Civil Service

America's Largest Weekly for Public Emptoyees

Vol. XXVIII, No. 42

Tuesday, June 20, 1967

Price Ten Cents

Eligible Lists

See Page 1

CSEA ATTACKS PROPOSAL MANAGEMENT CLASS

Nassau Court Reinstates Probationary Employee As **CSEA** Wins Tenure Fight

MINEOLA-In a rare legal action, the Civil Service Employees Assn. has won a jury verdict reinstating a probationary employee who was denied tenure despite capable performance of her job.

The ruling came in Nassau Supreme Court last week in the case of Rita Smith, a senior library clerk, against Nassau Community College, Mrs. Smith had been denied tenure and fired April 29, 1966.

gional attorney Richard C. Gaba, the basis of that she was dismissed. was unusual in that a probat onary employee can be released without a hearing. The burden time as her husband's so they fell upon the employee to prove could spend the time together, and that her dismissal was arbitrary and capricious and not in good

Supreme Court Justice Theodore |

Although supervisors twice re- hold them."

ported Mrs. Smith's work "very good" and told her that she was coing well, a final written report at the end of her six-month probationary period complained that her "immature attitude concerning time off and vacation periods The case, argued by CSEA re- leaves much to be desired." On

Mrs. Smith testified that she asked for a vacation at the same that she asked to take her personal holidays on religious holy days. A maximum of four holy After a two-day trial before drys per year was involved.

The ruling was halled by Nasvelsor, a 12-man jury agreed with sau chapter president Irving itically-appointed bosses. In adthe CSEA position. Mrs. Smith Figumenbaum. "Probationary emwill be reinstated with full back ployees have rights, too." he dec.ared, "and we're here to up- thrown into chaos.

School Districts Can Honor Pay

Pledges In Face Of "Austerity

Letter To Convention Committee Sees Destruction Of Merit System If Commission Plan Is Implemented

ALBANY-The Civil Service Employees Assn., has released the full text of a letter to Peter J. Crotty, chairman of the Constitutional Convention Committee on Labor, Civil Service, and Public Pensions, attacking a proposal by the State Civil Service Commission which would, if implemented, destroy the merit system of civil service.

The proposal by the Civil Servce Commission, submitted June 8 by its president, Mrs. Ersa Poston, during a public hearing conducted in Albany by Crotty's committee, would amend the State Constitution to provide for estab-Lishment of a "senior management service" within the State Civil Service Commission, by removing from the competitive class the top two percent of all jobs assigned there. (At the present time, two percent of all jobs in the competitive class would be about 13,000.)

The careers of these employees thereafter, CSEA charges, would be at the complete mercy of poldition, CSEA says the rest of the State working force would be

Crotty, a number of possible remedies to problems set forth by the N.Y.S. Constitutional Convention Civil Service Commission in an State Capitol attempt to validate its proposal.

The complete text of the letter Dear Mr. Crotty:

Hon. Peter J. Crotty, Chairman Committee on Labor, Civil Service and Public Pensions

Albany, New York

"At a recent public hearing held by your committee, it was our (Continued on Page 16)

Hurd Reassures CSEA On Geographic Pay Plan

ALBANY-T. Norman Hurd, Director of the Budget, assured the Civil Service Employees Assn. last week that h Division will "do its best" to formulate rules, regulations and forms in connection with the geographic area salary dif

ferential bills won in the past session of the Legislature by

Hurd's assurances were given to Joseph F. Feily, president of the Employees' Association, as a result of CSEA demands that early action be taken on implementing two new benefits.

Hurd said "as you might suspect we have plunged headlong from our work on the overtime rules into the implementation of the new Public Employees Relations Act and have less time

the geographic and shift differential legislation."

The Budget head said "we shall do our best to get these out in the near future, but I cannot be specific with respect to a date."

He said advance copies of the rules and regulations for the two Acts would be available to CSEA ". . . as soon as they are ready."

Budgets," Nassau Chap. Asserts tnan we wish we had available for MINEOLA-Contrary to the stand taken by some school board members in various Nassau County school districts, State law does not prohibit school districts whose budgets are defeated from honoring committments for increased wages, it was reported this week by the Nassau chapter, Civil Service Employees Assn.

Irving Flaumenbaum, chapter president, said the question had budget ments, according to Flaumen- two miles. baum.

budgets in later votes, but some he said. of the remaining have argued that "It is clear that the school wage increases.

across-the-board been thoroughly researched by Re- State approval, they impose what see any part of hard won benefits gional Attorney Richard C. Gaba, is called an "austerity" budget, Caba reported it is "clear" that Such a budget cannot include the school boards do have the cafeteria services, extra-curricular power to honor their committ- activities or transportation below

However, wage increases al-The issue arose after 47 Long ready negotiated with CSEA are I land school districts saw their part of "ordinary contingent exproposed budgets go down to de- penses", according to Gaba, "Such feat in public voting. Almost half expenses may be met under the City Council has unanimously the number have since adopted new so called austerity budget,'

they must eliminate promised boards have the power to meet these obligations," Flaumenbaum Where voters refuse to pass any asserted, "and it is their duty to

with io so. CSEA does not intend to denied because of a misunderstanding of the law."

CSEA Bargaining Victory In Newburgh

NEWBURGH - The Newburgh passed a resolution naming the Newburgh chapter of the Civi! Service Employees Assn. as the bargaining agent for city (nonuniformed) employees. Jack Pres- on May 8 before the County Board

(Continued on Page 14)

St. Lawrence Chap. **Wins Bargaining Pact**

The St. Lawrence County chapter of the Civil Service Employees Assn., has been unanimously approved as the sole bargaining agent for that county's employees by the St Lawrence County Board of Supervisors, it was learned last week

The action stemmed from a strong effort by the County CSEA chapter and local representative of the Statewide-CSEA staff.

CSEA for the resolution was made cally heated issue. (Continued on Page 16)

Fuld & Botein Want Jurists Appointed; Avoid 'Politics' Cry

Repeat This!

Merit System For Judges?

HE controversy over how to pick our judges is picking up steam as the Constituional Convention listens The initial presentation by the to differing views on this politi-

Last week, two of the State's (Continued on Page 2)

Lieutenant, P.D.

Some 1,945 candidates for promotion to lieutenant in the Police Department took written examinations last week, the City Personnel Department has announced.

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Don't Repeat This!

peals, and Bernard Botein, Presiding Justice of the Appellate Division, First Department, made the late Herbert H. Lehman. public their views on the subject. Both came out in favor of appointing judges rather than electing them, even though this put them in the distinct minority among their colleagues on the Bench, including those who are delegates to the Convention.

Both Judge Fuld and Justice Botein said they believed that an appointive system could best choose the most qualified persons for judicial office. But in tneir separate statements they were careful not to smear the present elective system with the war-cry of "politics" that many proponents of appointing judges use to try to prove their case.

Fuld's Views

Judge Fuld said he could see nothing wrong with having on the Fench "men and women who have who have, perhaps, been chosen by party leaders."

"There can be no question," ne added, "that the elective system has produced many qualified, even great judges who have served with high ability and distinction."

Justice Botein said it was not his aim to remove the selection of judges from politics, but rather into politics-politics in the finest sense of the term, but with certain safeguards."

Both judges, of course, are presently serving on the Bench as the result of popular election. However, they would be the first to concede that their initial selection as judges came about through their close contact with two emin-

ent politicians-both Governors of ending judges, Stanley H. Fuld, New York at the time, In Judge Chief Judge of the Court of Ap- Fuld's case, the Governor was Thomas E. Dewey, and Justice Botein was first appointed by

Screening Panels Urged

In urging that judges be appointed, both judges advocate the use of screening panels. Judge Fuld called for appointments to be made from "a limited list of highly qualified candidates recommended by an impartial nominating commission." Justice Botein made a similar suggestion, but proposed that half of the members of such panels be chosen by the voters in a general election To pinpoint responsibility on the appointing executive, he asked also that the Governor or Mayor making the appointment submit to the screening panel the names of one to three possibilities. If none was approved, he could submit an additional list. In addition, there would be a twenty-day lag between the panels' tentative and teen active in party politics and final approval, to give time for public ventilation" of any choice for the Bench.

Despite the positions taken by these two leading jurists, the whole question of judidoial appointment rather than election is sore point with most judges who have reached the Bench through the elective process. Many to place it "squarely and honestly of them feel that any derogation of the elective system reflects on their own method of elevation to the judiciary.

> Other notables, including Edward N. Costikyan and James T. Prendergast, for example, believe strongly that the ultimate repository of political authority is the electorate, which should retain the final decision on the selection of judges. They propose, however, that a screening panel be set up as a quality control to submit lists of possible candidates to the political parties and the public. If the parties refused to accept the panel's recommendations, then the panel would be authorized to erter its own candidate in either a primary or general election. The Prendergast Plan, as this is called, is just one of a number of proposals that seek to improve the present system of judicial selection. And there are those who just as steadfastly maintain that the present system has worked well and should be retained.

No Venal Motives

Justice Botein, in his remarks to the Convention, had some direct words to say on the question of political interference with the for all this widely held notion completely from any method of population from city to suburbs ing judges," he asserted. "They political life .

Your Public Relations IO

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration,

A Wake For Daily Newspapers

THE DRAMATIC shrinkage in the number of New York City newspapers poses a number of serious problems for civil service-problems not easily soluble.

TO ENUMERATE:

- 1. There will be much less information in the daily newspapers about government. Thus, the two-way understanding between government and its publics will be severely restricted.
- 2 Lack of competition among the surviving newspapers eliminates a necessary motivation for adequate coverage of government.
- 3. Government and civil service will have to find alternate means of transmit-

don't expect, they would not dare try, to influence judicial decisions. That went out with Boss Tweed. Most of the few lapses by judges in recent times have not been at all politically motivated."

He conceded that politicians did want to control the selection of judges to be able to reward the faithful and noted that some patronage did exist in the courts, although he said the amount was exaggerated.

Rather than shunning politics, he said "Public service, including party service, should be a distinct plus in rating candidates for the judiciary. I have no patience with living room liberals who rant about corrupt politics but recoil from rolling up their sleeves and trying to improve conditions. The political parties, from among their active memberships, can staff all the courts of this country with outstanding, distinguished judges.

Those who idealistically, if naively, maintain that the selection of judges should be wholly removed from politics may forget that when screening panels have been tried in New York City, under Mayors Wagner and Lindsay, it soon became patently clear that politics was very much in evidence, since appointments, with only scattered exceptions, were still nyade on a political basis.

Perhaps those who recognize courts. "Let us dispel once and that politics cannot be divorced that political leaders-both elected judicial selection are being more officials and bosses if you please realistic than those who tend to --possess venal motives in select- ignore the realities of public and ting information to various publics, thus placing a greater burden on civil service information officers to find more and more alternate means of communication.

- 4. Government operations will suffer because dissemination of urgent information becomes more difficult than
- 5. There will be much less recognition of work well done in civil service.
- 6. Fewer newspapers also means that publishers will emphasize news less and advertising more, as the pressure for the remaining advertising space becomes greater than ever. After all, newspapers are also businesses run for profit, although many publishers would have you believe that newspapers are exclusively public service organizations.

IT IS INCONCEIVABLE that the most populous city in the country, with the largest single group of civil service employees in the world, should be served by only three City-wide daily newspapers.

THERE ARE OTHER dailies in the City, but these concentrate their coverage in their respective boroughs-Queens and Staten Island. We do not anticipate a cut in reporting government and civil service in these areas, since a very high percentage of their adult population is in civil service.

