

Civil Service LEADER

America's Largest Weekly for Public Employees

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CSEA WINS ON 2 FRONTS

Nassau Chapter Gains Salary Guarantees From County Executive

(Special To The Leader)

MINEOLA — Nassau County employees will not have to go to court to protect their salary rights. County Executive Eugene Nickerson has announced that he will recommend to the Board of Supervisors that it adopt a salary plan which "will assure that the salary of no county employee will be adversely affected, now or in the future."

Nickerson's position was clarified after Irving Flaumenbaum, president of the 10,000-member Nassau chapter, Civil Service Employees Assn., vowed a court fight against a proposed salary reallocation under which many County employees would be reduced in salary or lose their future increments.

The proposal was made following a salary study, made for the County by the firm of Cresap, McCormick and Pager.

Met With Chapter Officers

Nickerson's announcement was made after meeting with Flaumenbaum and two other chapter officers; Mrs. Blanche Rueth, secretary and Frank Nicoll, a member of the chapter's Board of Directors.

In making the announcement, the county executive explained "This approach to the new classification and salary plan, will eliminate the possibility of any County employee being penalized as regards present past or future increments. It is a just solution to a difficult problem and one to which I have wholehearted sup-

port."

Flaumenbaum, commenting on the chapter's successful fight against the unfair provisions of the salary report, noted that "I am thankful that we did not have to go to court to protect the rights of our membership. But we were ready."

The announcement by Nickerson is the second revision made in the proposed revision of salaries for County employees. Earlier, CSEA had successfully objected to the scale recommended for the nursing profession.

Salary Committee Sets First Meeting

ALBANY — The salary committee of the Civil Service Employees Assn. will hold its "kick-off" meeting of the 1966-67 season on Thursday, Sept. 8 at the DeWitt Clinton Hotel here, according to Solomon Bendet, committee chairman.

The session will start at 12:30 p.m. in a room to be announced that morning.

Jewish State Aides Meet September 27

The Jewish State Employees Association of New York has announced that the first meeting of the season will be held on Tuesday, Sept. 27, at 80 Centre St., Manhattan, at 8 p.m. in room 637.

Plans will be formulated for the 14th Annual Chanukah Dinner-Dance to be held on Thursday, Dec. 8. Nat Rogers, former association president, will be general chairman, according to Abraham Shavelson, JSEA president. A full dinner committee will be appointed at the meeting.

Ethiopian Visitor

ALBANY—A recent visitor to the State Health Department in Albany was Lt. Col. Tamrat Yigezu, governor general of Begemdir province in Ethiopia. He is traveling under the auspices of the U.S. State Department to observe American public health programs.

Salary Adjustments Proposed For Aides In 27 D of E Titles

ALBANY—Determined intervention by the Civil Service Employees Assn. has resulted in new proposals by the State Division of Employment for extensive salary and title adjustment for employees in the Division's Field Operations Bureau.

And, as a result of CSEA demands, Alfred L. Green, executive director of the Division, announced last week that the department had petitioned the Division of Classification and Compensation to adjust the salaries and titles of some 27 positions within the Field Operations Bureau.

CSEA's long-standing request for action by the Division and the Administration was brought to a head several weeks ago by re-

CSEA Seeks \$600 Blanket Pay Boost For Thruway Aides

ALBANY—At the Civil Service Employees Assn. has revealed specific benefits it will request for New York State Thruway Authority rank-and-file employees to compensate for the special pay raises recently granted to a score of Key Thruway executives.

CSEA will present the demands, headed by a \$600 annual pay boost, at a meeting requested for Sept. 18 with R. Burdell Bixby, chairman of the Thruway Authority.

According to a Statewide bulletin to its Thruway members last week, the Employees Association will propose:

- \$600 across-the-board salary increases.
- Time-and-one-half for overtime on a voluntary basis.
- Time-and-one-half for Saturdays, Sundays, and holidays.
- Full payment by the Authority of State Health Insurance premiums.
- Payment of shift premiums.

Commenting on the proposals, CSEA President Joseph F. Felly reiterated earlier statements that while the Association has no quarrel with the executives' salary upgrading it is committed to seeking equivalent increased benefits for all Thruway employees.

"It is the feeling of our committee that the special pay raise granted this substantial number of employees should be broadened so that such a pay raise may be shared and enjoyed by employees of the lower grades," Felly said.

newed demands to Governor Rockefeller and Labor Commissioner Martin Catherwood that extraordinary new efforts must be made to accomplish a genuine overhauling of the title and salary structure within the Division.

Recommendations Followed

The D of E proposals submitted last week followed CSEA's recommendation in almost every instance. In the titles of U.I. claims clerk and principal U.I. claims clerk, however, there was no request by the Division for salary reallocations along with requested title reclassifications. As a result of these omissions, the Employees Association has strongly urged the Division to immediately revise its proposals to include a two-grade request for the claims clerk title and a one-grade request for the principal claims clerk. In addition, the Employees Association is preparing an identical reallocation request for the two clerk titles, to be submitted as soon as possible to J. Earl Kelly, Director of the Division of Classification and Compensation.

Joseph F. Felly, president of the Employees Association — which represents most D of E employees throughout the State — issued the following statement on the proposals:

"Governor Rockefeller and Commissioner Catherwood are to be congratulated for acting so quickly on our demands. However, we must bear in mind that the Division's action represents only the first step in the needed overhaul CSEA has so strongly urged.

Long Island Conf. Sets Meeting Sept. 10

OAKDALE — The Long Island Conference, Civil Service Employees Assn. will meet here at Bronco Charlie's Restaurant at noon on Saturday, Sept. 10.

Among the items to be discussed, according to Irving Flaumenbaum, conference president, are: a pilot training program, the political action committee and membership drives.

The real answer to the problems which we seek to correct lies now in the hands of the Division of Classification and Compensation and the Division of Budget — which must act—and act quickly—on these proposals. For its part, our Association will pursue with all the vigor it can muster and resources it commands an early and favorable decision from these two agencies. We already have taken steps to overcome the omission in the Division's proposal of salary reallocation requests for the two clerk titles involved in the realignments. With these revisions included, we fully intend to pursue final approval through the Division of Budget without compromise at any level."

In notifying employees of the
(Continued on Page 14)

8 Days In London For \$299 Complete

For less than the price of air-fare alone, Civil Service Employees Assn. members will be able to spend an eight-day Thanksgiving week holiday in London, England, for only \$299.

Included in this unusually low priced tour are round-trip jet transportation via KLM Airlines with first class meal and liquor service aloft, room with private bath in London's newest hotel, the Royal Garden, continental breakfast every morning, theater tickets and a sightseeing tour of London.

The flight will leave John F. Kennedy Airport on Nov. 19 and return on Nov. 27.

The number of reservations is strictly limited and the offering applies strictly to CSEA members and their immediate families.

Applications, with a \$50 deposit, may be had by writing to Samuel Emmett, 1060 East 28 Street, Brooklyn, New York 11210. After 5 p.m. telephone CL 2-5241. Deposit checks should be made payable to Emmett.

Don't

Repeat This!

