



THE STATE EMPLOYEE

Volume I

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Number 5

THE STATE AND THE VACATIONIST

by W. D. MULHOLLAND

Supervisor of Recreational Development Conservation Department

No charges of any kind are made for the use of the recreational facilities of the Forest Preserve so if the depression has removed your favorite resort hotel or boarding house from the picture this year, buy, borrow, or rent a camping outfit and take advantage of the opportunities that are offered you at the Public Campsites. The life out of doors and the complete change from your normal mode of living will pay you dividends, intangible but non the less real, for months to come.

Included among the facilities which are found at all the Campsites are fireplaces with grates, tables and benches, plentiful supplies of wood, improved sanitary facilities, and protected supplies of drinking water piped direct to convenient points on the Campsite. At almost all, bathing is one of the attractions and bathhouses are provided on such areas; at several, children are provided for by the installation of playground equipment including seesaws and swings. Practically all of the Campsites are located on lakes or large streams and excellent fishing can be had in the vicinity of many of them.

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For the past decade the State of New York through the Conservation Department has been providing facilities for inexpensive and healthful vacations in the mountainous Adirondack and Catskill regions of the State. The movement for simpler pleasures and saner forms of recreation which seems to be a by-product of every period of economic stress promises to tax these facilities to the limit during the coming season.

The system of public Campsites and picnic grounds maintained and operated by the Division of Lands and Forests of the Department provide a great number of people with the opportunity to enjoy life in the open under most desirable conditions. Close to half a million persons took advantage of this opportunity during the summer of 1931.

The system includes 30 such acres of which 26 are located in the Adirondacks and 4 in the Catskills. A number of these are within easy motoring distance of Albany and the Capitol district; such as North Lake near Haines Falls in the Catskills, Caroga Lake on East Caroga Lake, nine miles north of Gloversville, Sacandaga near Wells in Hamilton County on the Sacandaga River, and the two areas on Lake George — Hearthstone Pt. on the Bolton Road and the Lake George Battleground Campsite near Lake George Village. At any of these places one may go for a picnic meal or pitch camp for a stay of weeks. Rangers are stationed at all Campsites to preserve order and to assist the public in any way possible.

Special consideration has been given to sanitation in the development and operation of Campsites and the splendid cooperation of the State Health Department's Division of Sanitation has made sanitary conditions close to ideal.

While the public Campsites care for the automobile camper and those who like roughing it without entirely getting away from modern conveniences, there are many who prefer to go back in the woods by themselves and really get close to nature. For these the Department maintains a system of foot trails dotted with overnight shelters in the form of open camps and carries and lean-tos for the canoeists along the waterways of the Adirondacks.

Upwards of six hundred miles of such trails and one hundred and forty-six shelters are maintained in the Adirondack and Catskill regions. In the lake region of the Adirondacks one may take a canoe cruise of one hundred and twenty-five miles with only a few short portages.

The Conservation Department publishes and is glad to furnish on request a number of booklets describing these facilities. Just address a card to the Publication Bureau, Conservation Department, State Office Building, Albany, or call State Office Building, Extension 613.

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THE ASSOCIATION PROGRAM

With the passing of another Legislative year, the Association takes inventory of the present situation and is mindful of future planning.

The civil service law was not changed at the 1932 Legislative session except as to the Retirement Fund features noted in the last issue of THE STATE EMPLOYEE.

The retirement fund amendments approved were for the most part of a constructive character. Present economic conditions made it impossible to press the extension of the 55-year retirement feature with the State bearing a share of the cost. The principle involved is felt by this Association to be wholly sound and fair. This will be made a major issue when times are propitious.

The eight-hour maximum day for all State workers again failed of approval. The cost to the State was with this also the real reason for inability to agree favorably as to this wholly laudable change. Far from being discouraged after the two unsuccessful efforts the Association believes that the fundamental needs of the unemployment situation will eventually force recognition of the economic as well as social good inherent in the shorter day. It is not conceivable that the labor distribution factor can be long ignored as an important solution of the problem of general welfare. The five-day week is looming large as another rational proposal.

Governor Roosevelt and Director of the Budget, Mark Graves, who had publicly opposed salary cuts at this time, kept complete faith with the employees and no general cuts were made in the budget. Considerable pressure from many sources was brought to bear to secure salary reductions. This Association took the position throughout the session and so addressed the Governor and the members of the Legislature repeatedly, that the basis for salaries in this State was not sound or fair and that any horizontal reduction after fifteen years of low compensation would be decidedly unjust.