IF ANYTHING, the growth of these papers and those in the adjoining suburbs has led to a significant increase in reporting government activities in their col-

GOVERNMENT IS a much more personal matter with suburbanites. Most pay taxes directly to local governments. Most are intimately concerned with school facilities, Many participate in community activities.

PERHAPS THE FLIGHT of is one of the prime reasons for the death of four New York City daily newspapers in four years. The exodus left the City with more and more problems and less and less of the financial wherewithal with which to solve these

CIVIL SERVICE LEADER

America's Leading Weekly
for Public Employees
97 Duane St., New York, N.Y. 10007
Teleplune: 212 BEckman 3-0016
Published Each Tuocday
at 290 Lafayette St.

Bridgeport, Comp.
Business and Editorial Office:
97 Duane St., New York, N.Y. 10007

Entered as second-class uniter and second-class postage paid. October 3, 1939 at the post office at Bridgeport. Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circula-

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CSEA FIELD FORCE - The newly expanded, 22-man field representative force of the Civil Service Employees Assn., is shown at a recent training session in Albany. The present field staff is the largest in Association history. Pictured, left to right standing are: Arthur A. Grey, Jr., Long Island area; Benjamin Sherman, Metro Office representative; John A. Conoby, Capital District area; James Powers, Western area; Arnold Moses, Long Island area; John M. Carey, Northern New York area; Thomas A. Brann, lower Hudson Valley area; Henry J. Gdula, Western area; James H. Rogers, Headquarters organizer; Joseph J. Dol-

an, Jr., Capital District area; Edwin J. Cleary, Long Island area; John L. Logsdon, declined appointment; Robert Guild, Central area; Harry E. Johnston, Western area; John J. Pender, Headquarters organizer; Seated, same order, Benjamin L. Roberts, Central area: Emanuele Vitale, lower Hudson Valley area; W. Reuben Goring, lower Hudson Valley area; Patrick G. Rogers, Supervisor of Field Representatives; John D. Corcoran, Long Island area; Edward J. Gusty, Capital District area, and John Ray, Central area, Missing from photo, Francis A. Martello, Central area, A vacancy in the Metro area is in the process of being filled.

St. Lawrence Chapter Marks Twentieth Anniversary With **Installation And Banquet**

CANTON - St. Lawrence County chapter, Civil Service Employees Assn., recently celebrated its twentieth anniversary installation of officers at a banquet at the Treadway Inn. here.

The chapter was chartered in executive representative; 1947 following application by the Marian Murray, delegate; and late Philip L. White of Ogdens- Everett Wells, alternate. burg, the first president.

Joseph D. Lochner, CSEA executive director and principal speaker, discussed the new Public and explained the various phases of the new act which replaces Condon-Wadlin in governing public employees' rights and responsibilities. The chapter, it was pointed out, has already taken initial steps towards the implementation of the act in the coun-

Verner Ingram, former State Assemblyman, commended the toastmaster, Judge Edmund L. Shea, for his long years of public service and as Constitutional Convention delegate. Shea had served as a CSEA regional attorney prior to his appointment to the bench.

Shea eulogized the late Vernon A. Tapper, second vice-president of the State Association. He recalled that "From the time, 20 years ago, when St. Lawrence County chapter was founded. Vernon Tapper assisted the chapter and its officers and members unselfishly with advice and counsel."

Mrs. Mildred Talcott was installed as the new president of the chapter by Theodore Wenzl, first vice-president of the State Association. Others installed were:

Malcolm Starks, first vicepresident; Mrs. Eleanor Blowers, second vice-president; John Sivak, third vice-president; Mrs. Mary Bush, secretary: Dolly Scott, treasurer; Mrs. Prances Williams, at Lake Placid.

Members of the chapter board of directors installed were; Ceylon Allen, Florence Wood, Mrs. Frances Mulholland, Leo LeBream, Employees Fair Employment Act Mrs. Mary Manning, Mrs. Winifred Brady, Mrs. Barbara Irish, George Briggs, Paul Hutchinson and Philip Cook.

> Social chairmen for the event were Winifred Brady and Bernice Haldeman. The invocation was given by the Rev. Richard Van-Wely of Grace Episcopal Church and the Pledge of Allegiance was led by Carl Burns, County treas-

Guests attending the dinner included Mrs. Clara Boone, president of the Central Conference, CSEA; S. Samuel Borelly, chairman of the Central Counties Workshop, CSEA; Raymond Castle, chairman of the CSEA public relations committee; Emmett Durr, executive secretary of the Central Conference, CSEA and Raymond Pacific, president of the Jeferson County chapter, CSEA.

New Secretary

ALBANY - Joseph W. Canzeri of Cooperstown is the new secretary of the State Department of Agriculture and Markets, succeeding Albert Kurdt of Kingston.

Smith College and has held numerous executive posts with upstate

Dutchess Chap. Elects Schryver

POUGHKEEPSIE - Eightyfive persons attended the annual meeting of the Dutchess County chapter of the Civil Service Employees Assn. here re-

Officers elected for the 1967-68 year include William P. Schryver, president; Randolph Traudt, first vice-president; Charles Olsen, second vice-president; Mrs. Anne Boehm, recording secretary; Mrs Edith Gerard, corresponding secretary; Marshall Temple, financial secretary; E. Matthew Netter, executive committee; and Donald Dingee, alternate delegate. Schryver was also elected delegate.

Those named to the Board of Directors include Miss Beatrice Sheffield and Ellis Adams, Dutchess County unit; Mrs. Arlene Miles and William Weiss, City of Poughkeepsie unit; Thomas Murray, City of Poughkeepsie School District Unit and Larry Quant, Hyde Park Central School District

Diviney Re-elected Head Of Nassau Probation Unit

WESTBURY-After a spirited election, Francis J. Div iney, a vice president of the Nassau chapter, Civil Servic Employees Assn., was reelected recently as president of th Nassau Probation Department unit.

Diviney won in a vote that saw 244 out of a possible 250 votes cast in balloting at the Family Court building headquarters of the department. Voting was supervised by field representative Arnold Moses.

Also elected were: Flora Cloudman, first vice president; Gary Winne, second vice president; Selma Flax, third vice president; Joaquin Afonso, treasurer; Loretta Sullivan, financial secretary, and Violette Gibney, corresponding secretary.

Oneida Co. Chapter Sees Membership Rise

ROME - The Oneida County chapter, Civil Service Employees Assn. held its membership meeting and rally at the Henry Smith Post, American Legion Hall, here, recently.

The CSEA membership goal at the hospital may reach the 280 mark, it was reported at the meet-

Working in behalf of dues deduction for the Rome Murphy Memorial Hospital were: Harry Johnston, CSEA field representative, Marvin Davis, acting president of the Rome city unit, and Roger F. Solimando, president of the Oneida County chapter.

Some 200 people attended the membership rally which included a buffet luncheon and entertain-

Non-Competitive **Appointments**

ALBANY - Recent non-competitive appointments by the State Civil Service Commission include the following:

George Schneider as chief housing finance agency representative; Louis J. Cotugno, draftsman, State Thruway Authority; William Cookfair, principal accountant, Thruway Authority.

Joseph Quinn, principal accountant, Mental Hygiene; Dennis Lockwood, principal office machine operator, Motor Vehicles; William A. Clarken, institutional steward, State Narcotic Addiction

Control Commission. Mrs. Stillhard Installed As Rochester State Hosp. **unaprers**

ROCHESTER - Mrs. Ellen Stillhard has been installed as president of the Rochester State Hospital chapter, Civil Service Employees Assn., by William Rossiter, fourth vicepresident of the Statewide Association.

Installed with her at the anrual dinner dance of the chapter Chamberlain, treasurer and Claude guests at the affair. E. Rowell, Jacqueline Moore and Canzeri is a graduate of Paul Helen Heagney, delegates.

mission. Donald Saeger, 1967 J. Hennessey, treasurer.

winner of the "Psychiatric Aide of at the Party House recently were; The Year" award at the hospital Edna McNair, first vice-presi- and Helen Hall who was given dent; Patricia O'Connell, second the chapter's award for the most vice-president; Celeste Baerman, contributions to the chapter durcorresponding secretary; Edward .rg the past year, were honored

Other State CSEA officers attending the dinner, under the Law. The negotiating committe Principal speaker at the dinner chairmanship of Claude E. Rowell, was Mrs. Ersa Poston, president were: Joseph F. Feily, president; hotels, including Whiteface Inn of the State Civil Service Com- Fiazel Abrams, secretary and John

Selected for the board of direc tors were: Robert DeStefano, Del cie S. Roberts, Richard Mose: Edward Lates, Mollie Gerbei Judith Schiffer and Lorett Paulino.

C. S. Commission OK's Upgrading For Sr. Tax Examiners

ALBANY - One-grade salary reallocations for State's senior tax examiner. have been approved by the State Civil Service Commission as a result of an appeal filed by the State Department of Taxation and Finance with the supporof the Civil Service Employees Assn. and the Tax Examiners Association.

The reallocation, which boost the senior examiner title to Grade 18, is now awaiting final approva by the Director of the Budget.

At the same time, two other requests in the appeal - which would reallocate senior special ta: investigators from Grade 19 to Grade 20, and supervising tax examiners from Grade 20 to Grade 23-were referred back to the Division of Classification and Com pensation for further study.

The action came following a re cent hearing before the Commission at which departmental and employee representatives presented arguments supporting the appeal, which had been filed by the Department of Taxation and Finance in January, after an original employees' request supported by CSEA and the TEA had been denied by J. Earl Kelly, director of Classification and Compensation.

Spokesmen at the hearing fo the Department of Taxation and Finance were Norman F. Gallman administrative director; John J Denn, personnel director; and Ed ward D. Igoe, director of the in come tax bureau.

Sol X. Goldstein, president o the TEA, and David Mortman chairman of the CSEA brief com mittee, represented the affected employees.

CSEA staff members in atten dance were William L. Blom, dir ector of research, and Thomas M Coyle, research analyst.

Suffolk Chapter's **Commack Unit Wins Payroll Deduction**

COMMACK - The Commac School District unit, Suffol' chapter. Civil Service Employee Assn., has won a payroll deduc tion of dues clause and indication of exclusive recognition in th offing. The unit is continuing ne gotiations seeking to extend jo security to employees not covere by Section 75 of the Civil Servic consists of John D'Ambrosio, uni president; Edward Kelly, vic president, and Veronica Lachick cafeteria chairman.

"Walden Incident" Retold; Hero Trooper Is Lauded

ALBANY-To the New York State Pelice, it is known as the "Walden Incident." It happened in 1960, but the story itself is descriptive of the true value of the public service rendered by police everywhere.

The reason the "Walden Incident" is news today is that the state trooper, now a zone sergeant, has just received an award for his performance of duty as part of the State Police 50th anniversary year.

Here is the exact description of the role Trooper Andrew F. Lustyik played, as told by State Police headquarters here:

"As Trooper Andrew F. Lustyik, now a zone sergeant, cruised through the Village of Walden soon after eight o'clock on the morning of Sept. 26, 1960, he stopped to warn two police ofto be on the lookout for a stolen car carrying three felons who had escaped the day before from the Federal penitentiary at Lewisburg,

Drop-Out Dan'

IF YOU DON'T HAVE A HIGH SCHOOL DIPLOMA WE CAN'T USE YOU.

"The fugitives had armed themselves during a string of burglaries in Pennsylvania and New York A burglary during the night at Woodbourne, a community between Liberty and Ellenville, suggested they might be in the lower Catskill area.