The Elections —

One Million Civil Service Employees, A Most Potent Factor

ONE of the phenomena of recent years has been the remarkable growth in the services demanded of government and consequently the increase in the role of government employees. Each new law seems to carry with it the creation of entirely new agencies or additional work for established agencies. This
(Continued on Page 2)

Don't Repeat This!

(Continued from Page 1) trend has been noticeable not only in the federal level where it has received much publicity but among State and local agencies. In fact the rate of hiring for State and local agencies has lagged far behind the needs of the expanding population, particularly the section of the population which requires greater service.

By last month the community of government employees in New York has grown to over a million—just about 20 per cent of the 5,200,000 employed persons in the state. More than 80 per cent of the employees are in New York State or local service. Understandably therefore, the civil service community with its homogeneity of interests and with its closely knit organization is expecting, even demanding, very substantial attention from all political units, particularly from the State administration.

Although there is a major concentration of public employees in the cities, and some areas tend to have a greater proportion than others, no section of the State is missed by the civil service employee. In Albany, of the 290,000 employees more than 63,000 work for the government. An industrial area like Buffalo with 547,000 workers has almost 67,000 public employees, more than 12 per cent. The Nassau-Suffolk area has 762,000 working people and almost 110,000 work for government agencies. Westchester with 345,000 workers has more than 35,000 on government payrolls; Syracuse with 208,000 has more than 31,000; the Utica-Rome area with 129,800 workers has more than 25,000 in government service; and the Binghamton section with about 119,000 employees employs 15,600 in public service.

Of course, the largest section of employment in the State and in government is in the New York-northeastern New Jersey metropolitan area. About 6,000,000 persons are employed here. Of these 798,700 were on government payrolls last November, more than 13 per cent. Of these only 158,300 were federal employees.

Inasmuch as government employees are particularly a government-conscious group they tend to be more active and more vocal politically. With their families

they form a corps of community activity in PTA, in neighborhood association, in civic clubs and in church groups. By sheer force of numbers they are a potent voice; and by attitude, training and interest, they are a vital factor in every election.

First Christmas And New Year's Cruise Now Open

The first Christmas and New Year's cruise to be offered members of the Civil Service Employees Assn., their families and friends, is now open for bookings. The 12-day Caribbean vacation will be on board the luxurious flagship of the Greek Line, the Queen Anna Maria.

Sailing from New York City on December 22, the ship will cruise to the ports of San Juan, Puerto Rico, St. Thomas in the Virgin Islands, Curacao and Kingston, Jamaica. Those booking under CSEA auspices will receive a free land excursion in St. Thomas. Shipboard activities will include dances, movies, sports, midnight suppers, cocktail party and a host of other pastimes.

The cruise is being sponsored by Civil Service Travel Club and Nassau County chapter, CSEA. Arrangements are by Knickerbocker Travel Service, Inc.

A reservation folder may be had by contacting Irving Flaumenbaum, Box 91, Hempstead, L.I., telephone (516) Pioneer 2-3000 or Carmelo Grillo, Knickerbocker Travel Service, 1212 Sixth Ave., New York, N.Y., 10036, telephone PLaza 7-5400.

Mayor To Teach Two Fall Courses For NYC Aides

The Fall Long Island University Municipal Personnel Program will again include two popular courses given by Deputy Commissioner of Traffic Harold Mayer. It was announced last week by acting City Personnel Director Solomon Hoberman.

Deputy Commissioner Mayer, formerly Legal Aide to the Mayor, Deputy Commissioner of the State Department of Investigation, and Assistant District Attorney for New York County, will conduct LI-81 "Criminal Law and Court Procedure" and L-101 "Court Reorganization and the City Charter." The fee for each of these 10-session courses is \$15.

The class in "Criminal Law and Court Procedure," which will meet on Monday evenings, is designed to make legal procedures familiar to court employees, inspectors, investigators, and others in City agencies with regulatory functions.

Teacher's Aide In Rockland Co.

Rockland County is holding continuous recruitment examinations for teacher's aide. Salaries vary according to location.

Teacher's aides work a five day, 25-hour week and are entitled to all employee benefits.

This position is planned to relieve teachers of a variety of non-teaching duties such as checking papers, collecting money etc.

For further information contact the Rockland County Personnel Office, New City.

Employees who make court appearances, summonses, and arrests should benefit from the course. "Court Re-Organization and the City Charter," meeting Tuesday evenings, will study the organization of the Civil and Criminal Courts, the City Charter and the nature of Municipal Government, and city-state relations.

These are two of more than 50 low-cost or free courses de-

scribed in the bulletin "Evening Courses for City Employees." To receive a copy of the free bulletin, write or call the Training Division, New York City Department of Personnel, Room M-6, 40 Worth Street, New York, N.Y. 10013. Phone: 566-8816.

Registration will be from Sept. 6 through Sept. 23 at the Training Division Classes will begin Monday, Sept 26.

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NEW OFFICERS — Secretary of State John P. Lomenzo, seated, recently installed the new officers of the Department of State chapter, Civil Service Employees Assn. The newly installed officers are, standing, from left: Mrs. Roslyn Cohen, delegate; Mrs. Sylvia Gregory, executive committee member; Donna Derenzo, secretary;

Mrs. Elizabeth Gilligan, president; Lawrence Keenan and Katherine Gragan, executive committee members; Mrs. Elsie Bielass, treasurer and Mrs. Lillian Countryman, delegate. Standing at far right is Joseph B. Roulier, assistant director of public relations for the CSEA.

Monroe Chapter Seeks 1-60th Retirement Plan Benefits For Employees

ROCHESTER — Vincent J. Alessi, president of the Monroe chapter of the Civil Service Employees Assn., has requested Monroe County Manager Gordon A. Howe and the County Board of Supervisors, to adopt the new 1/60th the Retirement Plan for County employees.

Alessi, in letters last week to Howe and the board, stated that over 2,300 County employees were members of his organization, which is a substantial majority of the approximate 3,400 permanent County employees. He also advised that CSEA has a paid membership of over 141,000 public employees in New York State.

"The 1/60th Retirement Plan would benefit all employees of the County of Monroe who are members of the State Retirement System," Alessi said. He emphasized that the plan represented a substantial benefit, especially with reference to future years of membership in the Retirement System.

Alessi pointed out "that the Civil Service Employees Assn. played a major part in securing the legislation to make the new Retirement Plan available," and that his Monroe chapter was asking the county to put the new plan into effect as soon as possible. He said the new retirement program would not result in any additional cost to the County until 1968.

The following is the text of Alessi's letter to which furnishes details on the benefits of the new program:

Our Monroe County chapter of the Civil Service Employees

Assn. hereby requests that Monroe County provide for its employees the so-called "1/60th Retirement Plan" made available by Chapter 1006 of the Laws of 1966.

This law adds a new Section 75B to the State Retirement and Social Security Law and permits political subdivisions to adopt this more liberal retirement program by resolution. State Comptroller Arthur Levitt describes this new law as "the most important breakthrough in years in my efforts to improve and simplify the New York State Employees Retirement System. Passage of this bill, Mr. Levitt added, "is due in great part to the support received from the Civil Service Employees Assn."