The stability of civil service employment and the security of civil service standing have received severe shocks with the reduction of some of the lump sum appropriations. Hundreds of civil service employees in the Department of Public Works and in the Division of Parks have been dismissed from service because of lack of money to continue the projects in which they were engaged. Many other employees have been reduced in salary and demoted as to civil service rank.

The investigation of State activities now being vigorously prosecuted has for its avowed purpose the reduction of the costs of State government. Any lessening of public service activity will affect personnel. Inasmuch as no definite proposal can be acted upon for some time, employees will be in a position to insist upon careful and fair consideration of any changes.

The need for watchful and intelligent planning is fully understood by the officers and committees of this Association.

One thing is certain that this Association will resist to the limit of proper action any attempt to make labor the goat in adjustments or reorganization. Some of the statements that have been put forward as to State civil service salaries are so ridiculous as to merit the most severe citizen condemnation. It is obvious also that malicious propaganda inspired by students of that school of political economy which regards peasantry and even slavery as desirable conditions for the mass of the people has been spread broadcast throughout the State. In this there is discernible sinister willingness to weaken the civil service merit plan, a plan won after great and heroic patience and perseverance, and recognized by the greatest and the humblest of honest, intelligent, thoughtful men and women alike as the only guarantee of freedom from partisan and unworthy perversion of public offices for political or personal advantage. The public service must be maintained free from partisan politics. Every evil of social or economic life is magnified and increased when partisan, prejudiced, ruthless or selfish forces take hold of the public service. Against this the greatest men of every period of our national and State history have earnestly striven. The Constitution itself provides for the merit system in public employment. It must not be degraded or destroyed by professional jingoism or by partisan political aggrandizement. "Eternal vigilance is the price of liberty" not only for the people but for employees. With the full knowledge that what is good for the citizens of the State of which they are a part is good for employees, employees of the State have a call to intelligent counsel and patriotic activity that will put to rout any charge of selfishness and at the same time expose the ignorance and falsity of the opportunists who devoid of wisdom or the will to understand, clamor for what is popular regardless of the sacred social values at stake.

The Association is devoting itself actively at this time to:

(1) A coordination of civil service functioning to assure the adoption of a sound classification—promotion—compensation plan under present Civil Service Budget authority, making for stability of employment and fairness in compensation. The classi-

fication plan is so obviously needed that employees who were misled into opposition are now turning to it, as the sole hope for maintenance of the merit system in this State.

(2) Attention to salary matters to make certain that there is no lack of truthful information in the hands of executive and legislature when budgeting for personal service is being considered. In this there is every indication of cooperation on the part of those concerned.

(3) The dissemination of full and exact information as to the structure and administration of the State Retirement Fund. Request has been made to the State Comptroller for cooperation in preparing and publishing a question and answer bulletin that will clear up all questions as to costs and benefits and responsibility for soundness of this State system. There is little doubt that truthful and complete understanding of the system will serve to make for its stability and its safeguarding as a practical, economical and just plan for caring for superannuated workers.

(4) To progress the proposal for a maximum eight-hour day in institutional service. No satisfactory defense of the twelve-hour system, has ever been advanced. The continuance of the long day is indefensible and a relic of "stage-coach days." The present economic crisis may do much to attract attention to this matter, and secure the needed public support for the honest and economic proposal of a maximum eight-hour day.

(5) The Association will maintain constant touch with all employee matters throughout the year through its headquarters located at Room 156, State Capitol. Active committee members are alert to all employee questions. Employees wherever located throughout the State are urged to suggest ways or activities that would be helpful. It is your Association, use it, and help it.

CRITICISM OF PUBLIC SERVICE

Governments derive their powers from the consent of the governed. When crisis arise in economic and political affairs, it is always open season for criticism of one's government.

Except as individual citizens, public employees have little to say as to what kinds of service the people desire to have performed in a collective way, or, in other words, through their State government. For each public service, the people must of course pay the actual expense. Governmental business differs from private business in the saving effected by elimination of profit, the dividends consisting entirely in the public good derived. All of the people depend on certain general services such as protection of their lives and property, on care for their health when the means is without their own control, on the safe-guarding of their food supply as to wholesomeness and prevention of fraud, and such major services.