Near the western limits of the village, Lustyik observed the stolen car parked facing him, with the occupants studying a road map. At the next intersection, he turned around and after waiting for traffic to clear, moved toward an open space behind the fugitives. Before he reached the ficers and a school crossing guard spot, several children ran from a nearby house into the space, making it necessary to pull in front of the fugitives.

"As he emerged from the troop car, the stolen vehicle was dir-

I'M LICKED, BILL! I CAN'T

GET A JOB ANYWHERE!

Double Winner

POUGHKEEPSIE-W. K. Hoffman of 60 Sunset Ave., Poughkeepsie, has passed two civil service promotional examinations dealing with institutional educa-

He was one of 21 who passed the exam for general supervisor out of 51 who took it. Of 30 who took the other exam, only ten passed. Both posts have a salary range of \$7,905 to \$9,580.

ected toward the Trooper in an attempt to run him down. Lustyik dove for a ditch and while still in the air, fired a shot that struck the rear left tire. Three more shots were fired from the ditch, all striking the rear of the vehicle, before the trooper took up pursuit in the police car. He hoped to be able to cut off the fugitive car before it reached the center of the village a half-mile

"Two blocks from the main intersection, the stolen car was aimed toward a 76-year-old school crossing guard, who having heard the police car siren, was hustling children out of the way. Despite injuries that required his hospitalization, the guard regained his feet and sounded his whistle.

"A block further on, the fugitive car raced toward a policeman, who went sprawling as he tripped over a curb.

"With Lustyik closing in, the stolen vehicle, now running on a flat, went out of control about 100 feet beyond the policeman and crashed in a parked car. The driver leaped out and headed down Main Street, pursued by Lustyik in the troop car.

"Before he had run a block, the fugitive found himself pinned by the troop car against the side of the Walden Savings Bank. The village police chief arrived and took charge of the prisoner, freeing Lustvik to search an alley into which the two other fugitives had fled. One was found hiding in the side doorway to a theater and the other concealed in a nearby shed.

"Raymond J. Dulye, editor of the Walden Citizen-Herald, observed the situation in the street below while making a radio broadcast. Interrupting the program, he raced to the street with a camera and obtained a single picture of Lustyik as the trooper headed for his car with the collared prisoners. From among 8,-000 entries, the picture was adjudged "best spot news picture of the year" by the National Editorial Association. The photograph and Dulye's story also won in the news photographers and writers contest of the New York State Press Association."

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Sunday, June 25

6:00 p.m.-Human Rights Forum -William Booth moderates discussion.

Monday, June 26

4:00 p.m. - Around the Clock N.Y.C. Police Department training program.

6:00 p.m. - Community Action -Ted Thackrey moderates pro-

7:30 p.m.-On the Job - N.Y.C Fire Department training program.

8:30 p.m .- New York State Constitutional Convention: Some Issues and Perspectives-Interpretation of key issues before Convention "Home-Rule."

9:00 p.m.-New York Report-Lester Smith hosts interviews between City officials and visiting newsmen.

10:00 p.m .- Brooklyn College Presents-"The Summer of Central Park-Part I." Program highlights 1966 summer activities.

Tuesday, June 27

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program

p.m. - Community Action (live)-Ted Thackrey moderates program.

7:00 p.m.-TV Shorthand - (lesson No. 21) presented by the Manpower Education Institute.

7:30 p.m.—Human Rights Forum (live) - William Booth moderates discussion.

Wednesday, June 28

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

7:00 p.m.-TB Shorthand - (lesson No. 21) Presented by Manpower Education Institute.

8:00 p.m. - Behind the Laws -Analysis of selected laws recently passed by the State Legislature. "Surrogate's Court Procedure Act."

Thursday, June 29

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

4:30 p.m.-Living for the Sixties -Program designed for senior citizens.

7:00 p.m .- TV Shorthand - (lesson No. 21)-Presented by the Manpower Education Institute. 7:30 p.m.-On the Job - N.Y.C.

(Continued on Page 7)

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW FORK CITY-The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway

Applications: Filing Period -Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursdoy from 8 a.m. to 6 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Maned requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later hen the last day of filing or as stated otherwise in the examination announcement.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Worth Street stop and the BMT Brighton local's stop is City Hall Both lines have exits to Duane Street, a short walk from the Persomel Department.

STATE

STATE-Room 1100 at 270 Broadway, New York 7, N.Y. corner of Chambers St., telephone 227-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; Suite 750, Genesee Building 1 West Genesee St.; State Office Building, Syracuse; and 500 Midtown Tower, Rochester, (Wednesday only).

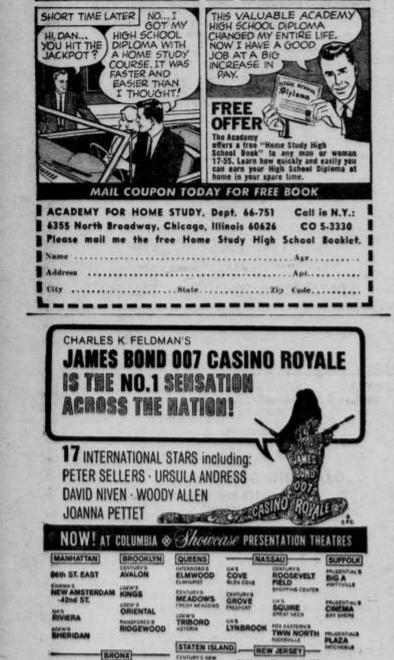
Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL - Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations build. Take the IRT Lexington Ave Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Finshing train from any point on the line to the Grand Central stor

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturdays 9 a.m. to 1 p.m. Teleshone 573-6101.

Applications are also obtainable at main post office except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.



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Certifications For New York City Jo

Supervisor I Welfare Dept.

The New York City Department of Personnel has released a list of persons certified for appointment to the position of supervisor I, in the Welfare Department. Some 124 names are included on the list which follows.

3. Esta Rein, Herbert K. Gold-stein, Elizabeth Berson, Patricia L. Spirer, Bruce P. Aaron, Maureen G Malone, Bernard Wynn, Alans John J. Cataldo, Russell S. Cheney, Jean R. For, Nathan El-baum, Rhoda T. Grossman, Jerome K .Hoffman, Leonard E. Ep- man. stein, Beatrice R. Wynn, Roslyn Ruzycki, Richard F. Dreyfuss, John A. Nicholas Leonore Glaser, Nancy H. Bruno, Charles E. Darcy, Allen J. Elias, Adrienne J. Mirra, Mildred Schachinger.

ton, David Fisch, Linda Kaufman,

Terrace, Dianne Fredericks, A Terrace, Dianne Fredericks, John Jablonski, Marie E. Richardson.

Luereasa Smithromero Anthony M. Crescenzo, Choral S. Eddie, Thomas R. Pattison, Thomas W. Ruggiero, Herbert Brandwein, Nancy D. Smith, Rosetta John V. Cummings, Thomas, John V. Cummings, John G. McCabe, Jennie Sachs, Anita B. Schnaps, Louis J. Costello, Florence R. Humphrey, George Saunders, Rae Tatten-baum, Vincent J. Dassaro, James A. Dorazio, Richard L. Fulgoni, Kurland, Countess Metcalf, George George J. Morfogen, Helen J. Joy-W. Poole, Laurence Youell, John ner Sam Parmit, Barbara S. Mar-W. Brittain, William M. Margolis, zano, Robert Reed, Jeremiah Healy, Kenneth J. O'Loughlin, Harriet Goldberg, Libby S. Levy, Arthur H. Liebs, Emily S. Wild-

968. Lillian Colon, Norma V. Howard, Jay P. Bokser, John J. Boyle, Doris V. Sullivan, Alexand-er Tobkes, James J. Geraghty, Allan Sonnenschein, Joel I. Geller, Ralph H. Schmitt, John M. James L. Shields, Lavrene Whi- Sinclair, Michael J. Taub, Patrick M. Curtin, Rosilia E. Barrow, Alvena G. Baum, Barbara S. Natalie F. Vaira, Edgar L .Ber-Cohen, Leonard R. Glotzer, David gen, Kermit J. Eady, Charles L. Steinberg, Andrew E. Wallack, Gray, Bernard W. Farrell, Joseph Lester Berman, Albert T. Carl- M Starkef, Barbara J. Stewart, son, Jr., Fred J. Finkelstein, Harding A. Dunlop, Ruth Mingoia, Charles L. Nudelman, Joan B. Dolores D. Moskowitz, Michael L. Rabkin, Peter Bensen, Jr., Cyn- Nasofer, Rabindra N. Aggarwal, thia A. Curran, Catherine Rothen- William C. Byrnes, Gerald A. berger, Daniel Rosich, Margery L. Foster, Symone B. Scales, Velma Loeb, Solomon Bordainick, Joseph 1 Barnes, Harry M. Cohen, John A Gutterman, Isabel P. Lent, W. Henry, Jr., John D. Iorio, Nils E. Roest ,Helen H. Apt, Bet- Esther M. Wilson.

list are 147 names which follow.

324. Edward J. Bull, Robert V Farren, James V. Gibbons, Donald E. Washington, Edward P. Oliva, Richard C. Sprague, Frederick Salzmann, Gerard T. Cleary, Michael C. Fox, Richard A. Nicholls, Norman W. Neubauer, Peter S. Gianatiempo, John J. Carollo, Benjamin Jones, Thomas P. Strong, Joseph J. Halaszynski, Sebastian Spataro, Michael Clancy, Peter J. Bruno, Joseph Confino, Francis P. Woods, Gerard D. Shortell, Robert G. Iverson, Saverio F. Alacqua, Ronald J. Ferrero, William A. Kuhle, Joseph F. Kresse, Rohert W. Beatley, Robert E. Con-rolly, William R. Minton, Allan E. Clarke.

F Ludes, Charles Valentine, Louis O. Francis, Warren W. Howard. T. Ryan, Frank J. Szatkowski, oDnald A. Atlas, Ludwig Gehm, George J. Aronson, John J. Farrell, Donald J. Scherpich, Oscar |S. Konlian, Robert D. Iannazzo, John W Hewson, Jr., Daniel V. Mc-Entee, Edward M. Thompson, Frank J. Gissi, Philip C. Maggio, Vincent P. Esposito, Michael Leili, Edward R. Herrel, Joseph P. Florio, John M. Mulligan, Joseph P. Palko, Jr., Michele R. Gallo, Harold F. Morgan, ames P. Boos, Bernard J. Tachine, Ronald Ibanez, Vincent J. Palazzola, Barry B Noss George, V. Cats, Roomet Karilaid.

3955. Howard C. Hafner, Jr., Edward R. Watson, Russell C. Alercia, Frederick Saporito, John R. McMullan, William C. Gartner, Jr., Walter P. Larkin, Edward J.McVeigh, Francis J. Foster, Kenneth F. Christophersen, Peter D. Maginn, Agostino Galioto, Dennis Mullally, Louis Nigro, Michael J. Walsh, Jr., Vincent T. Loughlin, Michael A. Mongelli, Harold F. Kaiser, Jr., Thomas E. Vetell, John J. Daniels, Louis J. Cellini, William H. Goodman, Daniel Greaney, Kenneth G. Lerouj, John f. Goodman, George W. Johnson, Robert H. Vohrer, Edward P. Hudson, Robert R. Arakel, John H. Allen, Roaulo C. Ciancarelli, John M. Carey.

