from service.
- New York State residence at least six months immediately preceding enlistment, induction or

call to active duty and New York residence when making bonus application.

Major Steps by Applicants

- Obtain official application form from any of the following:
 - Veterans' Service Agencies and Counseling Centers of the State Division of Veterans' Affairs.
 - County, city town and village clerks.
 - Local posts of recognized veterans' organizations.
 - State Department of Taxation and Finance district offices in New York City, Brooklyn, Jamaica, Buffalo, Rochester, Syracuse and Utica, and central office in Albany.

Digest of Winning Ideas

The following are abstracts of some of the suggestions approved by the State Merit Award Board since January, 1947. Others will be published from time to time.

Revision of the format of Birth Certificate Form (V. V. No. 30) to make information more accessible after Certificates are placed in permanent binders, and to expedite work of photostat operators.

A detailed outline of the functions and duties of a proposed central agency to supervise State-owned power plants. The purpose is to standardize procedures and to increase efficiency in connection with operation and maintenance.

The procurement and use of Self-Computing Leveling Rods to expedite and facilitate the taking of cross-sections in highway survey work. The use of this device will materially reduce the volume of field notes and checking otherwise required. A neighboring State has used this equipment for a number of years with great success.

A detailed plan and curriculum for on-the-job training of x-ray and laboratory technicians whereby use would be made of existing equipment in State institutions. This long range program is intended to provide a reservoir of trained technicians.

The procurement of a machine to stamp with an eight digit code number a large volume of reports and checks. The use of this device increases by several thousand the number of items that can be processed daily as compared with manual operations. It also reduces

the amount of smeared and illegible work resulting from fatigue incident to hand stamping.

A detailed, ten-page, procedure for improvement in the collection of school taxes, with proposed changes in existing statutes. The suggested changes are designed to reduce cost to taxpayers and school districts and to promote better public relations.

A special type of pencil sharpener for the use of draftsmen. This device largely eliminates the hand whittling usually required to obtain the proper long point on drawing pencils and its use will save considerable time.

An ingenious Self-Computing Temperature Correction Chart for use on projects where precise surveys and exact temperature corrections are required. It facilitates and expedites computations.

The construction of an incinerator in an unused boiler room of a State Institution. Adoption of the proposal will result in reduction of the fire hazard incident to the temporary storage of inflammable material and conservation of both labor and the use of a truck required to transport the waste to the point of destruction.

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FEDERAL NEWS

Removal Safeguards Set Up in Loyalty Cases

Special to The LEADER
 WASHINGTON, Dec. 29—The U. S. Civil Service Commission has issued regulations and procedures for the establishment of Department and Agency Loyalty Review Boards and on conducting hearings.

The boards will be composed of not less than three impartial persons of the Department or agency concerned. The Commission has directed the boards' members to "avoid the attitude of the prosecutor and always bear in mind and make clear to all concerned that the proceedings are in the nature of an investigation and not of a prosecution."

Removal Safeguards

Seven specific items must be listed in removal notices submitted by the boards to employees found to warrant dismissal. The Commission ordered that the information include:

(1) The charges against him in factual detail, setting forth with particularity the facts and circumstances relating to the charges so far as security considerations will permit, in order to enable the employee to submit his answer, defense or explanation.

(2) His right to answer the charges in writing, under oath or affirmation, within a specified reasonable period of time, not less than ten (10) calendar days from the date of the receipt by the employee of the notice.

(3) His right to have an administrative hearing on the charges before a Loyalty Board in the Agency, upon his request.

(4) His right to appear before such Board personally, to be represented by counsel or representative of his own choosing, and to present evidence in his behalf.

(5) The work and pay status in which he will be carried during the period of the notice and until the determination of the Agency Loyalty Board.

(6) In case of veteran preference eligibles, the fact that the proposed removal action will not become effective in less than thirty (30) calendar days from the date of receipt by the employee of the notice.

(7) The authority or authorities (Executive Order and statute if applicable) under which the notice is being sent.

The Commission has set up the following procedure for conducting board hearings:

Hearings before the Boards shall

be conducted in an orderly manner and in a serious, businesslike atmosphere of dignity and decorum. The conduct of the Board members shall be characterized by fairness, impartiality and cooperativeness.

It is recommended that the hearings begin with the reading of the letter of charges and interrogatories, if any. The employee shall thereupon be informed of his right to participate in the hearing, be represented by counsel and present witnesses in his behalf.

Admissibility of Evidence

Strict legal rules of evidence shall not be applied at the hearings, but reasonable bounds shall be maintained as to competency, relevancy and materiality.

Requirement of Oath or Affirmation

Testimony shall be given under oath or affirmation.

Presentation of Evidence

Both the Government and the employee may introduce such evidence as the Board may deem proper in the particular case.

The Board shall take into consideration the fact that the employee may have been handicapped in his defense by the non-disclosure to him of confidential information or by the lack of opportunity to cross-examine persons constituting such sources of information.

Attendance at Hearings

Hearings shall be private. Attendance shall be limited to representatives of the Agency who are directly connected with the adjudication of the case, representatives of the Loyalty Review Board, and the incumbent or expected employee concerned, his counsel or representative, and the witness who is testifying.

Determination After Hearing

After the incumbent or expected employee has been given a hearing by the Board, the Board shall promptly make its determination.

Loyalty Board Ousts Shipyard Employee

The New York Naval Shipyard has dismissed an employee on charges of Communist affiliation following a secret Loyalty Board hearing. The employee, who is Secretary-Treasurer of a union, has denied the charges and filed an appeal with the yard commander.

Politics Still Dominates Jobs, League Finds

The National Civil Service League's annual report has been released by Robert L. Johnson, Chairman of the League's Council.

The report emphasizes the need for qualified talent to meet the requirements of present government operations, pointing out that rendering essential public services to the people has added to the complexities of government administration.