Some government activities have been adopted largely to meet the public service desired by groups of citizens engaged in particular pursuits and which the representatives of all the people in annual legislative sessions have deemed for the general public benefit. The reorganization of New York State government a comparatively few years ago brought under public scrutiny all of the various activities, and many of the best minds in the nation contributed their store of knowledge and wisdom to the building up of the New York State public service toward a high degree of efficiency and economy.

A great deal of misinformation has been and is being spread concerning the cost of government. Much of this has been wholly dishonest propaganda. It has caused an increasing public feeling that all of the economic ills are due to governmental extravagance. Careful analysis of the business depression does not seem to prove that it is due to the costs of State or national governments. For many years the tremendously important services sought by the people through their State government have been rendered with zeal and economy. It is not intended to suggest that constant attention to economy and to the best of business practices is not or should not be the watchword of each branch of public service. It is here noted, however, without fear of honest contradiction that the statements indicating wastefulness or extravagance through the compensation paid to the rank and file of employees is not only unfair but is highly discreditable to those who lend ear to it. If there are isolated instances of too high salaries,

there are thousands of instances of too low salaries. Throughout the many years of economic prosperity the State salaries have remained stubbornly low, scarcely sufficient to maintain fair standards of home life. The truth never injures. The truth about salaries should be brought to public attention. It will show that the attacks upon State service from this angle are woefully weak and morally dishonest.

When people were less concerned with the right and wrong of things it might be possible to rush them into error and hysteria. At all times of stress in the past, the salaried classes have been the object of attack in an effort to increase business profits, and the struggle to obtain fair standards of living for workers has been a constant up-hill fight. The attempts to reduce salaries in the present crisis is a carry-over from the old times, when the slogan was "keep labor down." It should be constantly born in mind that all of the money, including all salaries, expended by the people through taxes for the carrying on of their government is held in public stewardship only for a short time and is constantly flowing back into the channels of trade and back to the taxpayers who contributed it, supplying as it goes, those services which are vital to every civilized, progressive people.

It is the people, of course, who must finally decide as to whether they wish government services previously planned for, limited. But so long as they continue such activities they should maintain them on an efficient plane and should insist that those who serve them get a square deal as fellow citizens and public servants. Employees resent the loose talk as to salaries paid in State service and ask that common sense and common fairness prevail in all considerations affecting employment matters. Those familiar with constructive efforts both public and private realize that the best of service is impaired and lessened in efficiency when unjustly or improperly criticized.

OPPORTUNITY

Present attention to the development of the State Civil Service system to the point of making for stability of employment with chance for advancement based upon individual capacity and intelligence, brings into prominence the opportunities in State service for forward looking State workers. The ideal system in public service would inspire each worker to intensive zeal in progress as to personal fitness in order that conspicuous service would be possible and satisfying success obtainable.

Indifference often leads to failure to take advantage of the opportunities that exist in State service.

Almost every month examinations are held for positions within the State service and in the past few years many new workers have entered the field often at rates of pay much higher than received by those in the service. While it is true that a considerable number of State workers do avail themselves of the opportunity to pass from one line of work to another, it too often occurs that having once obtained an appointment to a position within the service, the individual narrows his or her vision so that it includes only the field of endeavor immediately ahead. This would be a practical attitude if such future chances of successful service were substantial and broad. Where this is not the case, as it frequently happens, the person with natural human initiative and ambition will look to more promising kinds of work. If these are within the service then the opportunity to qualify for them are equal to any enjoyed by those outside the service. With the establishment of definite specifications for all positions and the assurance of uniformly fair measurements of ability, the incentive to prepare for new work and to qualify through the periodical Civil Service examinations should increase. The more keen the employee is to develop efficiency the better the service as a whole will be, and in this way and with continuous improvement in the Civil Service system, the long cherished hope of public spirited citizens for a satisfactory "esprit de corps" in public service will follow.

SUSPENDED EMPLOYEES

The dismissal of hundreds of State employees because of reductions in appropriations for certain lines of State work, has resulted in a new problem of civil service administration. In

private enterprises it is common to seek to place old employees, who may be forced out of their livelihood by depressed business conditions, at work as soon as vacancies occur. This Association addressed a communication to the State Civil Service Commission on April 21, following definite advice of many lay-offs among groups of employees, asking that special attention be given to permitting all such the opportunity for transfer to new positions, or to the filling of usual vacancies, as far as feasible, within the service and stating— ". . . it would be inconsistent to make new appointments to the service without according opportunity to those dismissed to be transferred to work which they are capable of performing."