4029. Patrick M. Bonamo, George A. Reilly, Thomas A. Herckenrath, Frank T. Carddell, Floriano J. Juliano, James C. Herold, George L. Alleyne, Bernard L. Salpietro, Richard Kern, Thomas P. Docherty, Frank J. Marchitelli,, Frank C. Smith, David J. Puterbaugh, Charles A. Matassa, Paul C. Minucci, Michael Verbitsky, Jr., Anhony Votta, Joseph F. O'Nell, Robert N. Mazzuki, Dominick N. Caccamo, Robert W. Mc-Greevy, John J. Taranto, Robert E. Regan, Howard A. Adams, Salvatore Larocca, Christophe Dow-dell, Cajetan C. Mazza, Louis G. Dipilla, William G. Hoermann, Gerald Morton, William P. Franze, Lawrence J. Fitzgerald, Jr., Edward J. Murphy, Francesco Ros selli, John B. Callagy, Kenneth Cox, Terry A. Cicchetti, Edward C. Schoales, William N. Demarino, Jr., Parris L. King, Arthur J. O'Brien, Daniel J. Kelly, Stephen Spyntiuk, Peter J. Joyce, Terrence W. Williams, Benedict J. Cecere.

Supervisor II Welfare Dept.

Some 303 persons were certified recently by the City Personnel De-

partment for the position of super-visor II in the Welfare Depart-ment. The list of names follows: 91. George Drew, Dorothy L. Ditzler, Charles S. Armstrong, Helga P. Sargent, Thomas B. Williams, Frances King, Martin FIND THE value of your coins in the 1967 edition of the Official Black Book of U.S. Coins . . . from 1795 to date. A wealth of other information. Sond Si.00 in check or money order, to: L. Bay, 6.P.O. Bax 2503. New York, 19991.

E.V. 19991.

The New York City Department snies, David Bardin, Alice D. Rusof Personnel has released a list rell, Marie T. Rogaard, Carolyn Hanerfeld, Leo J. Kimmel, Anita et persons certified for the position of fireman. Included on this Nicoll, Raymond Kuspit, Harry ita B. Fletcher, Paul J. Caruso, list are 147 names which follow. Solomon, Carleton F. Reo, Ilene Albert E. Butts, Walter M. Lynn, Solomon, Carleton F. Reo, Hene S. Waxler, Joseph A. Biggica, Ir- Geneva Ellis, Diana H. Williams, vin F. Goodman, Eugene M. Ziser, Norman H. Trosten. Joseph F. Taylor, Joseph Donini, Edward G. Wright, Melvin J. Lacy

E. Boyd, Theodore Fitzpatrick, Albert V. Crawford, Milton H. Coulthurst, Elmus M. Thompson, Seymour Friedman, Sylvia Chalik, Phineas F. Yoshida, Anthony Basilio, Marguerite Smith, Doris M. Jones, Arthur D. Miles, John E. Ensley, Elinor A. Fendall, Peter I. Wells, Cleveland Carter, Leslie I. Phillips, Leslie Allen, Harry W. Boatswain, Myrtle Vacirca, Fannie L. Spears, Rita M. Galvin. James Satterwhite, David Sanders, Bernard E. Lewis, Robert L. 3880. John A. Albert, Richard Watson, Sidney E. Jones, Hubert

> Fields, Sidney T. Brooks, Arlene ty L. Manning, Laurell E. Kelsick Copeland, Theodore N. Collins, Harold A. Burton, Lillian M. An- Myrtle B. Owens, Laura Muginis, derson, James E. Proffit, Julia Jack E. Zweiban, John A. Kirk, M Collymore, Nathan Backstein.

tzer, Michael A. Coglianese, Leon-Gordon T. Olsen, Daniel Mehler, and P. Pomerant, John G. Seby-Carl Lee, Martin Warshall, Kachig J. Kacherian, Thelma T.

485. Jacqueline Pitts, Irving Farron, Evelyn C. Kinerf, Lionel A. Estwick, Gail Gordon, Evelyn 419. Irene E. Salayka, Samuel Evans, Max Brenner, Stanley Bruh, Willis B. Donahus, Selma Sheinman, Sedenna A. Reed, Arthur Fields, Robert J. Goellnicht, Solomon K. Shapiro, Edward F. Warton, Myrtle B. Horrington, Helen B. Goldenberg, Charles H. Gay, Lois J. Hamilton, Lorraine E. Macon, Stanley E. Schoenfeld, Elias C. Zucker, Herbert A. English, Minna M. Baptiste, Carlos Curet, Saul Gutter, William C. Seubert, Zoroastro Birnel, Ruth G. Tull, Joseph A. Reid.

515. Alan I. Baer, Norman H. Metzger, Sandor L. Haimes, Rosalind E. Ezratty, Verdell Bivins, 455. Paul H. McFall, Donald H. Dorothy S. Arnold, Edward L. lelds, Sidney T. Brooks, Arlene Warshaw, Robert M. Moll, Alice Rosen, Laveria Melore, Henry Goldberg, Quester D. Hannah, Friedel, Lacey W. Carter, Bet- Wiliamae J. Washington, Lemuel (Continued on Page 13)

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Civil Service



America's Largest Weekly for Public Employees Member Audit Bureau of Circulations

Published every Tuesday by

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97 Duane Street, New York, N.Y.-10007

212-BEekman 3-6010

Jerry Finkelstein, Publisher

James F. O'Hanlon, Executive Editor Carol F. Smith, Assistant Editor

Joe Deasy, Jr., City Editor N. H. Mager, Business Manager

Advertising Representatives:

ALBANY - Joseph T. Bellew - 303 So. Manning Blvd., IV 2-5474 KINGSTON, N.Y. - Charles Andrews - 239 Wall Street, FEderal 8-8350 State faithfully and well. 10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.



Paul Kyer, Editor

TUESDAY, JUNE 20, 1967

Wrong Conclusions Dept.

THE recent proposal by the State Civil Service Commission to implement a "senior management service" seems another step by forces on all levels of government within the State to discredit the merit system as a means toward the best operation of their administrative agencies.

The Civil Service Employees Assn. wasted little time in rebuking the agreements of the Commission's representatives before the Convention's Committee on Labor, Civil Service and Public Pensions favoring the move, calling it a threat which could destroy the merit system of civil service.

A careful reading of the CSEA's statement will more than clarify the basis of that charge.

Although on the surface the motivations of the Commission in suggesting such an arrangement seem altogether worthy of consideration, their conclusions as manifested by their resolution seems to miss the mark-if we are talking about a civil service system which is to serve all of the State all the way down the line in the best possible fashion. It could easily be construed as a classical case of the cure being worse than the disease, for the long run.

If the Civil Service Council on Constitutional Convention decides to take a militant stand in objection to proposals to the Convention which may be as dangerous to the well-being of all the State's civil servants as would be the elimination of the present safeguards to the merit system and the employee's pension rights, here is an issue worthy of primary consideration.

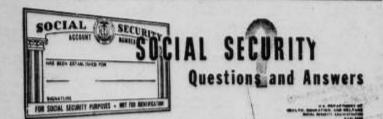
Congratulations

NONGRATULATIONS are in order for the employees of to establish a State Ombudsman, the New York City Transit Authority who have, once again, won the coveted Silver Award of the American Transit of May 23 commenting on a sim-Assn. for passenger and traffic safety.

Also cited with a special citation—the runner up award -was the TA's subsidiary, the Manhattan and Bronx Surface Transit Operating Authority.

This is the fifth time that TA employees have brought credit to the Authority, by winning this award. On two other occasions, they received the runner-up prize.

Another job, well done, by civil service employees.



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A. First, remember that the to get medicare protection when or three months before you reach 65, not on your birthday or after. A. You will automatically be This application establishes your eligibility for Medicare enefits care. You should complete this and also for monthly cash beneform and return it before the fits if you are eligible for them, month of your 65th birthday if but it does not mean that you are you wish coverage effective when retiring. Keep right on working if it did. you want to and are able to. But surance the month you reach 65. If you do not make this applica- has been tried, the establishment' Q. I am still working full time tien, you will not be eligible for of an Ombudsman has resulted in and have no intention of retiring. Medicare benefits.

LETTERS TO THE EDITOR Agrees With Letter On 'Just 1/60th'

Editor, The Leader:

I was pleased to read Mr. Busell's article (May 23) regarding a just 1/60th retirement plan that would be applicable not only to newcomers in civil service, but to the old timers, whose work and contributions have made the present non-contributory plan possibie. The issue affects tens of thousands of employees in every phase of New York State who served the

We hear much about a code of ethics for public servants. Surely the State itself should practice what it preaches in regard to its employees and remove this rank discrimination.

Mr. Busell and The Leader deserve credit for focusing attention on this vital matter. If the many thousands who have a stake in the pension system will rouse themselves and support the claim for a JUST 1/60th pension plan, they can help to avoid being treated as "second-class citizens"

ED CAROLAN Brooklyn, N.Y.

Administrative Asst. **Examination Protest**

Editor, The Leader:

Will all those candidates who took the Administrative Assistant Examination on Feb. 13, 1967 at the Franklin D. Roosevelt High School in Brooklyn, N.Y., and were in the room in which the time allotted was SHORT 15 minutes, please write and protest to the Personnel Department, 55 Thomas St., New York, N.Y.

> H. V. YOUNG. Elmhurst, N.Y.

Urges Support For Ombudsman Law

Editor The, Leader:

As the original sponsor of legis ation in our State Legislature I was interested in your editorial ilar proposal in the New York City Council.

I think this editorial may give rise to some misunderstandings as to the functions actually performed by an Ombudsman. While an Ombudsman does receive and investigate public complaints under neither my proposal in Albany nor the proposal pending in the City Council does the Ombudsman have any power to discipline public employees (other than those in his own office) or to reverse the actions of government agencies. If the Ombudsman is unable to resolve the matter satisfactorily with the agency involved, his sole remedy is to publicize his finding.

I think your readers should know that in every country where the Ombudsman concept has been tried, the overwhelming majority of cases are disposed of informally and without a public report by the Ombudsman. Often the resolution has consisted of an explanation by the Ombudsman to the complaining citizen as to why government agency had to act as

Also, in every country where it

(Continued on Page 11)

Civil Service

Law & You

By WILLIAM GOFFEN



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

Court Promotion

THE APPROVAL of the people of a new Article VI of the State Constitution provided for a uniform court system. Jurisdiction over the non-judicial court employees, formerly exercised by the State Civil Service Commission, was vested in the Administrative Board of the Judicial Conference. Indubitably, the mammoth task of administering the uniform court system has been expertly performed by the Administrative Board since its creation on September 1, 1962. This task has included promulgation of a job classification plan applicable to approximately 5,000 non-judicial employees in the courts of the City of New York.

THE EXTENSIVE and laborious task undertaken by the Administrative Board is fraught with difficulties, and errors must be expected. A possible error was recently corrected by the Appellate Division, First Department in the case of Conlon v. McCoy (New York Law Journal, May 25, 1967, page 1). With the commendable objective of attracting lawyers to civil service careers in the court system, the Administrative Board announced an open competitive examination for the position of senior court officer. Participation in the examination was restricted to uniformed court officers and to members of the State Bar. It was the inclusion of lawyers to which objection was made by the petitioners in their Article 78 proceeding. They relied upon the qualifications established by the Administrative Board for the position of senior court officer, as follows: One year of permanent service as a uniformed court officer.