"With over 5,000,000 public employees and a payroll annually of over eleven billion dollars," the report states, "the problem of proper administration of governmental personnel commands immediate public attention."

Domination of the political machines through control over the civil service commissions "still remains one of the most difficult obstacles to objective application of the merit system," the report states, advocating placing responsibility for administration of state and local merit systems in an experienced personnel manager, which it believes is "preferable to the traditional full-time paid and generally politically selected bipartisan commission."

The League advocates higher salary ceilings for responsible executive and administrative posts in the public service, and suggests adequate grievance machinery for handling public employee relationships "in justice to those in the civil service and to protect the public which depends upon uninterrupted service for its essential needs."

Modernizing Federal Service

The League recommends that the committee appointed by the President, of which ex-President Herbert Hoover is Chairman, survey the organization of the executive branch of the government to seek to modernize and revamp our Federal personnel machinery "heretofore given only piecemeal overhauling from time to time to meet the challenge of present day administrative complexities." "It behooves government, like any frugal business enterprise, to consider whether it is getting its money's worth" for the billions it is spending on public payrolls.

The League's report approves the Cain-Rees bill amending the Federal veteran act; recommends strict order of appointment of presidential postmasters to take postmasterships out of politics; and comments on the loyalty test required by the Federal government of its employees.

The report calls the period immediately ahead "a critical one for the administration of the merit system."

Steno, Carpenter And Mechanic Needed

The Veterans Administration Hospital at Manhattan Beach has announced immediate openings in the following titles:

Carpenter, CPC-6, \$2,469—Veteran preferred with a minimum of four years experience in all phases of carpentry.

General Mechanic, CPC-6, \$2,469—Veteran preferred with at least 4 years experience which has included electrical, refrigeration, and locksmith work.

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Stenographer, CAF-2, \$1,954—Male veteran or a female preferred.

Apply to the Executive Secretary, Board of U.S. Civil Service Examiners, VA Hospital, Manhattan Beach, Brooklyn 29, N. Y.

Legion Post Makes Gifts to Vets

American Legion Post 1008, Department of Water Supply, Gas and Electricity, organized a collection of gifts for veterans in Kingsbridge Hospital. Patrick Reilly headed the committee. Every patient in Ward 9D received a necktie, muffler, shaving set and carton of cigarettes or pipe and can of tobacco. Also additional gifts were made. Employees of the department made a record contribution. William Vincent is Post commander. Paul L. Schatz is publicity chairman.

Distribution was made on the afternoon before Christmas.

Vets' Queries on Jobs Are Answered by U. S.

Following is another instalment of questions and answers for veterans as prepared by the U. S. Civil Service Commission. The series is designed especially for veterans interested in Federal service careers.

Q. Is a veteran who received a notice of separation in a reduction in force before he entered on active duty in the armed forces entitled to re-employment under veteran re-employment regulations?

A. No.

Q. Does a veteran have re-employment rights if his former agency has been abolished and its functions have been taken over by one or more other agencies?

A. Yes. He has re-employment rights in the agency which has taken over the activity in which he was employed.

Q. Is any agency required to re-employ a veteran whose former agency, together with its functions, has been abolished?

A. No.

Q. If it is not possible for a veteran to be re-employed in accordance with his rights, what procedure should he follow to secure other Government employment?

A. He may try to locate a position to which an appointing officer will request his re-appointment. He is eligible for re-appointment as follows:

(1) If he has a competitive status (as a result of having completed a probationary period or otherwise having received absolute competitive appointment), he is eligible for reinstatement, to any Government position for which he is qualified.

(2) If he does not have status, he is eligible for reappointment to any Government position for which he is qualified, provided (a) his application is received by the agency within the time limit specified for reemployment, and (b) the Commission has not yet notified Federal agencies that the transitional period regulations may no longer be used for filling positions of the kind in which he is to be employed.

Q.—To be entitled to re-employment, must a veteran have been placed on military furlough by his agency when he entered on active duty in the armed forces?

A.—No. So far as this point is concerned, his right to re-employment depends solely upon whether he left his former position to perform active service in the armed forces. He is equally eligible

whether he resigned, was separated, or was placed on military furlough or leave without pay. He does not necessarily lose his right to re-employment if one or more days elapsed between his civilian employment and his military or naval service.

Q. If a person who did not possess a competitive status entered the armed forces from a position which was brought into the competitive service under authority of the "Ramspeck Act," is he eligible to receive a competitive status upon his return to a Government position?

A. Yes, under certain conditions. If the position he occupied was brought into the competitive service by Executive Order No. 8742 of April 23, 1941 (issued under authority of the "Ramspeck Act" of November 26, 1940), he may be eligible to receive a competitive status, as follows:

(1) He will be given a competitive status upon his reinstatement to his former position or to one of like seniority, status and pay, in the agency he left provided (a) he has been honorably discharged from the military or naval service, (b) he applies for reinstatement within 90 days after the termination of his service with the armed forces (or within 90 days of hospitalization continuing after discharge for a period of not more than 1 year), and (c) he qualifies in such suitable noncompetitive examination as the Civil Service Commission may prescribe.

(2) Upon request to the Civil Service Commission by the head of any agency, the veteran will be reinstated to any position for which the head of the agency recommends him, and he will be given a competitive status, provided (a) he has been honorably discharged from the military or naval service, and (b) he qualifies in such suitable noncompetitive examination as the Commission may prescribe.

Q. Does a veteran have re-employment rights if he entered active military or naval service from a Government agency, or from an essential activity conducted by a public or private enterprise, in which he was transferred with re-employment rights?

A. Yes. His reemployment rights in the Government position from which he was transferred with re-employment rights are the same as they would have been if he had entered military or naval service direct from that position.

(To Be Continued)

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Bills Are Introduced For \$1,000 Postal Raise

Bills proposing a \$1,000 increase in the annual salaries of postal employees have been introduced in both houses of Congress by Senator William Langer, of North Dakota, and Representative John D. Dingell, of Detroit.