Members of the State Retirement System, employed by the County, would be accorded the following increased benefits by the new law:

1. Retirement Allowances based on 1/60th final average salary for each year of future service from date of adoption of the 1/60th Plan by the County. For future years of service, this provides a guaranteed retirement of half pay after 30 years service protected from deficiencies which heretofore developed in the annuity portion (contributions by members) of the retirement allowance.
2. Retroactive coverage of the 1/60th guarantee to April 1, 1960.

3. Guarantees wholly non-contributory retirement plan for County employees.

4. Ordinary death benefit maximum increased from two to three years. Ordinary death benefits accrual is accelerated to provide one months salary through each year of service for the first 36 years membership in the Retirement System.

5. Pension credit based on 1/120th final average salary for each year of members service in the Retirement System prior to April 1, 1960 for all members who were in either the 55-year or 60-year Retirement Plans. (The old law provides only 1/140th for 60-year plan members). The final retirement allowance is based on the pension credit plus the contributions to the annuity savings accounts made by the employee.

6. Under the new 1/60th Plan, any contributions made by the employee since April 1, 1960 will buy additional annuity credit over and beyond pension credit of 1/60th of final average salary provided by the employer.

7. As a safety measure, the new law guarantees that no members' benefits could be diminished under provisions of the new law.

We are enclosing a bulletin issued by the State Retirement System containing questions and answers on the 1/60th Retirement Plan.

We are advised that the

Some Progress Noted In Rensselaer County Employee Negotiations

(Special To The Leader)

ALBANY — Representatives of Rensselaer County chapter of the Civil Service Employees Assn. met again last week with County officials in continuing negotiations over salary increases and adjustments and various fringe benefits for County employees.

The meeting with members of the finance, budget and civil service committees of the Board of Supervisors, was described as "long, but amicable."

County Treasurer James H. Braham, as budget officer, and representatives of the State Association, also were present.

The CSEA has limited its praise for the new standard salary schedule, effective Jan. 1, and job reclassifications the Board of Supervisors voted Aug. 2. It noted that not all county employees receive raises and requested further negotiations on fringe benefits.

Agreements reportedly reached last week included payment of salary time for overtime work; sator time for overtime work; implementation of standard procedures for all department heads to follow regarding sick time and vacation time; a meeting between supervisors and department heads for discussion of 15 job titles which were not change in the-reclassification schedule and establishment of an appeals procedure.

The supervisors reportedly said

it was fiscally impossible to consider the CSEA request that the county, which now has a five percent contribution to the State Retirement System, also pay the three percent that the employee contributes.

Present; from the State CSEA were John M. Carey, field representative; Thomas Coyle, assistant director of research, and Walter H. Leubner, research assistant.

The county CSEA chapter officials included Mrs. Ruth Owens, president; Joseph Lazarony, salary study chairman; Mrs. Faith Comrie, William J. Lowe and Robert S. Beattie, committee members.

Supervisors at the session included John S. Wall, Robert E. Calhoun and John C. Fleming of the budget committee; Frank E. Wittman, James A. Walsh and Stanton M. Goodermote of the civil service committee, and Bert T. Bullion of the finance committee.

Harlem Valley State Hospital To Fill 215 New Staff Positions Under Post Staffing Paterns

ALBANY — Some 215 additional staff positions — 180 psychiatric attendants and 35 supervising and head nurses — have been authorized for Harlem Valley State Hospital under the Department of Mental Hygiene's post-staffing program, instituted at the urging of the Civil Service Employees Assh.

In announcing the new positions at the downstate facility, Gov. Rockefeller noted that post-staffing had been initiated at Buffalo, Brooklyn, and Kings Park State Hospitals and that thirteen additional State hospitals would have the new staffing program by the end of the year.

The post-staffing formula was developed to replace the employee-patient ratio system of staffing which has proved to be inadequate for new and intensified treatment methods, the Governor said.

The Employees Association also was informed last week that plans are being developed to extend the formula to State schools.

Under the post-staffing formula

estimated cost of participation under the 1/60th retirement plan for political subdivisions that now enjoy the eighth percent plan, such as Monroe County, is an additional two percent of payroll of those employees that are members of the Retirement System employed by the County. It is our understanding that the additional cost of the 1/60th Retirement Plan would not be incurred by the County until 1968.

which CSEA has fought for as the best of the available answers to ward understaffing at State institutions, each ward in a hospital is defined as a post and a fixed number of ward service personnel are assigned to each post to provide basic staff for operation of the ward.

Program staff are also assigned to each ward and, in addition, of ward posts such as central treatment rooms, clinics and administrative areas, are appropriately staffed, precluding the necessity of taking staff from patient care on the wards to perform the functions.

Nassau Chapter Sets Installation Dance

BALDWIN — The Nassau chapter, Civil Service Employees Assn. will hold its 18th annual installation dinner and dance at Carl Hoppl's Restaurant, here, on Saturday, Oct. 1 at 7 p.m.

Tickets, at \$7.50 each, can be obtained from the CSEA office, PI 2-3000, extension 2180. Included in the subscription price is a prime ribs of beef dinner, gratuities and a complete Broadway show, according to Irving Flaumenbaum, president of the chapter

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OUR 69th YEAR

U.S. Service News Items

House To Go Ahead With Insurance System Vote

Although there is still stiff Presidential opposition forseen to the revised Senate legislation liberalizing the Federal employee insurance system, the House will vote on the bill this week and hope for the best.

The bill sponsored by Sen. Monroney of Oklahoma and Rep. Dominick Daniels of New Jersey was unanimously approved in its revised form by the Senate and is expected to be approved by a wide margin whenever it does go to a House vote.

As it effects the average Federal employee the measure would extend their maximum life insurance coverage from \$1000 above annual salary to one and one third times yearly wage. And for those over the age of 65 or in retirement the coverage policy will no longer limit their insurance to as low as 25 percent of annual salary. Under the new bill the policy holder will always be insured of at least a flat \$2000 in coverage although their policies may still gradually decline to 25 percent of annual salary.

The bill was held back from a House vote until this time because of the staunch opposition of the Administration to some of its provisions.

It was reported that the White House was actually very sympathetic toward the need for revision of the insurance system but at the same time in direct opposition to is estimated cost of somewhere around \$90 million. This would amount to 4/10 of one percent of annual payroll and be in excess of the wage-price guidelines.

Consciousness of the wage price guidelines, in fact, was reason number one for the hesitation of the House to vote on the bill this year. After the battle for the annual wage increase for Federal employees, in which the restriction of the 3.2 guideline was barely exceeded but its spirit sorely bruised, it was agreed by almost everyone in the House that the insurance bill would have to wait until next year.

Since that time however, the guidelines have taken quiet a battering in the airline strike and other labor disputes within private industry. Add to this the fact that business itself has been caught off-bas not playing the economic boom game as the rules were drawn up in the early sixties and you get a picture of everybody getting as much for themselves as their leverage will allow transmitted to the Federal worker.

Congress has become aware of the resulting restiveness among Federal employees and the decision has been made to attempt to

(Continued on Page 15)

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.