WITHOUT DISPUTING the foregoing facts, the Administrative Board claimed that, having the power to fix position qualifications, it could change them at any time. The majority opinion of the Appellate Division, by Mr. Justice Aron Steuer, held, however, that even if rights are not adversely affected by a change in qualifications, eligibility for a higher position cannot be modified by simple announcement of an examination specifying different eligibility require-

THE ADMINISTRATIVE Board relied upon its Rule 15(b). This rule provides that promotional examinations shall be held where "practicable". The Administrative Board directed attention to its policy of introducing lawyers into the career service of the courts and argued that it was not practicable to accomplish this objective except by open competitive examination. In order to provide a place for lawyers in the non-judicial service, the position of senior court officer was selected as appropriate because a requirement that lawyers first serve as uniformed court officers before becoming eligible for promotion to higher position would discourage them from entering the service.

JUSTICE STEUER disagreed with the Administrative Board's interpretation of "practicability" of a promotion examination. In the Jurist's word, "Practicability, in the context of respondent's rule, refers to the absence of eligibles or other difficulties which would prevent either the holding of an examination or the examination becoming effective * * *. Here, the qualifications for the examination were broadened not because it was impractical to hold a promotional examination, but because it was thought desirable to effect a change in policy."

IT IS INTERESTING that Justice Samuel J. Silverman (now Surrogate Silverman) was not in disagreement at Special Term with Justice Steuer's analysis of the case. However, in order to protect the rights of eligibles on the list that was established without defeating the laudatory purpose of the respondent, he ordered that the list should be utilized first to promote uniformed court officers to the position of senior court officers. If there were still vacancies, lawyers on the list would then receive appointment. With apt Biblical allusion, Justice Steuer explained:

In effect, the list was made into two lists. Without questioning the Solomonic simplicity of this resolution, it is no more permissible than splitting the baby would have been conscionable. A list cannot be fractured to overcome objections.

JUSTICE SILVERMAN'S solution may not have been entirely fair to the incumbent uniformed court officers. The fact

(Continued on Page 11)

Personnel Council Marks 12th Anniversary At Dinner

The Personnel Council of the City of New York, celebrating its twelfth anniversary, held its annual dinner last week at the Fifth Avenue Hotel.

ment

of municipal personnel manage-

Martin T. Geraghty, Board of Water Supply Administrator, acted as master of ceremonies for the program. Solomon Hoberman, City Personnel Director and Civil Service Commission Chairand Personnel Department's activities for the past year.

Benjamin C. Oill, chairman of the council and deputy personnes director, presented certificates to 11 members of the Personnel Council who retired this year from City service.

Guests at the dinner included Timothy Costello, Deputy Mayor-City Administrator; Frederick O'R. Hayes, Director of the Budget; George Gregory Jr., City Civil Service Commissioner; Lawrence Baer, regional director, U.S. Civil Service Commission; and Max S. Saslow, vice-chairman of the Fersonnel Council.

The Personnel Council was established in 1955 to develop and coordinate personnel management throughout the City government. Membership in the Councii is comprised of representatives appointed by the head of each City agency. More than 70 agencies are represented on the Council. The Council serves as a communications and advisory exchange to increase the efficiency

Television

(Continued from Page 4) Fire Department training program.

8:30 p.m.-City Government in Transition-Solomon Hoberman hosts series. Program No. 2: "The Recent Past: Background and Growth of New York City." Friday, June 30

4:00 p.m. - Around the Clock -N.Y.C. Police Department training program.

7:00 p.m .- TV Shorthand (lesson No. 22)-Manpower Education Institute presents program.

10:00 p.m. - Behind the Laws -Analysis of selected State laws: "Surrogate's Court Procedure Act."

Saturday, July 1

7:00 p.m.-Community Action -Ted Thackrey moderates program

7:30 p.m.-On the Job - N.Y.C. Fire Department training program.

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as each weakenswill

Hoberman noted, is to determine cy's obligations on receipt of ell- include a "Career Executive Prowhat responsibility each agency has to train its employees for a promotional examination.

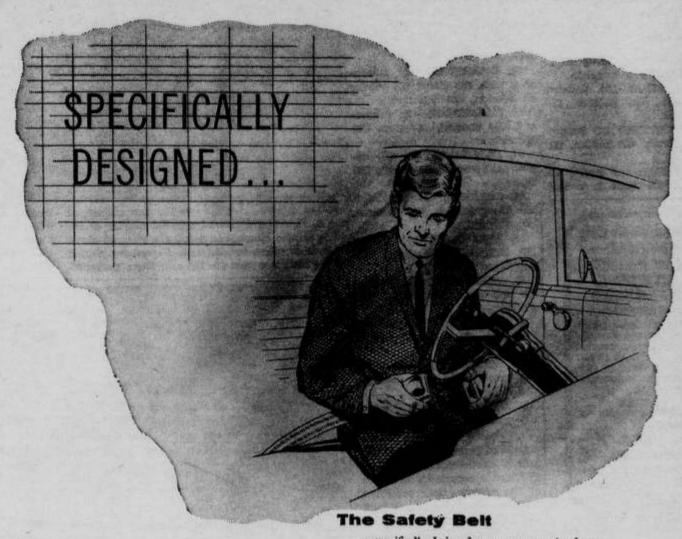
Other Council activity included tion, employment of the handi- ment of Personnel. "We have in- Board: Mildred Farricker, Office capped, and work-study programs. Hoberman noted that a Council recommendation to issue identifi- Service Commission," he said, "in- President - Manhattan; Herbert cation cards, providing employees cluding the combination of Parts Hobbs Jr., Real Property Assesswith emergency medical and immunization records, had been im-Hoberman noted the establishplemented this year by the Health has greater responsibility in ex- President-Queens; Daniel O'Conman, reported on the Council's ment of a Council committee to Department. During the year, amining and appointing all of its nor, Department of Welfare; Lesstudy the pre-promotion train- Hoberman said, experts had reing polices of City agencies. One ported to the Council concerning | New programs within the Per-

visions in the performance eval- agencies. uation system.

Hoberman made further retaining to personnel administra- the activities of the City Departstituted several major rule of the City Sheriff; Thomas P. non-competitive employees."

of the functions of this committee, administrative services, the agen-|sennel Department, he continued, gible list certification, and re- gram" and a consulting service to

Those members of the Council who received retirement certificommittee reports on rules per- marks at the dinner concerning cates from Oill were John Allen, Housing and Redevelopment changes within the City Civil Golden, Office of the Borough I and II of the non-competitive ment Department; Henry L. Neuciass. Each individual agency now bauer, Office of the Borough ter J. Rosner, Department of (Continued on Page 11)

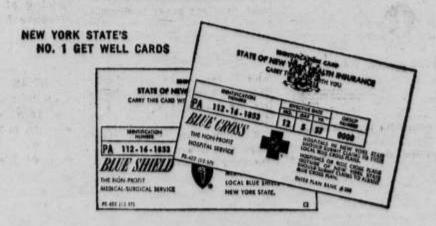


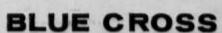
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YORK . R(CHESTER .

THE STATEWIDE PLAN - COORDINATING OFFICE - 135 WASHINGTON AVENUE, ALBANY, N. Y.

Sample City Tests

Clerk Exam

Each of questions 41 to 63 consists of a word in capitals followed by four suggested meanings of the tempt, (B) add incorrectly, (C) word. For each question, indicate handle, (D) investigate closely, in the correspondingly numbered row on your answer sheet the letter preceding the word which rare. means most nearly the same as the word in capitals.

- 41. ADAPT: (A) make suitable. (B) advise, (C) do away with, (D) propose
- 42. CAPACITY: (A) need, (B) of, (D) increase, willingness, (C) ability, (D) curiosity.
- 43. EXEMPT: (A) defend, (B) excuse, (C) refuse, (D) expect.
- 44. CONFORM: (A) conceal from view, (B) remember, (C) be in agreement, (D) complain.
- 45. DILEMMA: (A) decision. (B) mistake, (C) violence, (D) predicament.
- 46. OPPORTUNE: (A) temporary, (B) fimely, (C) sudden, (D)
- 47. DEVIATE: (A) turn aside. (B) deny, (C) come to a halt,

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rite direct or phor (212) MU 6-6000

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48. COMPILE: (A) confuse, (B) support, (C) compare, (D) gather.

- 49. MANIPULATE: (A) at-
- 50. POTENTIAL: (A) useful, (B) possible, (C) welcome, (D)
- 51. AUTHORIZE: (A) write, (B) permit, (C) request, (D) recommend.
- 52. ASSESS: (A) set a value on, (B) belong, (C) think highly
- 53. CONVENTIONAL: (A) democratic, (B) convenient, (C) mod-
- ern, (D) customary. 54. DEPLETE: (A) replace, (B)
- exhaust, (C) review, (D) with-55. INTERVENE: (A) sympa-
- thize with, (B) differ, (C) ask for an opinion, (D) interfere. 56. HAZARDOUS: (A) danger-
- ous, (B) unusual, (C) slow, (D)
- 57. SUBSTANTIATE: (A) replace, (B) suggest, (C) verify, (D) suffer.
- 58. DISCORD: (A) remainder, (B) disagreement, (C) pressure, (D) dishonesty.
- 59. TENACIOUS: (A) vicious, (B) irritable, (C) truthful, (D) unvielding.
- 60. ALLEVIATE: (A) relieve, (B) appreciate, (C) succeed, (D) admit.
- 61. FALLACY: (A) basis, (B) fnlse idea, (C) guilt, (D) lack of respect.
- 62. SCRUTINIZE: (A) reject, (B) bring about, (C) examine, (D) insist upon.
- 63. IMMINENT: (A) anxious, (B) well-known, (C) important, (D) about to happen.

Each of questions 64 to 75 consists of a senetence which may be classified appropriately under one of the following four categories:

- (A) incorrect because of faulty grammar or sentence structure; (B) incorrect because of faulty punctuation:
- (C) incorrect because of faulty capitalization;
- (D) correct.

Examine each sentence carefully. Each incorrect sentence contains only type of error. Consider a sentence correct if it contains no errors, although there may be other correct ways of expressing the same thought.

64. All the clerks, including those who have been appointed the new assignment.

(To Be Continued)



JUST INSTALLED - The new officers of the J. N. Adam Memorial Hospital chapter of the Civil Service Employees Assn., are pictured above after their recent installation in Perrysburg. Seated in the front row from the left are: Mona Moore, al-

ternate delegate; Fran Arrigo, secretary; Norman Pine, treasurer. Standing, from the left are: Gerald Turnbull, delegate: Joesph Martin, president; Robert Pine, sergeant-at-arms; and John Herman, vice president,



NEW OFFICERS - Newly elected officers of the Chemung County Office chapter of the Civil Service Employees Assn., gather for the photorecently are required to work on grapher after their recent election. Pictured in the front row from the left are: Margaret Vivian, recording secretary; Lucia Barnes, treasurer; Kay

Jovanelly, corresponding secretary; Janice Ingersoll, first vice president; and Barbara Carson, social chairman. In the back row, from the left are: Anthony Giordano, chapter representative; Robert Reed, president; Joseph McDonald, third vice president; Carl Raatz, sergeant-at-arms; Dor Miles, second vice president.

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Custodian Test Nassau County **Open For Filing Now**

MINEOLA-Open competitive examinations for custodians in various school districts of Nassau County are open for filing now at offices of the Nassau County Civil Service Commission.

Filing will continue through June 30.

Salary for these positions vary with each school district. The examination will be held on July 15. All candidates must be legal residents of Nassau, Suffolk or Queens Counties for at least 12 the examination date.

Southern Conf. Meets June 24

The annual meeting and election of officers of the Southern New York Conference of the Civil Service Employees Assn. will be held June 24 at 2 p.m., in the New Rochelle City Hall, 315 North Ave., New Rochelle. Parking is in the rear of the City Hall.