Ephraim Handman, President of the New York Federation of Post Office Clerks, said that the introduction of the bills is welcome news to the postal clerks in NYC, who since last September have been seeking an annual increase of at least \$1,000, which they feel is necessary to restore the pre-war purchasing power. The \$1,000 coincides with the salary program adopted by the National Federation of Post Office Clerks at its national conference in Chicago last November.

Other Bills Introduced

Joseph L. Pfeiffer, of New York has introduced a bill calling for a salary increase of \$800 for all postal employees and six other Representatives have introduced bills for the same amount. All of these bills, Mr. Handman states, have the endorsement of the Government Employees Council, which consists of postal and other civil service employee groups organized under the American Federation of Labor.

"The fact that many of these

bills have been sponsored by members of the Committee on Post Office and Civil Service is indicative of strong committee support," said Mr. Handman, "and constitutes a reliable sign that Congress will consider an \$800 pay increase as the minimum, and the \$1,000 salary increase objective of the National Federation embodied in the Langer and Dingell bills will stand a good chance of enactment when the actual economic plight of postal employees is heard by Congress at the hearings on any legislation."

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NEW YORK CITY NEWS

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Education Board Adds 4,800 to Rolls Of Health Plan

More than 2,400 additional employees of the Board of Education, together with about the same number of dependents, enrolled jointly in the Health Insurance Plan of Greater New York and the Blue Cross Hospital Plan during the enrollment drive, Albert Pleydell, HIP General Manager, announced.
 Of this number, 1,800 employees, with their families, will be entitled to complete medical and hospital care beginning January 1. The remaining 600 are made up of regular substitutes following announcement of who will become eligible on March their assignments for the Spring term. For those qualifying for service on January 1st the first deduction will be made from the January 10th pay check.
 The new enrollees bring to 17,400 the total of staff members of the Board of Education who have joined the HIP—Blue Cross plans. More than 15,000 employees had signed up before enrollment was terminated for the summer recess. Inclusion of dependents brings to approximately 35,000 the total number of persons who now are eligible for service as a result of the Board of Education enrollment drive.
 NYC pays half the cost of HIP and the Blue Cross Plan.

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Fire Dept. Sam Fenton, Frank Masin, Jr., Nicholas J. Reinhardt.

Requiem Mass Offered For Chas. Mc. Hughes

High Requiem Mass was offered for Charles McCarty Hughes, veteran advertising and promotion executive with The Civil Service LEADER and New York and Brooklyn newspapers, at Our Lady of Refuge Roman Catholic Church, Ocean and Foster Avenues, Brooklyn.

Mr. Hughes died of a heart attack at his home, 2015 Foster Avenue, Brooklyn. He was 66 year old. Burial was in the New Cathedral Cemetery, Baltimore, Md.

He had served major newspapers more than 25 years, beginning with the Chicago Tribune in 1912, transferring a year later to the New York field where he held advertising and promotional posts with the New York Sun, the New York Herald Tribune, the New York Evening Post, the Brooklyn Times-Union, the Brooklyn Eagle and The LEADER. He was for eight years local advertising manager of the old New York Post and four years sales promotion manager of the Times-Union.

NYC Board to Open 65 Teaching Exams

Sixty-five High School, Junior High School, Elementary and Vocational School Teachers' license examinations tentatively have been scheduled for next Spring by the NYC Board of Education. Applications will not be issued until after February 1.
 The Board of Examiners announced that official examination notices will be issued beginning approximately the first week in February. Interested persons have been requested not to apply for information or applications until filing dates are announced.
 When the examinations are open, applications and information will be obtainable at 110 Livingston Street, Brooklyn 2, N. Y. In the list which follows examinations open to men are marked (M), those open to women (W), and (MW), men and women:

Supervisory First Assistant, Academic Subjects—English and Social Studies (MW) First Assistant, Academic Subjects—Mathematics & Physical Sciences (MW)

- Day High Schools and Vocational High Schools
 Teachers of Air Conditioning (M).
 Substitute Teacher of Air Conditioning (M).
 Teacher of Aviation Mechanics (M).
 Substitute Teacher of Aviation Mechanics (M).
 Teacher of Baking (M).
 Substitute Teacher of Baking (M).
 Teacher of Building Maintenance (M).
 Substitute Teacher of Building Maintenance (M).
 Teacher of Clock and Watch Mechanics (M).
 Substitute Teacher of Clock and Watch Mechanics (M).
 Teacher of Commercial Photography (M).
 Substitute Teacher of Commercial Photography (M).
 Teacher of Dental Mechanics (M).
 Substitute Teacher of Dental Mechanics (M).
 Teacher of Electrical Installation and Practice (M).
 Substitute Teacher of Electrical Installation and Practice (M).
 Teacher of Commercial and Domestic Refrigeration (M).
 Substitute Teacher of Commercial and Domestic Refrigeration (M).
 Teacher of Floristry (M).
 Substitute Teacher of Floristry (M).
 Teacher of Machine Shop Work (M).
 Substitute Teacher of Machine Shop Work (M).
 Teacher of Maritime Trades (Deck, Engine, Radio, Steward) (M).
 Substitute Teacher of Maritime Trades (Deck, Engine, Radio, Steward) (M).
 Teacher of Optical Mechanics (M).
 Substitute Teacher of Optical Mechanics (M).
 Teacher of Painting and Decorating (M).
 Substitute Teacher of Painting and Decorating (M).
 Teacher of Plastics (M).
 Substitute Teacher of Plastics (M).
 Teacher of Radio Communications (M).
 Substitute Teacher of Radio Communications (M).