CITY

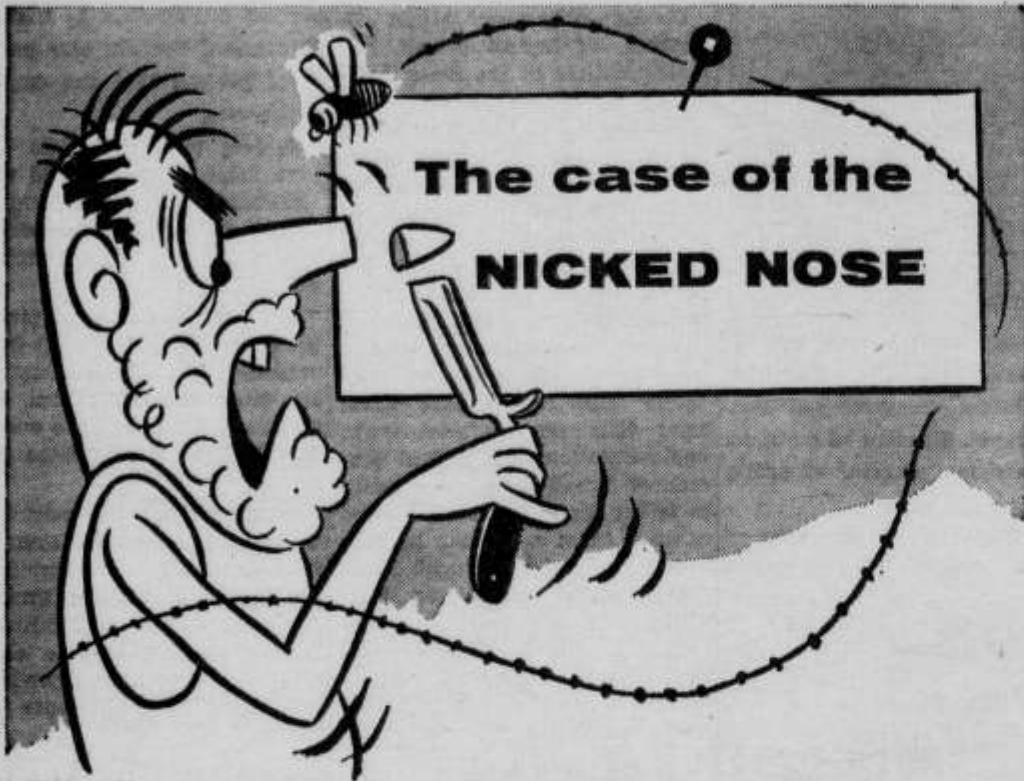
NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 49 Thomas St., New York 7, N.Y. (Manhattan). It is three blocks north of City Hall, one block west of Broadway.

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon. Telephone 566-8720.

Mailed 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 than 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 Personnel Department.



A noisy and extremely nosy fly was molesting an Accident Insurance policyholder while the latter was shaving. The irritated shaver made a pass at the fly with his straight-edge razor, missed the fly and nicked off the tip of his own nose. A check from the insurance company took much of the sting out of the unfortunate incident.

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Open Filing For Sanitary Engineers

The New York State Department of Civil Service is accepting applications on a continual basis for an examination for sanitary engineering positions.

For further information contact the State Department of Civil Service, the State Campus, Albany or the State Office Buildings, New York City, Buffalo and Syracuse.

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 building. Take the IRT Lexington Ave. Line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 a.m. to 6 p.m., Monday through Friday. Also open Saturday. Telephone YU 6-2626.

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.

File Soon For Truck Driver Jobs With P.O.

The Board of U.S. Civil Service Examiners of the United States Post Office has announced an examination for career substitute motor vehicle operator. September 18 marks the close of filing for this test.

Applicants for this examination must have reached their 18th birthday at the time of filing. This does not apply to persons entitled to veterans preference. There is no maximum age limit. Salary is from \$2.84 to \$3.60 per hour.

Motor vehicle operators drive trucks and perform related duties. Candidates must have had at least one full years experience driving trucks of 2½ tons or more, or buses of 11 passengers or more. A written examination will also be held.

Eligibles must possess a valid New York State driver's license or a driver's license from the state in which they reside.

This examination is open to both men and women.

These jobs are in the five boroughs of New York City.

Further information and applications may be obtained from the Board of U.S. Civil Service Examiner, 1980 Broadway, New York City 10023, or from the office of the Director, New York Region, U.S. Civil Service Commission, 220 East 42 Street, Manhattan.

Federal Govt. Need Nurses

The United States Government is accepting on a continual basis applications for a wide variety of nursing positions.

Nurses, clinical nurse, operating room nurse, psychiatric nurse, supervisory clinical nurse and occupational health nurse are some of the positions available. The jobs have starting salaries which range from \$4,641 to \$6,269, with many openings in the New York area.

All applicants must have active, current registration as a professional nurse in a State, the District of Columbia, Puerto Rico or a territory of the United States. Recent graduates of professional nursing schools may be appointed, pending attainment of State registration within six months after appointment.

For further information, contact the Interagency Board of U.S. Civil Service Examiner, Greater New York City Area, 220 East 42nd Street, New York City 10017.

Telephone Operators Needed In Hospital

An examination for telephone operator with positions at the Veterans Administration Hospital, 130 Kingsbridge Road, the Bronx, has been announced by the United States Civil Service Commission.

These positions are in the GS-1 to GS-4 grade levels with salaries ranging from \$3,609 to \$4,778 per year, depending on the applicants, experience.

To qualify applicants must meet the following requirements;

For GS-1, no experience or educational requirements;

For GS-2, six months of experience or graduation from high school;

For GS-3, one years experience as an operator; and for GS-4, two years experience as an operator.

For further information and applications, contact the Board of U.S. Civil Service Examiners, V.A. Hospital, 130 Kingsbridge Road, the Bronx.

Oneida County Needs Auditor

Oneida County is accepting applications until Sept. 30 for an examination for auditor. Salary in this position is \$4,446 to \$5,335 per year.

For further information contact the County Department of Personnel, Utica.

FREE BOOKLET by U.S. Government on Social Security. MAIL ONLY. Leader, 97 Duane St., N.Y. City, N.Y. 10007.

Shoppers Service Guide

Get The Authorized CSEA License Plate The only car license plate tag authorized by the Civil Service Employees Assn. is that which is sold through CSEA Headquarters, 9 Elk St., Albany. The plate which sells for \$1, can also be ordered through local chapter officers.

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The New York State Employment Service is accepting applications on a continual basis for positions as stenographers, typists, and key punch operators.

Starting salaries are: \$3,810 for stenographers, with annual increments to \$4,755; and, for typists and key punch operators, \$3,635, with increments up to \$4,755; Positions are available throughout the State with some located in New York City.

Examinations for these positions are given regularly at offices of the State Employment Service. In New York City, the office to contact for the exam is at 575 Lexington Avenue, Manhattan, except for the key punch operator. That test is given by the State Civil Service Commission and that agency should be contacted for the time and place of that exam.

There are no education or experience requirements for these

exams. However, candidates will have to pass a spelling and vocabulary test and a practical test in typing, stenography or key punch machine operation, whichever one applies to your position.

For further information contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings in New York City, Buffalo and Syracuse, or any local office of the State Employment Service.

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TUESDAY, SEPTEMBER 6, 1966

A Prompt Solution

THE Nassau County chapter of the Civil Service Employees Assn. will not have to go to court to prevent salary reductions for any of its 10,000 members as a result of an announcement by Eugene Nickerson, the County Executive.