That evening the annual dinner-fance will be held at Giovanni's Restaurant, 700 Main St., New Rochelle. James J. Lennon, 58 Drake Ave., New Rochelle, N.Y., is in charge of reservations.

For further information, contact months immediately preceding the commission, 140 Old Country Road, Mineola.

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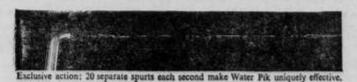


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News Of The Schools

50 Teacher Exams Scheduled For Filing During Fall Period

A schedule of 50 examinations for licenses in the New York City high schools, junior high schols, elementary schools, special services and other positions has been announced by the Board of Education for the Fall term of 1967.

Applications for the subjects are open for regular and supervisory licenses to both women and men in most cases. Requests for official announcements of examinations and applications must be received at least five days prior to the final date for filing listed below, Written requests must be accompanied by a 10c stamp-self-addressed envelope. The Board will not honor telephone requests. The examination schedule follows:

Day High Schools

	Applica	tions
	Open	Close
Accounting and Business Practice, Chairman	11- 1-67	4- 8-68
Industrial Arts	6- 9-67	9-20-67
Laboratory Assistant (Bio. & Gen. Science)	6- 8-67	9-20-67
Laboratory Assistant (Phy. Sci. & Gen. Sci.)	6- 8-67	9-20-67
Related Technical Subjects (Mechanical, Stru		
tural and Electrical) Chairman	11- 1-67	4- 8-68
Related Technical Subjects (Bio and Chem.)		
Chairman	11- 1-67	4- 8-68
Social Studies, Chairman		3-25-68
Speech, Chairman		1-25-68
Speech		10- 9-67
Stenography and Typewriting, Chairman		4- 8-68
Junior High Schools		

ounior riigh sensors			
	Applications		
	Open	Close	
Assistant to Principal	2- 1-67	11-15-67	
English	6-28-68	10-23-67	
Fine Arts	6-28-68	10-23-67	
French	6-28-67	10- 9-67	
General Science	6- 9-67	9-20-67	
Health Education	6-27-67	10- 9-67	
Home Economics (women)	6- 7-67	9- 1-67	
Industrial Arts	6- 9-67	9-20-67	
Laboratory Assistant	6- 8-67	9-20-67	
Mathematics	6- 9-67	9-20-67	
Music	6-21-67	10- 9-67	
Orchestral Music	6-21-67	10- 9-67	
Social Studies	6-12-67	10-30-67	
Spanish	6-28-87	10- 9-67	

Elementary Schools

	Carte factories	A SUCCESSION
	Open	Close
Common Branches	9- 1-67	10-16-67
Early Childhood	9- 1-67	10-16-67
Libiary	6-13-67	10- 9-67
Special Services		

	O	
Special Services		
	Applies	itions
	Open	Close
Classes for Children with Retarded		
Mental Development	6- 5-67	9-20-67
Deaf and Hard of Hearing	6- 5-67	9-20-67
Guidance Counselor in Elementary Schools		9-15-67
Guidance Counselor in Junior High Schools	3-16-67	9-15-67
Guidance Counselor in High Schools	6-19-67	9-15-67
Health Conservation Classes	6- 5-67	9-20-67
Homebound Children		9-20-67
Psychologist-in-Training	6-26-67	10- 9-67
School Psychiatrist	9-11-67	11-10-67
School Psychologist	6-26-67	10- 9-67
School Social Worker	0 90 07	10 22 07

TOTAL		
	Applies	tions
	Open	Close
Assistant Director of Business Education	6-19-67	10- 9-6
Assistant Director of English	4- 4-67	9-18-6
Assistant Director of Social Studies		9-26-6
Director of English	4- 4-67	9-29-6
Director of Educational Staff Recruitment	9-18-67	3- 4-68
Director of Social Studies	3- 1-67	9-18-67
Laboratory Technician (Secondary Schools)	6- 8-67	9-20-6
Supervisor of Art	9-25-67	2-14-68
Supervisor of Music	11- 6-67	4- 8-6
Supervisor of Program ProdInst. Radio	9-13-67	1-25-68
Supervisor of Program ProdInst. Television .	9-13-67	1-25-6
Swimming (Playgrounds)	9-11-67	12- 4-6
		CARLES - CONTRACTOR

SPARE AF A SCHOOL & SPARE & SPREAS A SPREASE OF SPREASE

Encourage Kindergarten

Renewed efforts to enroll all nigible children in the public chool kindergartens next fall were amounced at Board of Education eadquarters today.

iren who were not enrolled dursept. 6, 7 and 8.

Vocational Principals Elect New Officers

Vocational High School Principals Association has elected the following officers who will serve Prospective kindergarten chil- for the 1967-1968 school year.

President: Harold Wagenheim, ag the May registration period Dodge; 'vice president: William hay register now through Fri- Hudtwalker, Gompers; secretary: lay, June 23. There will be an Sherwood Friedman, Yorkville; additional registration period on treasurer; Murry Weinman, Maxwell.

Course Will Study Teacher Behavior

Dr. Asahel D. Woodruff, Dean, State College of Education, University of Utah, will direct a twoweek Institute for Cooperating Teachers, July 10-21, 1967, at State University College at Gen-

ary cooperating teachers will at- held on the Geneseo campus. Durtack one of the most critical areas ing this time, the Workshop parof education, the assessment of ticipants will attend lectures by teacher behavior. The intent of authorities in the migrant field the Institute is to identify the from national, state, and local through group research and ob- and work with migrants, learn room observation.

Workshop On Teaching | 10,000 Teachers In Migrants At Geneseo

The Education Division of the State University College at Geneseo will conduct its second Workshop from June 26 to July 14 for Teachers of Migrant Children at the request of the State Education Sixteen elementary and second- Department. The worskhop will be component tasks of teaching levels, visit magrant camps to talk servation, devise an instrument how to organize and run a sumfor the evaluation of these com- mer program for migrant children, ponent tasks, and test the reality and apply teaching methods and of the instrument in actual class- materials demonstrated by education specialists.

KEY ANSWERS

The following are unofficial key answers to the examination for various licenses have been released April 5.

TEACHER OF FINE ARTS IN HIGH SCHOOL

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					(1);			87	(4)	; 8	8 (3); 89	(2);	90	(2);
					S13011		17	91	(1)	: 9	2 (4)	: 93	(3);	94	(4);
15	(2);	16	(1);	17	(4);	18	(2);						(3):		
19	(3);	20	(4);	21	(1);	22	(2);	99	(3)	10	0 (3)	: 10	(1);	102	(3):
23	(3);	24	(2);	25	(3);	26	(2);						103		
27	(1);	28	(4);	29	(2);	30	(1);						(3);		
31	(2);	32	(4);	33	(1);	34	(4);	110) (1	0:	111	(1);	112	(3);	113
35	(1);	36	(1);	37	(4);	38	(2);	(4)	; 1	14	(2);	115	(4);	116	(2);
39	(2);	40	(1);	41	(2);	42	(1);	117	1 (1	0;	118	(3);	119	(3);	120
43	(2);	44	(2);	45	(4);	46	(3);	(2)	; 1	21	(3);	122	(1);	123	(1);
47	(1);	48	(4);	49	(2);	50	(1);	124	14	0:	125	(1);	126	(4);	127
51	(4);	52	(3);	53	(2);	54	(1):	(3)	: 1	28	(1);	129	(3):	130	(4);
35	(2);	56	(1);	57	(1);	58	(4);	13	1 G	2);	132	(2);	133	(3);	134
59	(3);	60	(3);	61	(4);	62	(1);	(4	; 1	35	(2);	136	(4);	137	(2);
63	(2);	64	(4);	65	(2);	66	(4);	13	8 (2);	139	(1);	140	(3);	141
67	(1);	68	(4);	69	(3);	70	(2);	(1	; 1	42	(2);	143	(3);	144	(1),
71	(4);	72	(4);	73	(3);	74	(4);	14	5 (3);	146	(1):	147	(4);	148
75	(1);	76	(2);	77	(4);	78	(2);	(2)	; 1	49	(3);	150	(2).		

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1						(2);			87 ((1);	88 (2): 89	(2);	90	(4)
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	23					(3);	26	(1);	103	(1)	104	(4):	105	(3);	100
	27	(2);	28	(2);	29	(2);		(2);	The second second		(1):				
1	31	(4):	32	(3);	33	(1);	34	(1);	110	(3)	111	(3);	112	(3):	113
ı	35	(4);	36	(4);	37	(4);	38	(3);	(2);	114	(3):	113	(4);	116	(3)
1	39	(2);	40	(4);	41	(1);	42	(3);	117	(4)	: 118	(1);	119	(1):	120
	43	(4);	44	(1);	45	(4);	46	(2);			(2):				
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	63	(3);	64	(4);	65	(4);	66	(3):	100000000000000000000000000000000000000		: 139				
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d	71	(3):	72	(3);	73	(1):	74				146				
	75										(3);				
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TEACHER OF CHEMISTRY & GENERAL SCIENCE IN DAY HIGH SCHOOLS

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7 (2); 8 (1); 9 (2); 10 (3); 11	110(3); 111(1); 112(3); 113(1); 114
(2); 12 (3); 13 (2); 14 (2); 15	(1); 115 (4); 116 (4); 117 (4);
	118 (3); 119 (4); 120 (4); 121
(3); 16 (4); 17 (3); 18 (3); 19	(4); 122 (2); 123 (1); 124 (1);
(2); 20 (3); 21 (3); 22 (2); 23	125 (4); 126 (4); 127 (3); 128
(1); 24 (1); 25 (3); 26 (2); 27	(3); 129 (1); 130 (2); 131 (1);
(4); 28 (2); 29 (3); 30 (1); 31	132 (3); 133 (4); 134 (4); 135
(4); 32 (2); 33 (2); 34 (2); 35	(3); 136 (1); 137 (2); 138 (1);
(4); 36 (2); 37 (1); 38 (2); 39	139 (3); 140 (2); 141 (2); 142
(2); 40 (3); 41 (2); 42 (4); 43	(2); 143- (4); 144 (1); 145 (4);
(2); 44 (4); 45 (4); 46 (3); 47	146 (2); 147 (4); 148 (1); 149
(4); 48 (1); 49 (2); 50 (1); 51	(3); 150 (3); 151 (2); 152 (3);
(4); 52 (2); 53 (2); 54 (2); 35	133 (1): 154 (4): 155 (2): 156
(3); 56 (3); 57 (3); 58 (1); 59	(3); 157 (4); 158 (2); 159 (2);
(4); 60 (2); 61 (2); 62 (1); 63	160 (2); 161 (1); 162 (3); 163
(2); 64 (2); 65 (2); 66 (3); 67	(3); 164 (1); 165 (2); 166 (4);
(3); 68 (3); 69 (4); 70 (4); 71	167 (3); 168 (2); 169 (4); 170
(2); 72 (4); 73 (2); 74 (2); 75	(3); 171 (4); 172 (3); 173 (2);
(3); 76 (3); 77 (1); 78 (4); 79	174 (3): 175 (1): 176 (1): 177
(1); 80 (4); 81 (1); 82 (4); 83	(2); 178 (3); 179 (4); 180 (1);
(1); 84 (3); 85 (4); 86 (4); 87	181 (3); 182 (2); 183 (4); 184
(2); 88 (3); 89 (3); 90 (2); 91	(1); 185 (1); 186 (2); 187 (3);
(2); 92 (1); 93 (2); 94 (3); 95	
(1); 96 (4); 97 (1); 98 (4); 99	
(4); 100 (2); 101 (1); 102 (2);	195 (2); 196 (2); 197 (3); 198
103 (3); 104 (3); 105 (1); 106	

Varied S22 Million Summer Program

Approximately 70 per cent of the City's school children will be involved in a \$22 million summer teaching and recreation program designed to release summer pressures. Board policy envisages the use of school facilities for a year-round basis as community centers. Federal funds will pay \$13 million of the cost of the summer program. Some 10,000 teaching positions are involved.