The following letter was received from the Commission under date of April 22, and in view of this it is suggested that employees who have been discontinued from service address the Commission to ascertain exact status with regard to any such vacancies:

W. F. McDonough, President

Association of State Civil Service Employees,
Albany, N. Y.

Dear Sir:

Answering your letter of April 21, 1932, I have to say that this Commission is preparing lists of suspended employees who have lost their positions recently, largely because of reductions in appropriations, and that we are not permitting any appointments from the regular eligible lists to any positions which the suspended employees might be qualified to fulfill. We are endeavoring in every way to protect the rights of the suspended employees.

Very truly yours,
Department of Civil Service,
By: F. H. DENSLER,
Executive Officer.

LOYALTY TO STATE SERVICE

Through the columns of a New York City civil service organ, the employees of the State have been treated recently to an exhibition of disloyalty to the ideals of State civil service such as has seldom been noted toward the well recognized principles of any group of citizens. The attack was directed largely at this Association, composed as it is wholly of State civil service employees.

This Association was founded in 1910 and has kept faith with the State service and with employees throughout all of these years. It has remained loyal to its ideals and has been constantly active in matters having to do with the upbuilding of the merit system. In the field of compensation, however unsuccessful have been its efforts, it has sought always for uniformly fair treatment. The State retirement system was established as a result of the intelligent activity of this Association. During the past two years the Association has enjoyed a membership of many thousands greater than ever before, now has active repre-

sentatives in every department and field office in the State, and is the active representative of all groups of State civil service workers.

The Association stands firmly for the permanent improvement of the Civil Service system of the State though the establishment of a sound classification-compensation-promotion plan based upon principles of economy for the State and fair play for the employee. This implies that wisdom and justice shall prevail in the treatment of employee matters instead of partisan politics or personal prejudice.

Civil service to be efficient must cover the entire field of personnel administration. This requires definite specifications for each position in the service, continuously available and duly established lists of citizens eligible for appointment to each position, orderly lines of promotion with fair recognition for increased value to the State by reason of experience gained, a uniform system of determining the increasing capacity of workers, and a compensation plan directly related to the value of each position. This intelligent plan is all that was comprehended in the proposed classification plan. The State can not get along properly with anything less.

The public service will never rise higher than the level of the men and women in the civil service ranks. The foundation upon which good civil service administration rests is a well trained, well equipped, liberally paid personnel limited to the actual number required to perform needed governmental tasks.

Without the machinery necessary to assure day in and day out right treatment of these matters, civil service will become a name only and its usefulness to the people of the State will cease.

As to securing necessary improvements, State employees must solve their own problems, and point the way. The organized groups representative of city and county employees have shown themselves to be interested solely in advancing the interests of city and county civil service employees. They have nothing in common with State workers so far as State civil service is concerned. They look to their own governments in all matters. Their one purpose in asking State employees to join with them is plainly for the advancement of city and county civil service—not State civil service. This Association was affiliated with the city and county groups some years ago, and this continued until it became apparent that State workers were being used largely to advance certain municipal groups without attention to State service matters.

With a brag and bluster, born of complete ignorance of the needs of State Civil Service, certain city and county groups opposed the classification plan as urged by this Association. The Civil Service Forum, headed by Frank J. Prial, a New York City employee, and the Civil Service Association of the State of New York, headed by William J. Donahoe, an employee of the City of Binghamton, were active in opposing State employees in their efforts with reference to the classification measure. The measure affected State Civil Service only. The opposition was of an especially virulent sort and the appeals made to political partisanship and to personal and organization prejudice was a direct

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affront to State civil service employees. It was doubtless to this discreditable exhibition of disloyalty to the principles of good State civil service embodied in the plan (and with which Governor Roosevelt expressed himself to be in entire accord) that the Governor referred when he wrote in his veto message:

" I have been made impatient by the ignorance and false fears of many who have opposed the bill."

That was a well merited rebuke to those who with a total disregard for facts rushed in a frenzy of shameless selfishness (or was there some even more sinister motive?) to injure the welfare of the State's merit system, and to oppose the opportunity for fair advancement in State service for the rank and file of State employees.