Earlier, the CSEA chapter had vowed a fight against a proposed salary grade schedule under which some of the employees would be reduced in grade or prevented from receiving further increments. The proposal was made by an outside consultant firm which the county had hired to review its classification system.

In making the announcement, Nickerson pledged that the harmful provisions of the proposals would be changed so that no employee would lose either salary or increment rights.

We congratulate County Executive Nickerson for his understanding of the problem and his prompt solution.

Bread & Butter Strike

THE hurt of most strikes by public employees falls directly on the public in a way that puts strong pressure on officials to settle on pain of public disapproval. The transit strike and the resignation of nurses were, of course, obvious examples.

Some groups of employees, however, work more indirectly for the public good and the effects of their work, though often vital to society, are not felt immediately with the same poignancy. The City can ill afford to stop any of its services to the community, but the work of a small group of employees in probation and parole has special significance for all the City, in helping to rectify injustices and to mitigate justice, in helping to keep disabled personalities on the road away from crime, and in lessening recidivism and crime in the City.

Today, the plight of probation and parole employees, in a sense society's liason with its malfasants, is a particularly sorry one. Dedicated to their work, traditionally underpaid, they have been placed in a limbo of non-jurisdiction, denied increments pledged to them for two years, and now after a court decision, they must fight City attorneys through the appeals courts. At the same time, they watch other employees in classifications requiring less education, less dedication, less risk, negotiating and gaining their deserved increments through regular channels.

To deny employees raises committed to them on the ground of jurisdictional technicalities, and in the face of a court decision, is unfair on the face of it. To deny them to this group of particularly dedicated individuals who deal with a very sensitive segment of society is simply bad administration. To force these individuals, who have never even threatened a strike in the history of their service to place negotiations on such a basis—out of sheer bread and butter necessity—is a shame on our City,

LETTERS TO THE EDITOR

Letters to the editor must be from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader,

"Pull Together," Says Correction Officer

Editor, The Leader:

I am a Correction Officer working for the Department of Correction in the City of New York. I wish to express the opinion of my fellow officers and myself in regard to a recent statement from the line organizations of the Police Department and the Fire Department that they did not wish that the so-called hangers on, such as the correction officer, the transit police and the housing officers to be associated with them. In other words, we should tie our tails to the kite they launch for our benefits and raises.

We correction officers have a high regard and great respect for the Police and Fire Department line organizations, both having men with hazardous occupations as members. But doesn't the average citizen face hazards just the same in these days and times?

We correction officers do not seek a pat on the back, a hand shake or a medal, although we consider, and rightfully so, our duties both strenuous and hazardous. We must deal with human beings that are incarcerated, each one a potential bomb, who are in jail as rapists, murderers, dope addicts, psychos, and for petty thievery, among their crimes.

Although we are assaulted frequently, we accept our responsibility. Of course we are unarmed.

After the original arrest, it must be remembered that we correction officers feed, clothe, counsel, advocate, guide, train, and see to the medical needs of the inmates. I would say in this respect that the correction officers, with his training and rehabilitation methods, warrant a higher parity than the Police and Fire uniformed forces.

All city departments are cogs in a gigantic wheel, the wheel being the City of New York. And the wheel can function only if all mesh together. So Police and Fire, we are uniformed forces, too. Let's pull together.

CLARENCE MILTON,
Correction Officer
Rikers Island

Tyson Named

Cyril D. Tyson, former executive director of the Newark, New Jersey anti-poverty program, has been named by Mayor John Lindsay as Deputy Administrator for Community Relations in the Human Resources Administration.

is a full time student. Will my benefits as her mother continue as long as she remains in school? I am 55 years old, and a widow?"

Your social security payments as a mother will stop with the month before your daughter becomes 18. However, your daughter's benefit payments can continue as long as she is under 22 and continues to be a full time student—and is unmarried. When you reach 60, you should check at your social security office about the resumption of your widow's benefits.

Civil Service Law & You

By WILLIAM GOFFEN



Review Of Grades

IN JUDICIAL proceedings for review of grades on civil service examinations, it seems customary on order to show cause to include a stay of appointments from the list until a final determination is made. A provisional police captain who had passed the examination involved intervened in the action of Mark v. Lang and sought to vacate the stay. The Court allowed such intervention pursuant to Section 7802(d) of the Civil Practice Law and Rules, providing:

The court may direct that notice of the proceeding be given to any person. It may allow other interested persons to intervene.

THE MARK petitioners had failed a promotional examination for police captain. They sought a court order under Article 78 of the Civil Practice Law and Rules directing the Personnel Department of the City of New York to rerate the examination and give them credit for their answers to specified questions on the multiple choice part of the examination as well as full credit for their answers on the essay part of the examination.

THE POLICE Commissioner by affidavit supported the intervenor's motion to vacate the stay. The stay had the effect of enjoining the promulgation of an eligible list for promotion from police lieutenant to police captain, the certification of eligibles and promotion.

THAT PART of the proceeding which sought review of the answers on the multiple choice part of the examination was dismissed on a prior motion because of failure to institute the request for relief prior to the expiration of the four months' statute of limitations. Such dismissal was affirmed by the Appellate Division and was not subject to further appeal.

AS TO the request for full credit for the answers on the essay part of the examination, Justice Vincent A. Lupiano (before whom the motion to vacate the stay was brought and who was asked to consider the request for review of the essay answers), held that a sufficient showing had been made by the petitioning lieutenants to warrant a hearing. The Jurist's determination was warranted by *Acosta v. Lang* in which case the Court of Appeals held that a petitioner, in order to be entitled to judicial review, need not establish that there was no reasonable basis for the answers contested. It is adequate that he establish that his own answer is as good as or better than the official answer. The *Acosta* case corrected the numerous Appellate Division holdings in earlier decisions that a correct answer did not deserve credit if it did not coincide with an official answer. The Court of Appeals thus put an end to the requirement that the candidate be a mind reader who had to guess at the answer desired by the author of the examination and required instead that the candidate use his intelligence to discover a proper answer.

THERE WERE six essays required in the Mark case. They dealt with questions as to steps that should be taken by a newly appointed captain with a "hard-boiled reputation" to maintain the good morale of his new command, arguments for and against finger-printing of juvenile offenders, the course of action to be followed by a police captain in the event of a mass demonstration at the station house, evaluation of proposals for a Civilian Review Board, and factors to be considered if evidence obtained during investigation of a crime is to be utilized in Court. The examiner rated the candidates' answers against a number of "key" points. The points are stated to be "furnished solely to illustrate the general type of material and responses which was required of candidates." The candidate's answers that differed from the key answers were considered acceptable only if equivalent.

JUSTICE LUPIANO observed from the requirement of equivalency and the actual rating that little consideration was given to meritorious points made by the candidates which had not been anticipated by the examiners. For example, a candidate who listed as an advantage of a Civilian Review Board the encouragement of more intensive supervision by police superiors got no credit for this valid point on the theory that his answer dealt with police supervision. Yet, the question was broadly stated and called for the evaluation of proposals and the reasons for such evaluations.