Instruction elements will range from pre-school to adult level; for slow, average and gifted students: for suspended students; for the emotionally disturbed; and for the college bound. Of the funds, \$2.5 million will be allocated by local school districts with the cooperation of anti-poverty units to be used for special neighborhood activities such as creative arts, a newspaper, local theater, ballet, trips, a day camp set-up and teaching of basic English to adults by teenagers.

Jobs will be provided for 3,509 students from high school through college. Neighborhood Youth Corps will provide part-time schooling and part-time work for 8.500. Volunteers are being sought to help in teaching.

The 44 Board of Education pools will be kept open, 39 of them at night.

Plan Teacher Training On Lower East Side

A Teacher Training Institute, designed for the teachers of the Public and Non Public Schools 'n District 1 of the "Lower East Side," will be held at P.S. 20, Aug. 18, through Sept. 4. Teachers attending this Institute will receive a stipend of \$75.00 per week for the two week period. Instructers will be the supervisors and teachers who are in the area.

The purpose of the Institute is to give beginning teachers and those with less than three years of experience an opoprtunity to learn, by practical workshop methods, the various techniques to work with the children of our area.

Applicants should submit a letter, through their Principal, or directly to Mr. Benjamin Falon, Director of the Institute, P.S. 20-New, 166 Essex Street, New York, WY. 10002

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(6). Soc. Stud. (6). Hith Ed (mea).
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Span., full-time, Sept., J2598. 256-S191.
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Ed., Vocal Music: Sept. 1 CB lies, considered, emergency lic, exams arranged,
(1448, M. 7.182).

J64K, M1 7-1622. ome Eco., per disms, Sept., J45X, F9

Home Eco., per diems, Sept., J45X, F0
5-2200.
Enc., Math., Sei., Gris Hith Ed., BoyaHith Ed., French Typing, Secty, Sept.,
18148X (new school), 992-0300.
Uniter grades and clusters, Sept., P50X,
229-9800.
Per Diem Subs

220-9800.
Per Diem Subs. needed now, J142K, free parking, JA 2-9218.
Gr. 3 and 5, cluster teachers, Sept. full term openions, P150M, AU 1-4337.
Per Diem Subs., Sept. P1K, HY 2-3227.
Math., Julia Richman HS, Write: Radvang, 317 E. 67th Et., NYC 10021.

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ELIGIBLE LISTS

PRINCIPAL OF DAY ELEMENTARY J. Edelson, 6656; Fergus M. Smith, 6656; SCHOOL — SUPPLEMENTARY LIST (Griginal March 17, 1966)

Adolph Dembo, 80.82V; Howard M. Holder, 80.00V; Charles Schonhaut, 76.06V; Judith Bropkin, 78.78V; Bernard L. Messenger, 78.10V; Herbert Schwartzberg, 76.28; Adele Charyn, 73.40; M. Eillson, 6588; Henris A. Weinstein, 6593; Robert Schwartzberg, 76.28; Adele Charyn, 73.40; M. Eillson, 6588; Bennett M. Gold, 6588; Andrew C. Peiser, 6581; Thomas P. Sarro, 72.17V; Rarrey A. Horowitz, 72.09V. (Original March 17, 1960)

Adolph Dembo, 80.82V; Howard M. Holder, 80.00V; Charles Schonhaut, 78.06V; Judith Bropkin, 78.78V; Bernard L. Messenger, 78.10V; Herbert Schwartzberg, 76.28; Adele Charyn, 73.40; Lee J. Garfield, 72.70; Ralph 8, Cohen, 72.17V; Rarvey A. Horowitz, 72.09V. Richard D. Alexander, 69.92; David Shapiro, 69.78; Andrew G. Donaldson, 69.76; Joan D. Abrams, 69.70; Alfred W. Leichtman, 69.49V; Guy J. Nardo, 69.17V; Selma Nadler, 68.01; Elizabeth Cagan, 67.66; Sam Marcolis, 65.00V; Irring Bernstein, 66.66.

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(Continued from Page 6)

that they were required to take an open examination in competition with lawyers may well have diminished their confidence in their ability to compete successfully. The law requires they be given an opportunity to take an senior court officer in which comby the specifications for the post- and the City level.

In accordance with such reasoning, the Appellate Division declared the notice of examination void. Consequently the examination itself was annulled.

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LEAVING EARLY -- Three retirees from the State Division of Parole are pictured above at a recent testimonial dinner given in their behalf at the Officers Club of the Brooklyn Navy Yard. John J. McHugh, in the center, is retiring after thirty years of State service as a chief clerk. Mrs. Mary Carney, on his left, and Elizabeth Gaines are retiring after twenty years in the State's employ. The honored guests are proudly displaying a plaque by the New York State Employees Federal Credit Union in appreciation of his many years of service to that agency.

Personnel Council Elevator Mechanics

(Continued from Page 7) Health; Dr. Ruth E. Salley, Board Shea, Department of Water Sup-D. Walker Office, of the Mayor; 256 candidates participated. Civil Service Law & You and Isidore Weinberger, Department of Investigation.

LETTERS

(Continued from Page 6)

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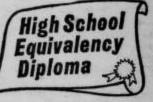
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Smithtown Unit Lauds Corcoran

SMITHTOWN - The yearold Smithtown School District unit of the Suffolk chapter. Civil Service Employees Assn., threw the spotlight at its spring dance on Suffolk field representative John D. Corcoran Jr.

The unit saluted Corcoran for his assistance in organizing the until last year and in winning a reclassification study, pay adjustments of \$200 to \$500 and the county's first exclusive recognition for CSEA. Unit president Violet Krispien presented Corcoran a humidor set on behalf of the unit. The event was held May 27 at the Port Jefferson Original Elks Hall.

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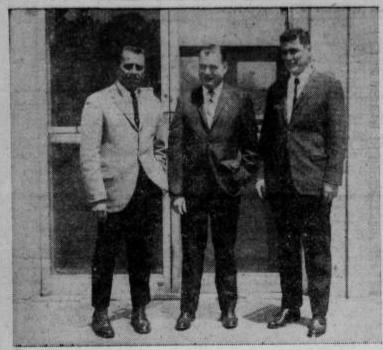
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INVESTIGATION - The Westchester County unit of Westchester chapter, Civil Service Employees Assn., in conjunction with the County Board of Supervisors and The Barrington Associates, a professional employee research firm, is working on a new salary schedule for Westchester County employees. Shown leaving a meeting of the research team are, left to right: Pat Mascioli, president of the CSEA unit; Robert Reusch of Barrington and Daniel Walsh, assistant all toll stations requested by the personnel officer for the County. The unit is also in the process of inaugurating a membership drive. Full details will be reported next

CSEA Protests Thruway Plan For Temporary Jobs

ALBANY - The Civil Service Employees Assn., has protested a proposed State Thruway Authority plan to hire temporary toll collectors for overtime work caused by the summer peak traffic period as being contrary to a previous

agreement granting preference for | overtime work to regular toll col- the May 1 agreement and indilectors.

CSEA contends an understanding was reached at a meeting with Thruway officials on May 1 that all requests for available overtime work by permanent toll collectors would be accorded, and that temporary staff would be used only when sufficient regular personnel did not volunteer.

This was part of an arrangement agreed to by the Thruway, the Employees Association said, whereby the Authority was to take immediate action to instruct supervisors to post names of collectors seeking overtime assignments at

Chairman Burdell Bixby to honor ts responsibilities."

cated it would press for remedial action with "whatever steps may be necessary."

Batavia Council Move A Saver

BATAVIA-Consolidation of the City of Batavia's Civil Service office with the Genesee County Civil Service Commission will save \$20 .-000 a year in operating costs, City Administrator Ira M. Gates told the City Council.

However, Francis M. Robinson, chairman of the county agency, opposed the plan at a public hearing recently, saying the CSEA has appealed to Thruway City would be "giving up one of

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Suffolk Chapter **Opens New Office**

SMITHTOWN - The Suffolk Chapter, Civil Service Employees Assn., opened a new and expanded headquarters here last week.

The new quarters are at 330 East Jericho Turnpike and the telephone number is (516) 734-4466, Emily Cappola, chapter secretary, will be on duty from 12:30 to 4:30 p.m., Monday through Thursday, and the telephone will be manned from 9 a.m. to 5 p.m. every day.

"The move, after consultation with the Board of Directors and members, gives the chapter a more centrally located headquarters with better parking facilities", said Robert Villa, chapter president. "This is an important step in my plan to overhaul the chapter and make it more effective in serving the interests of its members."

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7 Krum G Kerhonison	46 Callander M Green Ist	81 D
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11 Ermer H Clarence C	3 Cook C Whiteboro	20 V
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Oyster Bay State U. Forms **CSEA Chapter**

OYSTER BAY - A new chapter of the Civil Service Employees Assn. has been formed by employees of the State University at Oyster Baywith better than 90 per cent n.embership at the start.

The 65 CSEA members met May 11 at the university to ballot, with the voting supervised by a committee composed of employees John Albrycht and Fred Koferl and CSEA field representative Arnold Moses. Elected president was Patrick W. O'Rouke, with these officers: William E. MacIver, vice president; Mrs. Eleanor Kelly, recretary, and Mrs. Delores Geraghty, treasurer.

Four Pass State **Engineering Test**

POUGHKEEPSIE Poughkeepsie residents have passed the open competitive civil service examination for engineering

They were among 566 who passed the exam of a total of 765 who took it. The post has a salary range of \$3,995 to \$4,985.

The four are Frederick Meyer, Maple View Road; Kenneth O. Lewis, 23 Glenwood Ave., John McCutcheon, 13 S. Grand Ave., and Joanne Faulkner, 33 Kelsey Road

Newburgh Victory

(Continued from Page 1)

ent, president of the chapter, says that he and field representative Thomas Brann feel that this is the first city of Newburg's size, population approximately 29,000, to so recognize CSEA.

The vote was taken at a meeting on June 12 at the City Council Chambers, City Hall, with Mayor Joseph X. Mullin presiding.

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For further information about the few remaining seats for this Grand Tour of Europe contact immediately Miss Eve Armstrong. Tour Director, 16 Florence Court, Babylon Long Island or telephone 516 MO 9-6327.

Soviet Expert At State University

EAST DURHAM, N.Y.

P.R. Column

(Continued from Page 3)

A. H. RASKIN, the unusually knowlegeable "N.Y. Times" edi-Last call is being sounded for a tor, blames newspaper troubles on "the unshatterable smugness of for members of the Civil Service their publishers and editors, myself included. Of all the institutions in our inordinately complacent society, none is more adon August 25 includes stays in dicted as the press to self-righteousness, self-satisfaction and selfcongratulation."

> HE WOULD LIKE to see a Department of Internal Criticism in every newspaper "to put all its standards under re-examination and to serve as public protector in ts day-to-day operations.

"THE PRESS PRIDES itselfas it should-on the vigor with which it exceriates malefactors in government, unions and business, but its own inadequacies escape both its censure and its notice."

WE STAND WITH Mr. Raskin n our feeling about the daily press. We are deeply concerned because we feel that daily newspaper readers are not getting an honest, accurate, complete picture of government and civil service.