This Association has today and has always had a clear-cut, progressive plan for State civil service betterment that cannot change if the membership is to be loyal to its objectives as expressed in the transcript from the Constitution printed in the heading of this magazine. State employees will not it seems certain, be misled or even annoyed by the bally-hoo of any outside the State service who may attempt to belittle their great Association. The members of this Association have been truthfully advised through the columns of their own bulletins during the past two years concerning the important facts as to State civil service and are entirely familiar with the fair frank position taken by the Association in all matters. The officers and members of all Committees are all State workers, and can be readily reached at all times for information as to any Association activity. Every member owes it to himself to know all about his Association and to aid in its advancement and he also owes it to himself and to his fellow State employees to be loyal to his State organization at all times. This is a cardinal principle of fair play. Let us continue to build stronger and stronger this State-wide organization of State workers. We have no quarrel with workers in city or county civil service and repeat what we have so often said before, that we stand ready to aid them in every proper way to solve any problems they may have. We do not, however, ask them to membership in the State civil service employees' organization, and there seems no reason whatever for State employees to affiliate with any other State civil service group than this, their own State-wide Association composed entirely of State civil service workers. There is no intimation here that State hospital and other institution employees, and other like State groups, or professional employees, should not maintain their associations, and this Association stands ready to support them in all proper ways at all times.

"With charity for all and with malice toward none," we deem it to be the part of wisdom and common sense to refrain from "entangling alliances" with city or county groups and to maintain a single State-wide Association for State employees. We have no doubt whatever that this is the will and the desire of all State civil service workers.

Know your Association, take an active part in progressing its program and in increasing its membership, and above all cherish loyalty to its aims and ideals.

GREAT MEMBERSHIP RESULTS FROM CONFIDENCE IN WISE PROGRAM

On May 1st, membership in the Association of State Civil Service Employees of the State of New York, passed the record for all previous years. Every Department, Bureau, Institution and field office, and every branch of the service in which civil service is in effect, is represented in this great State employees' organization. The large membership of well over 9,000, from a membership of approximately 500 two years ago, is an indication of the high esteem and the recognition of consistently good service rendered by this State-wide Association of State Civil Service Employees.

Surely no society or Association is more important than the one which has to do directly with a man or woman's work, and livelihood. Certainly the dues of One Dollar a year are not excessive. Investigation will show a wholly unselfish devotion to the welfare of every civil service employee of the State on the part of all officers and members of Association Committees. These officers and committees serve without compensation of any kind. They are State workers themselves and interested only in the good of the service.

Every State employee, wherever situated, owes it to himself to cooperate with his fellow workers through membership in this mutual Association devoted to State employment matters exclusively. We have a number of months remaining this year in which to still further increase the membership. We earnestly urge all State employees who are not now members of their own State Employees' Association to join at once.

THE STUDY OF EXPENDITURES OF STATE DEPARTMENTS

By Frank O. Everett, Chief of Staff

Special Joint Legislative Committee on Economy in State Departments

It has come to be generally recognized that the organization and methods employed by large business enterprises, public and private, are in need at all times of particular attention to assure economy and efficiency of operation, and that frequently the best advice as to improvement can be secured from those of suitable training and experience who are not connected with the individual businesses concerned. Especially may such studies be made helpful to the maintenance of sound labor conditions by bringing about a conduct of affairs making for the maximum of stability and satisfaction in employment.

The work now being done by the staff of the Special Joint Legislative Committee on Economy in State Departments, commonly known as the "Hewitt Committee," has been planned to discover and report to the Committee for its consideration and action, any and all means believed to offer opportunity for more economical functioning of New York State government.

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public and private, is working under the close direction and control of the Committee, and taking up the study of individual departments, and problems common to all departments, as they are assigned by the Committee.

The Committee has let it be known to the staff in its instructions for the work assigned, that it expects the studies to be made in an entirely disinterested and impartial way. The Staff is not to concern itself with personalities, or to endeavor to fix any blame for past events; but is to deal with its assignments in a constructive way. It is to concentrate on the development of recommendations for measures which will make it possible to conduct the affairs of the State more economically in the future, applying the standards of common sense to the devising of practical measures by which the State can secure the best possible public service in the fields in which and to the extent to which the people really need public service, at the lowest practicable cost to the taxpayer.