THAT PART of the Court's ruling perpetuating the stay was made because the ends of justice are best served by permitting matters to remain in status quo pending a final determination. Without a stay an ultimate victory by the petitioners might be a pyrrhic one. Meanwhile, promotions may be made on a provisional basis.

SOCIAL SECURITY



Questions and Answers

"What change has been made in the social security disability program by the social security amendments of 1965?"

Under the old law disability

benefits could be paid only to people whose impairment was permanent—expected to last for a long and indefinite time or to result in death. Under the new law, benefits, can be paid to a person whose impairment has lasted or is expected to last 12 calendar months.

"My daughter, who is getting social security benefits, will be 18 years old in two months, she

Q and A

QUESTIONS AND ANSWERS . . .

. . . about health insurance

by William G. O'Brien

Blue Cross-Blue Shield Manager, The Statewide Plan



This column will appear periodically. As a public service, Mr. O'Brien will answer questions relative to the Statewide Plan. Please submit your questions to Mr. O'Brien, Blue Cross-Blue Shield Manager, The Statewide Plan, 1215 Western Ave., Albany, N.Y. Please do not submit questions pertaining to specific claims. Only questions of general interest can be answered here.

Q. Do you have to be in the hospital to make a claim under Blue Shield on the Statewide Plan?

A. No. Surgical benefits under Blue Shield (Part II of the Statewide Plan) are available for doctors' bills whether the treatment is given in a hospital, the doctor's office, or the patient's home.

Q. I am a retired State employee over 65. I am enrolled under both parts of Medicare and in the Statewide Plan. My question is this: Will I receive the same benefits as formerly under my Statewide Plan?

A. Your Statewide Plan coverage is now coordinated with Medicare benefits, so that actually you will have increased benefits at no increased cost to you (your premium for the Statewide Plan is reduced by the amount you pay for Part B of Medicare.) However, neither Medicare nor the Statewide Plan will duplicate benefits. Therefore, if you receive a benefit under Medicare, you will not receive it under the Statewide Plan. Your Statewide Plan will cover many items which are not covered by Medicare, such as the first \$40 of a hospital bill.

Q. By the end of this year, I will be 65 and will be covered by Medicare. However, I will still have a dependent child who is now covered under my Statewide Plan. Will the Statewide Plan continue to cover this child after I become 65?

A. Yes. Your child will continue to be covered under your Statewide Plan family contract. Eligible dependents under 65 of Statewide Plan subscribers will continue in full coverage under the Statewide Plan even though cov-

Your Public Relations IQ

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.

EVER SINCE a poll at New York University revealed teachers rated next to last on the prestige totem pole, we have given considerable thought to the reasons for the low state of that profession's public relations.

WE HAVE not ignored the even lower state of public relations of civil service generally, as disclosed by the same poll which showed civil service last in prestige among 14 different professions. Our readers are aware of some of the persons we attribute to this unhappy state of affairs.

UNDOUBTEDLY, some of the same bases contribute significantly to the low esteem in which both civil service workers and school teachers are held. In both categories, there is a continuing dilemma between professionalism and militant unionism.

NO APOLOGIES are made to our readers for discussing this problem again. In our opinion, it is the most urgent public relations problem facing all public employees, civil servants as well as school teachers.

SOONER OR later, all public employees will have to make a clear choice between professionalism and militant unionism.

AS WE HAVE alerted our readers on more than one occasion, government executives and legislators currently are taking a hard look at civil service. There is a stronger feeling than most people suspect that if public employee unions are becoming stronger and stronger, then civil service protection by law is losing its meaning and effectiveness.

WE HAVE no quarrel with school teachers if they choose militant unionism. If they want to take the risk of hurting their public relations, that is a choice they are free to make.

BUT WHAT concerns us is that many public employees, in their rush toward militant unionism, are losing their target site—superior teaching and the students they have an obligation to the know how many people there are

PERHAPS WE missed it, but we looked in vain for some mention of improved teaching and more effective classroom techniques in newspaper reports about the annual convention last month of the American Federation of Teachers.

WE DID read about resolutions demanding job security when a teacher utilizes a form of non-violent protest, including civil disobedience against what he considers any immoral and unjust laws and policies of any public agencies.

THIS IS but one of several items teachers resolved that they want in their employment contracts. We could find not one item which promised that they would do everything in their power to improve their teaching effectiveness so that when students reach college they can spell correctly,

erage for the employee or his spouse is coordinated with Medicare benefits after he or she becomes 65.

add accurately, speak properly and grammatically.

IF PUBLIC relations esteem means anything to school teachers, then we have a message for them:

YOU WOULD be appalled to know how many people there are who are absolutely convinced that in the last few years you have been so busy with other things, that you have forgotten to teach—and, unfortunately, all too many of your students show it.

N.A. Police Columbia Association To Honor Detective J.L. Balzano

Detective Joseph L. Balzano, president of the Housing Police Benevolent Association, will be honored at the sixth annual dinner-dance of the Housing Police Columbia Association, to be held on Sunday evening, Sept. 11, at the Astorian Manor in Queens.

Lieutenant Governor Malcolm Wilson will be the principal speaker of the evening.

Lt. Mario Biaggi, president of the Grand Council of Columbia Associations in Civil Service, will install the new Housing Police Columbia Association officers. To be installed are: William Montano, president; Vincent Wayne and Vincent Calderone, vice presidents; Emanuel Abela, recording secretary; Alphonse DeSimone, corresponding secretary; James Portugno, treasurer; and Henry Raimondo, sergeant-at-arms.

Nassau County Plant Supervisor

Nassau County is accepting applications until Sept. 14 for an examination for sewage plant supervisor. Starting salary is \$6,324 a year.

For further information contact the County Civil Service Commission, Mineola.



25 YEAR PINS—Anton Shepelrich and Donald Eccleston, members of the District 10 Public Works chapter of the Civil Service Employees Assn., were presented 25 year pins at a recent chapter quarterly meeting, held in Babylon. The pins were presented by E.J. McGinnis, Asst. District Engineer and Jack Rice, CSEA counsel. Pictures above are (from the left) Shepelrich, Eccleston, Rice and McGinnis.

IRS Is Seeking Clerk Stenographer

The Internal Revenue Service is in need of clerk-stenographers at its Brooklyn office. Salary in this position is \$4,776 per year.

Applicants will be required to pass a written test consisting of verbal abilities and a dictation test at 80 standard words per minute.

For further information contact Annette Diasparra at telephone number 496-4360.

Youth Board Dance
The owners of the Club Cheetah donated their facilities to the New York City Youth Board for a dance recently.