Teachers of Radio Mechanics (M). Substitute Teacher of Radio Mechanics (M). Teacher of Sheet Metal (M). Substitute Teacher of Sheet Metal (M). Teacher of Woodworking (M). Substitute Teacher of Woodworking (M). Teacher of English (MW). Teacher of Speech (MW). Substitute Teacher of Speech (NW) and General Science (MW). Laboratory Assistant (Biology) Laboratory Assistant (Physics and Chemistry) (MW). Library Assistant (MW). Substitute Library Assistant (MW).

Junior High Schools Teacher of Business Training and Common Branches. Substitute Teacher of Business Training and Common Branches. Teacher of Fine Arts and Common Branches. Substitute Teacher of Fine Arts and Common Branches. Teacher of Handicrafts and Common Branches. Substitute Teacher of Handicrafts and Common Branches. Teacher of Health Education and Common Branches. Substitute Teacher of Health Education and Common Branches. Teacher of Industrial Arts. Substitute Teacher of Industrial Arts

Teacher of Orchestral Music and Common Branches. Substitute Teacher of Orchestral Music and Common Branches. Division of Child Welfare Teacher of Deaf and Hard of Hearing (M-W) Teacher of Classes for Children with Retarded Mental Development (M-W) Day Elementary and Kindergarten Teacher of Common Branches (M-W)

Others Teacher of Classes for Adults in English and Citizenship (M-W) Junior School Clerk (M-W) Teacher of Sewing and Dressmaking in Evening Elementary Schools (W)

EXAM ELIGIBILITY WIDENED The NYC Civil Service Commission has amended the examination notice for promotion to Civil Engineer to include employees of the Department of Marine and Aviation and the Department of Markets Budget Bureau.

HEARING ON EXEMPT JOB A public hearing has been scheduled for January 15 on a proposal to place Director of School Lunches, Board of Education, in the Exempt Class, the NYC Civil Service Commission.

HELP WANTED AGENCIES

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 93 NASSAU ST. CO 7-7392
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 (HENRIETTA RODEN)
 MALE AND FEMALE
 EMPLOYMENT SPECIALISTS
 SINCE 1910
 Legal Financial Insurance Textile
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WHITESTONE
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DURKIN EMPLOYMENT AGENCY
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 Accountants
 Bookkeepers
 Technical Engineering
 Bronx, N. Y., and New Jersey
 Underhill 3-4114
 2215 Westchester Avenue
 (Castle Hill Sta., Bronx)

HOTEL MILWAY—8th St. & 8th Ave., NYC. Permanent Rms. avail. Tel. Service. Rates from \$10 Week. Hot & Cold water every rm. Hotel Service. LO 6-8289.

NEW YORK CITY NEWS

Pilots and Engineers Asked to Join IAFF

Deputy Chief Henry A. Wittekind, President of the Uniformed Fire Officers Association, has written to Harold J. Johnston, of the Uniformed Pilots and Marine Engineers Association, NYFD, asking the Pilot and Engineer Group to consider becoming affiliated with the International Association of Fire Fighters (AFL). The UFOA and the Uniformed Firemen's Association are locals of the IAFF.

Chief Wittekind recently addressed a meeting of the Pilots and Engineers on the same subject. The letter: "On several occasions I have been asked the question, 'What are the objectives of the International Association of Fire Fighters?' My answer to the question is a direct quote from the constitution of the above named association.

"To organize all fire fighters; to place the members of this Association on a higher plane of skill and efficiency; to encourage the formation of local unions; to encourage the establishment of sick and death benefit funds; to encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of fire fighting and prevention; and the cultivation of friendship and fellowship among its members."

"The profession of fire fighting is recognized the world over and the aims of the International Association of Fire Fighters are worthy of the profession. In Unity there is strength. In the Fire Service, unity of thought, purpose and action are at all times a most necessary requisite for successful operations. Unity is necessary in quarters or at fires. Unity is necessary in the interests of the citizens of our fair city and of the personnel of the fire department.

"This unity among the members of the fire department can only be accomplished when all ranks and grades are members of one great organization. This organization must, however, give complete autonomy to the several ranks and grades. The International Association provides for just that. The firemen have their local, the officers have theirs but in our city, what becomes of the Pilots and Engineers? We need complete unity, we have the same problems, the same interests, the same goals and ambitions and in addition the moral support so necessary for successful undertakings.

"The Pilots and Engineers are

a most necessary part of the fire fighting forces, with whom, no fireboat would be permitted to leave its berth. Yet on the other hand they are very small numerically when we consider that the entire force consists of over 10,000 officers and men.

"In the course of labor relations, there are many times when one or more representatives of the various organizations wait on the Legislature. This entails time and expenses. It is at these times that a small group, unable to spare the necessary expense, is not represented. It is a nice feeling to have when it is known that they are at all time represented by either one or both of their brothers locals who do and can spare the care to look after their interests.

List of Officers

The officers of the UPMEA are M.M. Stern, President; Albert Scheller, Recording Secretary; M. Johnson, Editor, and William R. Sandin, Assistant Editor.

The newly-appointed Welfare Committee of the UPMEA consists of J. McGrain, E66, Chairman; J. McNeill, E57, Manhattan; J. Bartholomew, E78, The Bronx; E. Kohl, E66, Brooklyn; J. McGrain, E66, Queens, and A. Ferenczi, E51, Richmond.

Telegraph Dispatcher List Has 22 Eligibles

The promotion list for Supervising Fire Telegraph Dispatcher has been published, but not yet promulgated. It is given in the prospective appointment order, assuming all preference claims granted:

Disabled Veteran

- 1. Harry A. Koenig.....78750
2. Arthur F. King.....87000
3. Charles J. Keeler.....86750
4. Arthur A. Blyth.....86250
5. Herman C. Christ.....85875
6. Frederick O. Ritter....82000
7. James Oliveri.....80250
8. John G. Buckley.....75000
9. John M. Brown.....74375

Non-veterans

- 10. Charles C. Marsac....81500
11. John A. Madden.....81500
12. Charles S. O'Connor..81250
13. Stephen J. Kostka....80875
14. Fred P. Scherb.....79750
15. William Kliesch.....79500
16. Moses A. Lerman.....78500
17. James S. Lechleitner...77750
18. Julius Feldman.....77500
19. Patrick S. Finneran...76750
20. Walter J. Kimmel.....76625
21. George A. Armet.....76150
22. Anthony J. Lauraitis...74875

Official Key Answers To Exams

PLAYGROUND DIRECTOR (WOMEN)
(Key answers for Playground Director [Men] appeared in The LEADER last week, issue of December 23).