The Staff of the Committee has met with cordial cooperation from department officials and employees as far as the work has gone, and has every confidence that it will continue to receive such cooperation as the work continues.

Those who are now administering department affairs can do much to further the purposes of the work under way and to make it effective. They can also do much to hinder it if they choose to adopt obstructive tactics. But it is believed, from the attitude so far encountered, that the realization is general that more permanent good will come from such a frank, open, and impartial inquiry, than from arbitrary cuts and slashes based on unreliable information, which would be the alternative method of effecting reductions in State expenditures.

The results of the studies made by the Staff, with their recommendations for changes to effect economies, will, of course, be entirely unofficial in character. Many of them will, of course, affect questions of policy, upon which, naturally, the Staff is not competent to pass but these and other matters will be presented with the facts, pro and con, and with the Staff's recommendations to the Committee, which will determine the action to be taken in its recommendations to the Legislature. The final determination of the questions, naturally, will still depend upon the approval and enactment into law of the Committee's recommendations by the Legislature and the Governor, although there will doubtless be many that can be put into effect directly by department action, where changes in the laws are not involved.

RETIREMENT SYSTEM CONTRIBUTIONS

By F. B. Holmes, Director, Employees Retirement System

There are no secrets about the Retirement System. Every member surely is entitled to know all about it. We would be glad to have a Retirement System Question Box at all Institutions and Departments and would be pleased to answer any questions at any time.

In our column each month we are going to treat one particular phase of the Retirement System. This month it will relate to contributions.

The Law provides for a contribution in accordance with age of the member on becoming a member. This contribution provides the annuity as stated in Item 1-a of Section 63 of the Retirement Law. Any member may provide as much more annuity as he may desire. If a member's rate is 5% and he contributes at 10% he will receive twice as much annuity as he would otherwise for the period so contributing. However, this extra contribution will not in any way augment the contributions by the State or municipality for the member. Please do not understand that his retirement allowance will be twice as large. The retirement allowance is composed of pension and annuity. The annuity is what the member himself provides and the pension is what the State or municipality provides.

THE STATE YOUR SAVINGS BANK

Furthermore, members of the Retirement System may make from month to month any additional contributions to their credit that they desire. Members may withdraw all or part of any additional contributions with interest accruals at any time. This is a privilege granted by the Legislature of 1932. Thus the member may make a savings bank of the State of New York.

CHRISTMAS OR VACATION CLUB

A member of the Retirement System may use the Retirement System as a Christmas or Vacation Club and have all the deductions from salary taken on the payroll. Suppose a member of the Retirement System desires \$90.00 to spend at Christmas time. The member can have, beginning January 1, \$4.00 additional deducted each semi-monthly payroll for the next eleven months, making \$88.00 and the interest accrued will bring the amount up to the needed \$90.00. The member may then, during the first part of December, make application for the extra contributions and receive check before Christmas time. Vacation funds may be provided in the same manner.

Furthermore, one should bear in mind that the **contributions to the funds of the Retirement System can never be lost** by the member. If a member under sixty years of age leaves service he may withdraw all the contributions. If the member dies in service the contributions will be returned to the beneficiary. There isn't a chance, prior to retirement, for the member to lose contributions made to the Retirement System.

Many members desire special information regarding these extra contributions. We have all sorts of questions. For instance, a member who is age 45 wants to know what extra contributions he must make to the Retirement System so that he will not only have his regular retirement allowance when he attains age 60 but also have returned to him in lump sum an amount of \$4,000. We compute a rate on present salary which will produce the amount desired on retirement at age 60.

We find a great many members of the Retirement System stating that they know nothing about the Retirement System of which they are members, and further that they can find out nothing about it. We are pleased to answer any inquiries received from members of the Retirement System.

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CIVIL SERVICE MATTERS

The Department contemplates an **open competitive** series of examinations about June 18, 1932. The last date for filing applications for written tests will probably be June 4th, and for unwritten examinations, probably June 18th. Among the examinations expected in this series are:

Assistant Steam and Electrical Operating Engineer, State and County Hospitals, salary \$900 to \$1,500 and maintenance.

Chief Engineer and Instructor, Dept. of Social Welfare, New York State Training School for Boys, Warwick, salary \$2,101 to \$2,640 and maintenance; two appointments expected.

Examiner, Insurance Dept., two appointments expected in New York City office at \$2,490.