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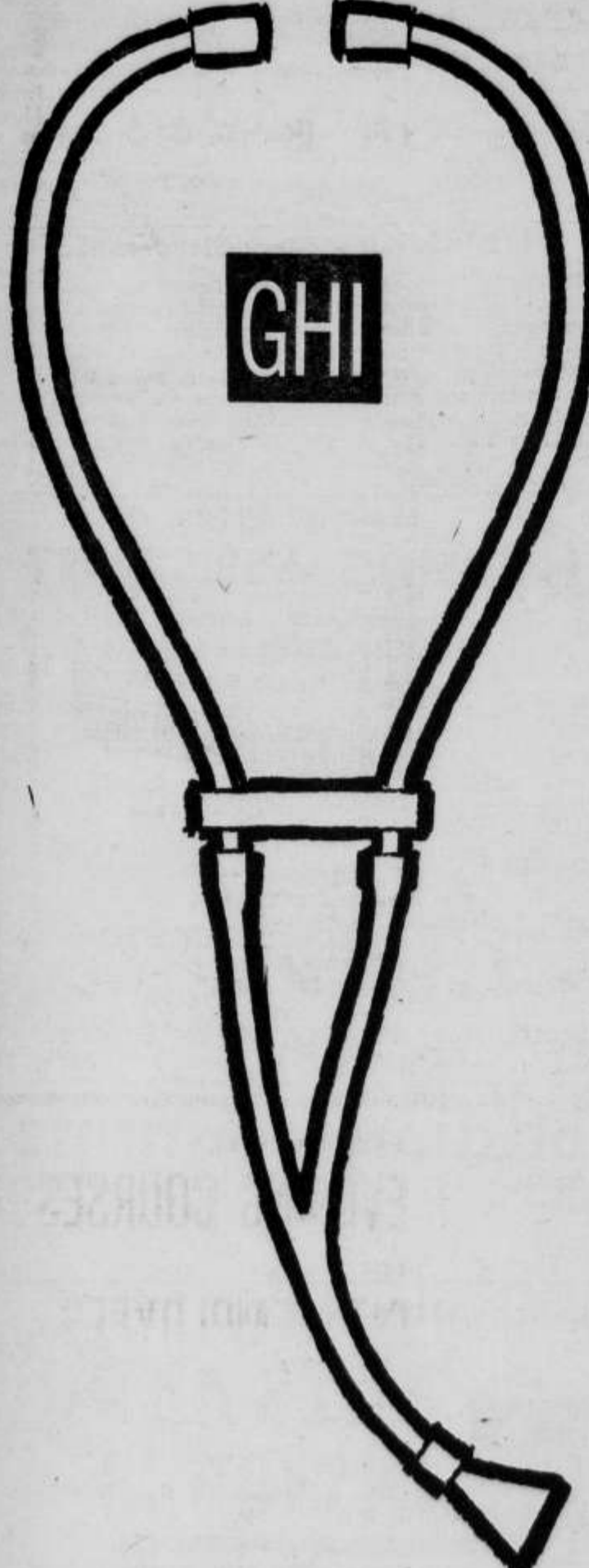
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166 Kuczkowski A Delhi	848
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168 Nelson J Ordensburg	848
169 Buczek LAmsterdam	847
170 Shulig J Queens Vll	847
171 Simcheski A Brooklyn	847
172 Leonard F Buffalo	847
173 Wolcott M Ossining	847
174 Ryricki K Ballston	846
175 Kemp L Holley	846
176 Doowdell D Rochester	846
177 Silberberg M Albany	846
178 aamphear I Fredonia	846
179 Tasbir R aWiercliet	846
180 egnard G Albany	846
181 Salmeri M Albany	845
182 Pesik D Ossining	845
183 Gigante J Rensselaer	844
184 Smouse W Mt Morris	844
185 Scavone K Utica	844
186 Ryan M ybany	844
187 Gallo T Utica	844
188 Rowell IP aWiertown	844
189 O'Grady M Albany	844
190 Toth K Albany	844
191 Martindale Collins	844
192 Gertzberg K Albany	844
193 Franceschetti K Solvay	843
194 Heora M Schnectady	843
195 Bpay S Syracuse	843
196 Vergara L Brooklyn	842
197 Rothlauf P Albany	842
198 Caarey L Troy	842



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200 Caarey L Troy	842
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1 Fogel M Crestwood	868

(Continued on Page 9)

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Eligible Lists

(Continued from Page 8)

2 Marcus S Katonah	834
8 Sommer R Pleasantvl	827

ASSISTANT COUNTY COURT CLERK, WEST. CO.

1 Fishman R Mt Vernon	831
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DIRECTOR, DIVISION OF GENERAL EDUCATION, G-31, EDUCATION

1 Vanhooft G Albany	866
2 Terino A E Greenbus	812
3 Kelley W Albany	797
4 Eadie J Rensselaer	792

HEAD STENOGRAPHER, G-14, DEPT. OF AUDIT AND CONTROL

1 McGan A Green Isla	845
2 Tedwelp M Albany	785

HEAD CLERK (PROPERTY CONTROL) G-15, MOTOR VEHICLES

1 Marks M Albany	806
2 Donita S Rochester	805
3 Beecharlie J Albany	772
4 Paet N Albany	751
5 Speckard H Buffalo	748
6 Perlman A Flushing	748

HEAD CLERK (PERSONNEL), G-15 — PUBLIC WORKS

1 Hurley M Albany	852
2 Bunk M Islip Ter	815
3 Brunet M Albany	785
4 Perugini E Cohoes	780

HEAD CLERK (PAYROLL) G-15 — TAX AND FIN.

1 Holmes T Albany	768
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SENIOR DRAFTSMAN (STRUCTURAL) G-11 — PUBLIC WORKS

1 McGraw D Albany	850
2 Pinkans J Albany	829
3 Burnett W Albany	824
4 Hale P Schenectady	809
5 Thompson J Troy	797
6 Campoli A Schenectady	785
7 Hrubenak R Troy	785
8 Corbett J Loudonville	759
9 Zacharkevics M Albany	757
10 Davidson J Rensselaer	756

SENIOR VALUATION ENGINEER, G-23

1 Stannard R Voorheesvi	1018
2 Brown P NYC	1015
3 Guastella J Bklyn	928
4 Norris T Bx	807
5 Hofmann E Middle Village	810
6 Swartwout R Elmhurst	807
7 Purcell W LICity	795

FOREST PEST CONTROL FOREMAN G-10 — CONSERVATION

1 Sutfin W Schroom La	802
2 Chamberlain L Chatham	882
3 Craig L Ausable Fk	844
4 Chneider B Lowville	844
5 Cornell J Hudson	842
6 Buckley G Gabriels	839
7 Keith R Elizabethtown	839
8 Catlin D Hermon	827
9 Goodenough K Bath	811
10 Day L Stony Cn	799
11 Blatter R W Hurley	794
12 McLaughlin G Hudson Fal	784

PRINCIPAL DRAFTSMAN (STRUCTURAL) G-15 — PUBLIC WORKS

1 Smolin W Troy	827
2 Daggis J Saratoga	910
3 Koval J Cohoes	902
4 Baker A Rotterdam	895
5 Rattia H Albany	885
6 Grunak J Rensselaer	877
7 Firo N Schenectady	875
8 LeDoux F Albany	855
9 Bartik H Schenectady	855
10 Ketterson E Latham	833
11 Hathaway R Albany	832
12 Morgan C Johnsonvil	825
13 Candee R Glenmont	815

14 North R Nassau	800
15 Payrol K Ravenna	804
16 Lasenco J Albany	795
17 Barling N Cropseyvil	789
18 Jones L Schenectady	787
19 Jacques R N Troy	780
20 Shekton J Amsterdam	765