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

- True; 100, True; 101, False; 102, False; 103, False; 104, True; 105, False; 106, False; 107, True; 108, True; 109, False; 110, False; 111, True; 112, True; 113, True; 114, False; 115, False; 116, True; 117, False; 118, False; 119, True; 120, False; 121, False; 122, True; 123, True; 124, False; 125, False; 126, True; 127, False; 128, True; 129, False; 130, True; 131, True; 132, True; 133, False; 134, True; 135, False; 136, False; 137, False; 138, False; 139, True; 140, True; 141, True; 142, True; 143, False; 144, False; 145, True; 146, False; 147, True; 148, False; 149, True; 150, True.

Last date to file protests with

Symbols Used For Designating NYC Agencies

- AC—Art Commission
BA—Assessors Board
BC—Brooklyn College
BD—Budget Bureau
BE—Estimate, Board
BL—Elections, Board
BR—City Record
BRE—Bureau of Real Estate, Board of Estimate
BT—Transportation, Board
CC—City College
CD—Commerce, Dept.
CL—City Clerk
CL—City Council
CM—Magistrates' Courts
CO—Comptroller
CP—Purchase, Dept.
CS—Civil Service Commission
CT—City Court
DD—Correction, Dept.
DC—Marine & Aviation, Dept.
DE—Education, Dept.
DF—Finance, Dept.
DH—Health, Dept.
DI—Investigation, Dept.
DL—Licenses, Dept.
DM—Markets, Dept.
DP—Parks, Dept.
DS—Sanitation, Dept.
DW—Water Supply, Gas & Elect.
FD—Fire Department
FN—Sheriff, City
HA—NYC Housing Authority
HB—Housing & Bldgs., Dept.
HC—Hunter College
HD—Hospitals, Dept.
HE—Higher Education
HD—Hospitals, Dept.
HE—Higher Education
L—Labor Class
MA—Mayor's Office
MB—Mun. Broadcasting System
ME—Chief Medical Examiner
MS—Municipal Courts
PB—Boro. Pres., Brooklyn
PC—Parole Commission
PD—Police Dept.
PL—City Planning
PM—Boro. Pres., Manhattan
PQ—Boro. Pres., Queens
PW—Public Works, Dept.
PR—Boro. Pres., Richmond
PX—Boro. Pres., Bronx
QC—Queens College
RB—Teachers' Retirement
RC—Domestic Rel. Court
RN—Register, City
SS—Special Sessions, Court
SP—Standards & Appeals, Bd.
TA—Triborough Bridge Authority
TD—Tax Department
TU—NYC Tunnel Authority
WB—Water Supply, Board
WD—Welfare, Department

Architect Test Open To 5 More Departments

The Architect promotion examination has been extended to employees of five additional NYC departments, the NYC Civil Service Commission announced. They are Public Works, Marine and Aviation, Board of Transportation, City Planning Commission and the Bureau of Real Estate of the Board of Estimate.

AUTO MECHANIC FOREMAN TEST OPEN TO POLICE DEPT.

The Police Department has been included in the promotion examination of Foreman of Auto Mechanics which was ordered last September for the Parks Department, the NYC Civil Service Commission announced.

RECOMMENDATION DENIED

The Civil Service Technical Guild's recommendation to disapprove the Automotive specialty for Assistant Mechanical Engineer (Automotive) and Assistant Electrical Engineer (Automotive) was denied by the NYC Civil Service Commission.

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NYC Civil Service Commission
299 Broadway, New York 7, N. Y.
Tuesday, December 30.
Examination No. 5256
SEWAGE TREATMENT WORKERS
Final key answers for written test held November 22:

Attendant Exam Rules Are Amended

The promotion examination ordered in November, 1945, for Attendant, Grade 3, has been amended to exclude employees of all borough presidents' offices except The Bronx.

At the same time, the NYC Civil Service Commission amended the advertisement for the Attendant, Grade 2, promotion examination to include only employees of the Queens Borough President's office.

6 More Exams Initiated

Six open-competitive and promotion examinations have been ordered by the NYC Civil Service Commission. Two are open-competitive: Electrician (Automobile) and Inspector of Blasting, Grade 3. The promotion tests are: Mate, Ferry Service; Quartermaster, Ferry Service, Marine and Aviation; Captain, Ferry Service, and Bridge Operator, Public Works.

LICENSE REQUIREMENT

The license requirement for eligibility in the Architect promotion test will be maintained, the NYC Civil Service Commission ruled in denying a recommendation to eliminate the requirement.

EXAM REQUEST REFUSED

The NYC Civil Service Commission denied a request for a Law Assistant, Grade 2, promotion examination. The request came from the United Public Workers Association (CIO).

CRANE ENGINEMAN LIST

The promotion eligible list for Crane Engineman has been promulgated by the NYC Civil Service Commission.

PIMPLES
BLACKHEADS
FOAMY MEDICATION
Palmer's 'SKIN SUCCESS' Soap is a special soap containing the same costly medication as the improved Palmer's 'SKIN SUCCESS' Ointment. Wash up the rich cleansing, FOAMY MEDICATION with your finger tips; washcloth or brush and allow to remain on 3 minutes. Amazingly quick results come to you, afflicted with pimples, blackheads, itching eczema, and rashes externally caused that need scientific hygiene action of Palmer's 'SKIN SUCCESS' Soap. For your youth-clear, soft loveliness, give your skin this luxurious 3 minute foamy medication-treatment. At toiletry counters everywhere or from S. T. Brown Drug Company, 127 Water St., New York 5, N. Y.