THE TROUBLE with much of ALBANY-Dr. Harry Schwartz the daily press is that its so-called of Scarsdale, a recognized special- news columns carry lopsided perist on Soviet affairs, has been ap- centage of trivia and not enough pointed Professor at the State hard news about solid accom-University College at New Paltz. plishment-in civil service, for ex-

ample. The press is all too often ready to use a bludgeon on any civil servant it thinks has stepped out of line.

WHEN THE APPLAUSE IS sounded for solid civil service achievement, all too often the daily press keeps its hands in its pockets. A recipe for chocolate cup cakes gets the space instead.

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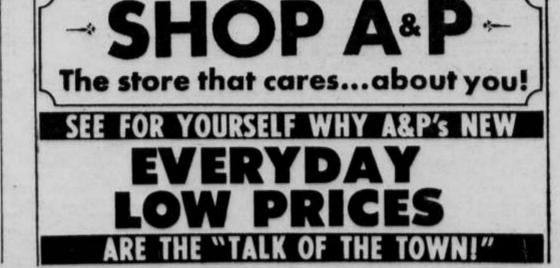
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CSEA Sees Threat To Merit System

first-hand from the president of State Civil Service Commission, a proposal to amend the Constitution to authorize the outright removal from the competitive class of civil service of many top level jobs in the executive branch of State government.

This proposed travesty on the Merit System perpetrated, in the name of 'flexibility' in administration, patently constitutes a return to the spoils system. We of the Civil Service Employees more 150,000 public employees of New York State, are impelled to speak cut strongly against this grave of threat to the rights of all Civil I uid, flexible and arbitrary stand-Service employees

"On the race of it, the proposal to the statement made by the president of the Commission, the number of positions affected by such a move at this time would about 1300-all competitive now allocated to Grade 28 and up-or about 2% of the total cancies created at lower levels by these positions would make up a ice. 'Every senior manager would senior service, at the disposal of appoint- former graded position,' the proing officers to be juggled about from one function to another, to return to his former job at according to needs of the moment, the particular capabilities of the employee and, we would on a contingent permanent basis, very positively predict, whom the employee might know in influential places. On the other hand according to Mrs. Poston's statement, 'Employees in Grade 27 or would be eligible to take qualifying examinations which would be held periodically . . all qualifying candidates would comprise a pool from which selection could be made for assignment to senior management service positions," as vacancies developed.

"That's the essence of the prothe existing scheme of things. But let's look a little deeper.

proposal do to the thousands of his ually upward through one competitive examination after anultimate goal, the so-called toprevel Job, was now barred to them unless they cared to renounce their richly-deserved rights 33 competitive class employees?

their career, the situation would process, thereby concealing the ble promotion to a high-level job, the operator. secure in salary, tenure and even partisan politics.

competitive examinations would mean the introduction of a "spoils of State Civil Service which, inevitably, couldn't fail to produce serious repercussions elsewhere in the system. The Pandora's box of political patronage, for so many civil service jobs would once more be thrown open, a sinister threat to basic government efficiency.

"Along with the danger of spoils system and patronage-type appointments in the non-competithan tive selection of senior managers, there would be an even greater e:hical-moral threat in the area discrimination. Completely ards for promoting favorite sons would make for a situation reseems innocent enough. According pacte with discriminatory possibilities. Human rights practices in State government would inevitably suffer a serious setback.

"Another equally alarming aspect of the proposal is the suggested procedure for filling vajobs in the competitive class in the elevation of chosen candidates the executive branch. People in to the senior management servmanagement te on etxended leave from his any time. During his absence the graded position would be filled an arrangement which permits the contingent permanent appointee to acquire most of the rights and status of permanent appointment.

"What the proposal fails to point out is that it is compounding the complexity of an already compliested State personnel operation; it is allowing the affected employees to have 'most of the rights and status', whereas, by rights, he should get all of the rights and status; it is setting up a kind of built-in instability in State posal and, as we noted, it seems, service by making possible chainat first glance, fairly harmless to reaction demotions on a large scale, anytime a senior manager aecides (or his superior decides 'What, for instance, would this tor him' that he will revert to former graded position. The rank and file employees who put danger in the latter situation lies in years of effort working for the in its magnitude-we would find State, winning their way grad-literally thousands of State emproyees in temporary appointments -movement from job to job could other, only to find that their be so widespread that few people would be in a tob long enough to learn to do it properly.

"Clearly, the entire proposal represents a transparent attempt in the part of the Civil Service "Obviously, for these people who Commission to make a whipping have chosen the State service as boy of the competitive examining represent a gross injustice. At the fact that the real cause of the same time, for those who might so-called lack of flexibility in otherwise have looked to the State selecting top-level personnel lies for a career, the situation would not in the system, but in the ce a definite deterrent. The re- Civil Service Department's failure 6 Incentive devices which are moval of the higher-salaried jobs to make the examining process from the so-called career service viable and efficient in the changwould seriously affect recruit- ing labor field of the past ten ment at the lower levels. Lacking years. In other words, it's not the incentive of eventual possi- the machine that's at fault-it's

"The president of the Comgeographic location, a great many mission, in her statement, openly service would change their minds hension at being a continuing tar-

personnel for a senior manage- ployees. Their frustration stems compiled by the College Place- acceptance of any proposal should cheduling of examinations and system" climate at the top level promotions is invariably an almost interminable process.

of the criticisms are valid. We upon believe, however, that the temedy for the situation is not in abruptly throwing out the system but, rather, in first taking a long hard look at how the system been used-or, more accurately, misused by the department, and the beginning accountant, as Undue rigidity in the areas of n.uch as 17.5% more. job classification, salary setting, examination processing, and tenure rights is certainly not resolved by exempting the highest in State service from Constitutional provisions re-

are really needed are not the wholesale exemption of top level jobs from the requirements of the civil service, but rather, the creation of a method of examination which is more clearly responsive to current conditions and, secondly, the establishment of a realistic salary structure, rich tions, enough to induce top talent to enter the State's Civil Service.

"The Civil Service Employees Assn. is never opposed, nor will t oppose in the future, changes the administration of the merit system which would create a better method of filling positions and selecting candidates. We would affirmatively propose that the examination process and personnel cevelopment be brought up to date by the following means:

- I. The time lag between the request for a list of eligible candidates for appointment and availability their actual drastically reduced
- The Department of Civil Servstaffed to provide a 'crash' program for the creation of meaningful examinations that have the confidence of both the candidate and the employer.
- A study be undertaken to correlate the results of examinations with successful performance on the job.
- Employees be afforded a continuing opportunity to assist and and methods for improving the examining process
- . An effective job evaluation system, negotiated and supported by the employees, be instituted and administered with courage designed not merely to grade employees but more importantly. provide opportunities in given areas to receive spe- the merit system-for public service.
- used in the private sector be more will not follow? explored in consultation with public employees in order to ing service.

we must also point to the glaring

"Frankly, we agree that many time when it is most available, that the beginning engineer may be offered as much as 12.5% more by private industry than he will by the State; the graduating economist, up to 12.8% more,

"Applying the economic maxim that one gets what he pays for, we must conclude that the State service does not get its full share ci the best young talent for the simple reason that it does not put quiring competition for those jobs. forth enough money to attract the "We believe the changes that best. Similarly, we must conclude that most competent, in numerous cases, the State should not be surprised that these same people reveal certain shortcomings 'n performance later on in their careers, particularly as they rise to top-level, policy-making posi-

> "Admittedly, the State service does not attract many highly competent professional and administrative employees. This, one can dispute. Equally true, however, is the fact that many of these not remain in their State careers long enough to render their full potential at the higher levels. They, too, are lured away by the more lucrative rewards of private industry. This deplorable drain of in-service talent could be minimized simply by offering realistic salaries.

"We have complete confidence that institution of these economic and administrative measures by resourceful personnel could quickly provide the allegedly long-lacking and much lamented 'flexibility' necessary to produce an adequate supply of competent manpower at the higher levels of State civil service, Again we say, the root of the problem is not inherent inadequacy on the part of the competitive examining process or the merit system, but rather, failure of the Department of Civil Service to accommodate give their views as to means its operation to the realities of today's labor field.

"Obviously, we have dceply distressed by this whole proposal, doubly so because it was voiced by the head of an agency which has been the bulwark in gavancing and defending the Merit System within this State. It would now appear that this very employees who have weaknesses agency is seeking the demise of who can cial training and assistance to believe that if two percent of advance their careers in the the State's civil servants can summarily be removed from the protection of the merit system

for what it is, and also because seek agreement on methods for it flies in the face of the spirit tc matters affecting employees' no doubt that the selection of process; neither have the em- private industry. Recent figures the public press. The employees' dam.

incredulous experience to hear, ment service by means other than directly from the fact that the ment Council, indicate clearly that be recognized as an indispensable the State, in many cases, lags concommittant to the success of the procedure for implementing scriously behind the private sec- such program. The failure to intor in the salaries it offers to quire as to this Association's views the most promising talent at the on so vital and important a matter causes us to view all other graduation from college proposals of the Department of These figures reveal, for instance. Civil Service with renewed concern and vigilance.

> Clearly, the proposal, as outlined, to create a Senior Management Service in the executive branch of State government, not well-taken. It is not in the public interest.

"We hope and trust that the members of the Constitutional Convention will see this proposal for what it is-an open acknowledgement of failure by the Department of Civil Service to accomplish its prime function: effective operation and preservation of the civil service merit system 'n New York State.

"Unfortunately, there has spread around the Convention the belief that the Constitution, as it relates to the merit system, is deficient and should amended. We do not attack the motives of those who make this orgument, for they are for the most part well-meaning. The fact is, however, that they are operating under a completely false premise. The Constitution is not at fault: it is the administration of the System which is at fault! We would not answer any of the problems now being raised by amending the Constitution. Indeed, we would be worsening the

"Putting it bluntly, the Department of Civil Service and the Civil Service Commission have powers at present which are fully emple, such as jurisdictional classilication and the like, for the executive branch to initiate policy to provide whatever changes may be needed.

"We oppose the proposal and will continue to oppose it with all the power at our command."

> Sincerely, JOSEPH F. FEILY President

St. Lawrence

(Continued from Page 1) Harry Johnson, CSEA area field representative. On June 7. Robert Guild, also a CSEA field representative, met with members of the County chapter's Public Relations and Membership committees at the Court House in Canton, to construct a concerted program for the passage of the resolution.

Guild attended the Board of Supervisors meeting on June 12, at which time the Board approved the resolution, and testified in answer to the questioning of Board members on various aspects of the proposition in the final "We shall oppose this change stage of the successful campaign.

As a next step the St. Lawrence County chapter and local CSEA effective rewards for outstand- of the Taylor bill with respect field representatives are offering to join with any town, village or "In addition to these changes, rights. The proposed change was non-teaching CSEA unit in the completely feasible within the announced in a public hearing... St. Lawrence county area to bring level-headed candidates for civil admitted the Department's appre- framework of the existing system, without one single prior invita- about further sole bargaining t.on of the Association's views on agreements. Where such efforts at the outset and turn to private get of criticism from heads of need to pay the kind of money this matter by the Commission, are envisioned it is advised that industry, where the odds against departments and agencies. We have n entrance level salaries which It is a fact that we received a CSEA unit or chapter representapromotion at least don't include long known that appointing of- will permit the State service to copy of the consulting study re- tives contact Mrs. Mildred Tallicers have not been satisfied attract its share of bright young ferred to by the Commission, but cott, president of the St. Lawrence "On that score, there can be with the results of the examining people before they're taken by only after it had been issued to County chapter, Route 2. Pots-