Psychologist, Dept. of Social Welfare State Agricultural and Industrial School Industry, salary \$1,621 to \$2,190 and maintenance.

Zoologist, Dept. of Education, salary \$3,000.

Promotional examinations expected in the near future include: Investigator of Accident Claims, Grade 4, New York Office Dept. of Labor, salary \$1,621 to \$2,100.

Clerk, Grade 5, Albany Office, Dept. of Insurance, salary \$2,101 to \$2,640.

Director (District Supervisor of Agriculture and Markets) Grade 6, Rochester Office, Dept. of Agriculture and Markets, salary \$2,641 to \$3,240; one appointment expected at \$3,000.

Secretary-Stenographer, Grade 4, Albany Office, Dept. of Health, salary \$1,621 to \$2,100.

Parole Officer, Grade 5, Division of Parole, Executive Dept., salary \$2,101 to \$2,640.

Accountant, Dept. of Mental Hygiene, Hudson River State Hospital, Poughkeepsie, salary \$110 to \$116 per month and maintenance.

Chief Clerk, Grade 4, Dept. of Correction, New York State Reformatory for Women, Bedford Hills, salary \$1,621 to \$2,100.

Eligible lists recently established include:

Motor Vehicle Inspector, Dept. of Taxation and Finance; 1,703 candidates made the list out of nearly 8,000 applicants; first five: Charles S. Lombard, Monroe; William Kemper, Westchester; Hudson H. Wright, Wayne; Francis B. Madden, Essex; John J. Hogan, Nassau. Three vacancies at \$1,800.

Investigator of Accident Claims, Dept. of Labor; 244 passed out of 593 applicants; first five: Arthur Rush, New York City; Robert Jarvis, Syracuse; Raymond Magin, Albany; Phillip Reilly, Albany; Harvey Ehrlich, Brooklyn. One vacancy at \$1,320.

Examiner, Corporation Tax Bureau, Dept. of Taxation and Finance. 443 passed out of 1,096 applicants; first five: Daniel Reardon, Albany; Emil Wohler, Buffalo; Robert Kirschner, New York City; Thomas Baker, Elmira; Arthur Curthoys, Troy.

FROM OUR CORRESPONDENTS

HORNELL

The employees of District 6, Dept. of Public Works, with headquarters at Hornell have just completed a series of educational meetings, which have been held semi-monthly during the winter months. These meetings have consisted of a talk by a

It has been our privilege for a number of years to serve State departments for some of their office needs. We have a deep appreciation of the ability and loyalty of its employees.

During the war period when wages and commodity prices were soaring, state salaries were stationary. Legislators in making necessary readjustments due to present conditions, should consider this past loyalty.

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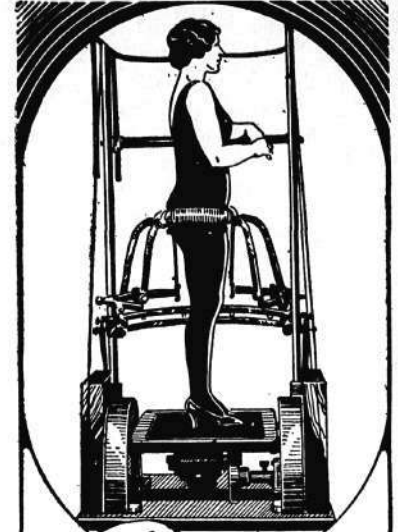
recognized authority either from within or without the department and informal discussion by the employees. Especially interesting papers were presented on the subject of "Drainage and Drainage Research" by H. P. Cramer of the Shelt Company; "High Early Strength Cement" by J. L. Herber of the International Cement Corporation; "Long Span Bridges" by E. V. R. Brimmer, Assistant Engineer, D. P. W.; "Concrete Materials and Construction" by L. N. Edwards of the U. S. Bureau of Public Roads; and "Modern Bituminous Pavements" by E. O. Rhodes of the American Tire Products Company. This is the third winter series of such meetings held here and the scheme is offered as a suggestion to all State departments for the education and enlightenment of their employees.

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Although unable to use much of their material because of lack of space, we wish to extend our sincere appreciation to our contributors. They have proven so friendly and ready to help that the task of publication was a pleasant one.

Members of our Association should feel that we welcome comments on **The State Employee** or suggestions for improvement. It is your magazine, tell us how to make it more valuable to you.—Editor.



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