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NEW YORK CITY NEWS

Amusement

By J. RICHARD BURSTIN



TYRONE POWER

makes her debut in the picture plays the part of Catana, the other half of the Boy Meets Girl combination. They are ably assisted by Cesar Romero, Lee J. Cobb, John Sutton, Antonio Moreno, Thomas Gomez, Alan Mowbray and the Mexican actress, Stella Inda.

The Roxy's new show, "Daisy Kenyon" from the popular novel by Elizabeth Janeway, stars Joan Crawford. Need more be said? She really does "Miss Kenyon" justice. From beginning to end the picture belongs to Joan Crawford. Dana Andrews and Henry Fonda are also starred.

You'll find "Voice of the Turtle" at the Warner Theatre, with Ronald Reagan and Eleanor Parker in the star roles. This is the screen version of the long-run stage comedy.

Hope springs eternal at the Paramount, where Bob Hope stars in the new comedy, "Where There's Life." This time he's a radio disc jockey who gets mixed up with kidnapers, murderers, unfriendly cops and too friendly women. Others in the cast include George Coulouris, George Zucco and Harry Von Zell. Stan Kenton heads the gala stage show.

"My Wild Irish Rose" is the Warner Brothers presentation for the holidays at the Strand. American vaudeville, including a minstrel show highlights this scintillating musical starring Dennis Morgan.

The Criterion Theatre is presenting, "The Senator was Indiscreet" as its holiday attraction, a gay Washingtonian comedy starring William Powell as a Senator with ambitions for the Presidency of the United States.

"The Fugitive," a wonderful, intensely moving drama directed by John Ford and starring Henry Fonda and Dolores Del Rio, is the holiday showing at the Victoria Theatre. This story of persecution is rich in emotional punch. Don't fail to see it.

The holiday season brings a variety of good entertainment to Broadway this year. "Captain from Castile," which opened at the Rivoli Theatre Christmas day, is a good representation of the book by Samuel Hellbarger. Although a trifle long and drawn-out, it nevertheless is pleasant entertainment. Tyrone Power brings to life the role of Pedro DeVargas, young Spanish nobleman, and Joan Crawford, a young newcomer who

Hearing Is Held On Temporary Jobs

The NYC Civil Service Commission today (Tuesday) will conduct public hearing on a proposal to make temporary appointments to vacancies in 42 titles in the competitive class of NYC service. The meeting will be held at 2 p.m. in Room 712, 299 Broadway. The titles include: Arboriculturist, Architect, Assistant Geologist, Bridge and Tunnel Sergeant, Captain, Cement Mason's Helper, Chief of Community Housing, Court Clerk (Grade 3), Director of Laboratories, Executive Officer, Foreman of Bakers, Foreman Carpenter, Foreman Mechanic, Foreman Plumber, Foreman Ship Carpenter, Foreman Steamfitter, Hose Repairer, Inspector of Blasting, Inspector of Heating and Ventilating, Senior Architect, Senior Pharmacist, Superintendent of Meter Equipment, Supervising Nutritionist, Supervisor of Managerie, Supervisor (Psychiatric Social Worker), Surgeon, Water Tender, Assistant Electrical Engineer (Railroad Signals), Assistant Maintenance Engineer (Line Equipment), Assistant Maintenance Engineer (Structures and Track), Assistant Superintendent (Line Equipment), Assistant Superintendent (Structures and Track), Maintenance Engineer (Cars and Shops), Maintenance Engineer (Line Equipment), Maintenance Engineer (Paver), Structure Maintainer (Grade B), Supervisors (Buses and Shops), and Supervisor (Lighting).

Investigator Appointments Await List

The NYC Welfare Department is geared to begin making Social Investigator, Grade 1, appointments as soon as the list is established by the NYC Civil Service Commission.

Qualifying medical and oral tests will be resumed next Monday by the Commission which had been conducting the tests simultaneously until the day before Christmas. Disabled veterans on the list already have been examined by the Medical-Physical Bureau, and some have taken the oral test.

Welfare Department plans call for approximately 1,050 appointments which will be made piecemeal when the list is established. There were 2,250 eligibles on the list published several weeks ago. There also will be approximately 25 immediate appointments to vacancies in the Departments of Hospitals and Health.

Paul M. Brennan, Director of the Medical-Physical Bureau, has announced the following schedule for the qualifying medical test: Jan. 5, 300 eligibles; Jan. 6, 200 eligibles; 300 eligibles on Jan. 10, 13, 14, 16 and 20. Medicals will be completed Jan. 28 when the last 60 eligibles on the list are called.

2 NYC Resolutions Approved by State

The State Civil Service Commission has approved NYC Civil Service Commission resolutions placing Assistant Executive Secretary in the Mayor's Office, the Exempt Class, and Chief Labor Relations Assistant, Board of Education, in the Non-competitive Class, Part II.

The State Commission's action makes the changes effective.

NYC Special Officer Exam Opens Jan. 14

(Continued from Page 1)

down and in a supine position, must assume the sitting position, carrying a barbell behind his neck. The agility test is a high jump.

The competitive physical test will have a weight of 50 and a pass mark of 70 per cent, it will be designed to test the candidate's intelligence, aptitude, judgement and understanding of the organization and function of government agencies. The written is scheduled for Saturday, March 27.

The resultant eligible list will be used to fill vacancies in the titles of Transit Patrolman, NYC

Transit System; Correction Officer (Male), Correction Department, and Bridge and Tunnel Officer, Triborough Bridge and Tunnel Authority.

Applications will be issued and received by the Commission at 96 Duane Street, opposite The LEADER Bookstore, from 9 a.m. to 4 p.m. on weekdays and 9 a.m. to noon on Saturdays.

EXAM REQUEST DENIED

A requests from the Magistrates' Court Officers Association to conduct an open-competitive examination for Court Attendant was denied by the NYC Civil Service Commission.

Welfare Dept. Tests Reopen in January

The promotion examinations for Assistant Supervisor, Supervisor and Senior Supervisor, all Department of Welfare, will be reopened for receipt of applications within the next three weeks, the NYC Civil Service Commission announced. The postponed written tests will be held on Saturday, April 10.

The official filing dates will be announced shortly and will be published in The LEADER. Applications will be issued and received

by the Commission's Application Section at 96 Duane Street, opposite The LEADER office, from 9 a.m. to 4 p.m. on weekdays and from 9 a.m. to noon on Saturdays.

The written tests originally had been scheduled for December 30, but were postponed at the request of Welfare Commissioner Benjamin Fielding. The Commission two weeks ago set March 27 as the new date, but this was postponed to permit the reopening of the filing period.

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LEE J. COBB • ANTONIO MORENO • THOMAS GOMEZ

Directed by **HENRY KING** • Produced by **LAMAR TROTTI**

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with Ruth WARRICK - Produced and directed by Otto PREMINGER

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Dances of East India

HOLLACE SHAW - Extra! SENOR WENCES

ROXY

7th AVENUE and 50th STREET

NEW YORK CITY NEWS

NYC Commission Reports To O'Dwyer On Work Done in '47

The following is a digest of a report made by the NYC Civil Service Commission to Mayor William O'Dwyer, giving the highlights of what was accomplished during 1947:

During the year 1947 the Commission carried out its priority system of examinations announced in 1946, namely:

1. Special Military Examinations
2. Promotion Examinations
3. Open Competitive Examinations

Many large and important examinations were held during 1947; the largest were Clerk, Grade 2, with 21,493 applicants, and Patrolman, P.D., with 21,022 applicants. A partial list of others is as follows: Assistant Housing Manager, Correction Officer, District Health Officer, Housing Assistant, Housing Manager, Police Surgeon, Program Director, Sanitation Man and Social Investigator.

A number of examinations were conducted for the New York City Transit System, such as those for Maintainer's Helper, Groups A, B, C, D; Railroad Clerk and Surface Line Operator; and a complete series of promotion examinations for the Police and Fire Departments.

105 Lists Promulgated

The Commission promulgated 91 promotion lists and 14 open competitive lists; it published 67 promotion lists and 32 open competitive lists. While former commissions did not publish and promulgate every list separately, this Commission publishes a list and before its promulgation endeavors to be reasonably certain that no one on the list may lose his position because he did not meet the original advertised requirements.

The Commission utilized its International Business Machines (electrical scoring) particularly on the following examinations (number of applicants given): Attendant, Grade 1, 12,866; Auto Engine-man, 6,261; Conductor, 11,110; Railroad Clerk, 18,327; Sanitation Man, Class B, 17,426; Social Investigator, 5,041.

Combined Exams

A number of innovations was introduced during 1947, notable among which was the advertising of a common examination for several titles, for example: Attendant, Men and Women; Playground Director, Men and Women; Police-

woman and Correction Officer (Women); Transit Policeman, Bridge and Tunnel Officer and Correction Officer.

Operating Efficiency

The condition of the Commission as compared to its condition on January 1, 1947 is best attested to by the number of examinations conducted during the year up to and inclusive of December 8, 1947, and the number of candidates involved. This was accomplished without a greatly increased staff.

No. and Type of Exam.	No. of Candidates
187—Promotion	31,805
91—Open Competitive	164,575
1—Labor	5,242
123—License	4,510
Special Military	
137—Promotion	919
54—Open Competitive	294
4—Labor	4

597 During this period the Commission handled approximately 2,400 claims for disabled veteran preference, a figure which represents twice as many claims as had been handled in any previous year since the time disabled veteran preference first came into effect in 1930. Because of litigation, approximately 300 claims of so-called zero percent disabled veterans have had to be processed several times.

Operating Costs

The operating costs for 1947 are as follows:

Non Personal	
Services	\$ 61,685.45
Personal Services	681,426.59
Total	\$743,112.04

The operating costs for 1946 were as follows:

Non Personal	
Services	\$ 39,755.10
Personal Services	611,408.11
Total	\$651,163.21

Fees Collected

The total amount of fees collected through November, 1947 was \$332,300.92, as compared to \$164,659.26 in 1946 and \$220,674 in 1937.

"In spite of the accomplishments listed above, the Commission realizes that its biggest task lies in 1948 when real progress in the replacement of provisionals will be evidenced," the Commission said.

FIRE LINES

(Continued from Page 1) promulgated. There are 22 listed vacancies. As soon as the list is promulgated the Commissioner will attempt to fill all the Captain vacancies.

White Lines at Hydrants To Improve Safety

The Police Department will mark a white line to designate the no-parking distance at fire hydrants (minimum allowable distance, 15 feet from hydrant). This will be done in areas where immediate access to hydrants is most important, including the theatre district, the Washington Market district, to ten blocks north; Greenwich Street and West Broadway. Night trucking is so heavy in the fruit, meat and vegetable area that cars that would head east through Chambers street have to go all the way down to Cortlandt or Dey street to cross Broadway and head north again. Jam is from 8 p.m. to 8 a.m. and includes many long trailer trucks.

Model Machine Shop

Nearly Ready for Opening The machine shop is being moved out of the Packard Building to that architectural and efficiency wonder in Long Island City, the largest one-story repair shop in the world, twice the area of the city's largest pier, and without pillar or column, all arch support. It is a streamlined center through and through.

City to Save Money

On New Alarm Boxes Fire alarm boxes are going to cost NYC much less. Commissioner Quayle has made a personal study of the mechanisms and cost of the boxes. He uses to be a hard-hitting salesman of things mechanical and electrical, so was able to come up with the solution of eliminating the bell and its mechanism in the future, saving the city \$90 on each box on that alone, and finally will bring the present \$280 cost to around \$150, and thus earn the everlasting gratitude of Mayor O'Dwyer, as a couple of thousands boxes soon will be needed. Reason: United Nations residential development on Union Turnpike; Queens growth and replacement of worn-out boxes.

No good reason for the bells has existed for a long time. They simply inform the alarm sounder

that pulling the lever did put his connection through. With the alertness and the complete motorization of the department, the apparatus gets there so fast that the sounder has his acknowledgment as soon as he needs it, and in more convincing and helpful form.

Medical Division Center To Open on January 12

The tentative date for the opening of the Medical Division, NYFD, is Monday, January 12. The Division occupies the upper floors of Engine Company 30, at 278 Spring Street. A garage for Ambulance No. 3 has been completed on the premises. This vehicle of mercy was bought with Welfare Fund money, as was its predecessors, and as Ambulance No. 4 soon will be. Cost will now run around \$12,000. Each member of the uniformed force pays 25 cents each pay day toward the Welfare Fund, which is administered by a Board, consisting of First Deputy Commissioner James J. Moran, chairman, Third Deputy Commissioner Nat C. Horwitz, Secretary Harvey Rosen, of the Department and the President of each of the line organizations.

Crack Made to O'Dwyer

About Quayle Boomerangs

Story has just been dug up of how the Mayor's attention was called to the 432 fire violations that Commissioner Quayle has against hotels. Some good friend of Commissioner Quayle told the Mayor that his Commissioner was "lifting" hotel violations and the Mayor wanted to know of the Commissioner how come. But he was told that none had been lifted but that double check would be made the next day. So at 8 a.m. Deputy Commissioner Horwitz was at Fire Headquarters, checking all the violations, just in case some trusted aide may have turned sour, but of course none had. The report that went to the Mayor confirmed how all the fire violations had stuck, but that various legal devices were being resorted to by hotels to escape penalty or remedy. One was to get classified by another department as a multiple dwelling, on the ground that transients are few, permanent guests the bulk. It's a legal out, but when, after a decade or two as a hotel, a hotel discovers that it is not a hotel but a multiple dwelling, and makes the discovery

Bernard's Authentic Inside New York What's Happening and What's A

only after a violation is on it that would cost a few thousand dollars of renovation to rectify, then fire prevention starts boiling. So the Mayor started Commissioner Murtagh Investigation, on a probe, which will come recommended for law amendments that will hold the Fire Department's hands if enacted, in the way they should be upheld for public safety.

Short-wave Messages

Keep Many Informed

The Fire Department has short-wave transmitter in the arsenal in Central Park, and Commissioner Quayle and Chief of Staff and Operations Frank Murphy have receivers "on" the time they are riding in cars, while the Commissioner a set "on" also when he's at his bedside having the regular alarm telegraph bell at his side. Life was simpler for when he was the Brooklyn Firemaster.

Receivers are in operation strategic buildings designated the Federal Communications Commission, and besides 25 department cars are equipped with way radio for voice transmission.

NOTES AND NOTIONS

Some Lieutenants who receive failure notices in the Captain examination would like to talk matters over with others in the boat and have asked me to arrange a meeting. This I would glad to do, if a sufficient number indicates a willingness to attend such a meeting.

Legion Post Aids Veterans On State Bonus

Fire Dept. Post 930, American Legion, invites all veterans in department, whether or not they are members of the Post, to attend the Post's aid in filing for State Bonus. From 9 a.m. to 5 p.m. on January 2, 3, and 5, Post will set up office in Room of the World Building, 63 Park Row, Manhattan. Application blanks, expert assistance and tariffs will be furnished free of charge. All the veteran has to do is to bring a full-sized photograph of his discharge papers. Service will also be provided before and after the two Post meetings on January 13, 27, at 8 p.m. in Werderman Hall, 3rd Avenue and 16th Street.

UNDER THE HELMET

By QUENCH

The death of Fireman 1st grade, James C. Farley, of Eng. Co. 92, at signal 5-7-2568 again brings out the fact that it isn't always the big fires that cause loss of life.

The Fire College and the Bureau of Uniform Inspection have moved from their former location in the old Packard Building to the new repair shop building at 48-67 Thirty-fourth St., L. I. City.

Until further orders the inspection of uniforms at the Bureau of Uniform Inspection is temporarily suspended.

Department members restored to the F.D. from military service and who were prevented from taking any promotion examination for which they possessed all the requirements, are advised to act promptly to safeguard any rights in connection with special promotion exams, by addressing the Municipal Service Commission before Wednesday, December 31, 1947, as the temporary legislation will expire on that date.

Battalion Chief Frederick G. Kaiser, of the 6th Battalion, will retire on January 1 after almost 35 years' service.

The 12-year-old girl from South Ozone Park, who made a successful recovery from infantile par-

alysis and was the headliner at the opening dinner of the Queens March of Dimes campaign, is the daughter of Fireman John Cronin, who helps put out fires down Glendale way.

At the second alarm in the Strauss Store fire in Astoria Lieutenant Robert Taylor of Eng. 312, was overcome by smoke and removed to St. John's Hospital.

A man was fined \$25 for refusing to move back of fire lines at a fire in Far Rockaway in which two children lost their lives. The defendant said he would appeal.

Captain Edward P. Scully, of H&L 111, rescued a two-month old baby from her crib in a burning tenement on Schenectady Ave., Brooklyn. Fireman Vincent Lawrence, of the same company, treated for cuts at the same fire.

The day before Christmas was a busy one for the firemen, especially the Manhattan companies. At a fire on Rutgers St. Fireman Walter Tatterton, of H & L 6 rescued a 67-year-old widow from a second floor flat. At another on 34th Street Firemen William Smith and Walter Morrell of H & L 7, rescued a woman from her smoke-filled third floor apartment.

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