HEAD CLERK (PURCHASE) G-15, INTERDEPARTMENTAL

List A

1 Eichelberger D Mexico	844
2 Caillo F Bklyn	839
3 Altson E Schenectady	832
4 Keys L Glenmont	816
5 Dwyer R Round Lk	812
6 Arst L sperance	810
7 Sweeney G Latham	810
8 Bunk M Islip Ter	800
9 Quinn M Albany	800
10 Washne T Floral Pk	793
11 Howe W Ithaca	791
12 Dooley J Albany	785
13 Mahar B Albany	785
14 Norton M Greenwich	760

List B

1 Holmes T Albany	805
2 Mansert J Schenectady	805
3 Goyette B Fairport	800
4 Hynds F Delmar	845
5 Sternberg E Bx	836
6 Labre J Albany	833
7 Weatherby R Albany	833
8 Schmidt M Guilderlan	817
9 Bilicki M Albany	804
10 Palpeorn E Albany	800
11 Derxab G Dannemora	798
12 Perlman A Flushing	796
13 Perugini E Cohoes	795
14 Pilchen W Amsterdam	789
15 Lee W N Chatham	786
16 Buchanan B Albany	785
17 Wolff J Albany	785
18 Williams R Elmira	778
19 Coleman V Syracuse	778
20 Branwhite C Morrisvil	776
21 Scholta M Albany	774
22 Baskin M Bklyn	767
23 Husselbeck J Albany	757

SENIOR ENGINEERING TECHNICIAN, G-11, DEPARTMENT OF PUBLIC WORKS

1 Cornwell J Blandell	987
2 Tugale R Hornell	963
3 Gauthier P Saratoga La	956
4 Maher C Hornell	953
5 Leuze J Watertown	951
6 Bailey W Camillus	947
7 Wilcox C Binghamton	932
8 Farr D Johnson Ct	932
9 Schofield D Watertown	932
10 Collins T Glens Falls	925
11 Gordon D Malone	921
12 Bernuzzi R St Johnsvi	914
13 Coon R Blue Mt Lk	913
14 Kenney J Lockport	908
15 Terry D Hornell	903
16 French D Binghamton	899
17 Medlizza C Binghamton	897
18 Hantz P Whitesboro	897
19 Chase T Dexter	893
20 Michaluk R Johnson Cl	887
12 Herber R Brookvlew	787
22 Russell D Buffalo	876
23 Goodsell D Wellsville	875
24 Tybolina J Lafargevil	863
25 Nadel T Buffalo	859
26 Leonard J Albany	852
27 Zachary W Buffalo	844
28 Tomanna R Herkimer	844
29 Wilmer D Canastota	844
30 Carlson R Watervliet	838
31 Smith D Delhi	833
29 T G Hornell	833
32 Pigby C Almond	833
34 Swelend P Canistota	828
35 Mison R Fairport	827
36 Gotschink A Binghamton	824
37 Wilson W Wellsville	814
38 Weeman J Ballston L	812
39 Taka E Schenectady	805
40 DeLoeff J W Babylon	803
41 Powers H Hyde Pk	802
42 Johnson T Schenectady	801
43 Wargenski J Utica	801
44 Pace F Plattekill	797
45 Tardif J Deed Pk	797
46 Tardif R Albany	797
47 Bohanney I Pawling	793
48 Schwager C Kirckville	790
49 Poch R Vestal	780
50 Schwitzer J Gloversvil	777
51 Wilson J Mt Marion	777
52 Bobb D W Babylon	773
53 Noble D Saekets HB	773
54 Dooler J Alfred	773
55 Muzella A Amsterdam	771
56 Covel R Canistota	770
57 Diabane J Albany	769
58 Foster G E Berne	769
59 Tschobahl J Binghamton	768
60 Szwedek R Buffalo	767
61 Wice F Corland	760

SENIOR CLERK (PUB. WKS MAIN) G-7—INTERDEPARTMENTAL

1 Pensinger R Elmira	868
2 McGee L N Tonawana	838
3 Christman V Cobleskill	835
4 Sheridan C Schenectady	832
5 Wright D Watertown	831
6 Shay M N Babylon	814
7 Baskous D Schenectady	813
8 Phillips S Buffalo	813
9 Kennedy R Palenville	811
10 Caranogane Y Mohawk	807
11 Lyman R Albany	807
12 Nilsen E Thornwood	802
13 Grasso M Utica	794
14 Brandt K Rome	794
15 Healy M Utica	793
16 Baaliva M Rochester	793
17 Ford K Staten Island	791
18 Dodge R Ilion	790
19 McCarthy A Cohoes	790
20 Kentner A Chittenang	787
21 Kelly L Ogdensburg	783
22 Cernauskas J Brentwood	777
23 Burleson D Salamanca	774
24 Schwager E Brentwood	773
25 McCaffrey P Poughkeepsie	771
26 Hubbard E Maryland	768
27 Lewis P	766
28 Shipper E Rexford	766
29 Schelen N Binghamton	755

PSYCHIATRIC STAFF ATTENDANT G-8—SMYTH STATE SCHOOL MENTAL HYGIENE

1 Waite W Tupper Lake	860
2 Rowley G Tupper Lake	852
3 Staves V Tupper Lake	816
4 Vabjo A Tupper Lake	872
5 Lalonde A Tupper Lake	867
6 Pinta J Tupper Lake	864
7 Winst M Tupper Lake	857
8 Clotier N Tupper Lake	841

9 Woulf M Tupper Lake	831	5 Gollo R Watertown	910	18 Wood R Rensselaer	860
10 Holmes C Tupper Lake	820	6 Koapp D Elmira	899	19 Hester C Hudson	857
11 Maltais G Tupper Lake	811	7 Pasquini J Albany	893	20 Fuller K Maamaroneck	867
12 Lamell C Tupper Lake	800	8 Sullivan R Utica	891	21 Rydlenwski D Lancaster	865
13 Caise D Tupper Lake	791	9 Brewer D Ballston	887	22 Truda C	865
14 Watson E Canton	776	10 Vogel E Utica	887	23 Penil R Albany	862
		11 Smith N Rochester	887	24 Molinaro T Little Falls	867
		12 Brewer R Clayton	885	25 Abbott T Waterford	863
		13 Neveu L Utica	883	26 Klmer R Canistota	853
		14 Brimhall F Rexford	881	27 Cusumano N Lindenhurst	851
		15 Adamczyk C Cohoes	879	28 Hartugas L Amsterdam	851
		16 Rose R Poughkeepsie	877		
		17 Thayer C Rexford	871		

(Continued on Page 10)

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Eligibles on State and County Lists

(Continued from Page 9)

Table listing names and addresses of eligible candidates, including Rowell S. Awtertown, Gerrer B. Binghamton, and others.

Table listing names and addresses of eligible candidates, including Barry M. Brentwood, Yates N. Syracuse, and others.



COMPLETES COURSE - Gladys Kotz, head nurse at St. Lawrence State Hospital recently completed a five-day instructors institute in work simplification at Marcy State Hospital.

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Table listing various job titles and their corresponding prices, such as Accountant, 1 certified, Aug. 9, and others.

Table listing names and addresses of eligible candidates, including Tamer M. Cadville, Sidoli C. DeWitt, and others.

Clinton County Needs Custodians examination for custodian. Salary varies according to jurisdiction. For further information contact the County Civil Service Commission, Plattsburgh.

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LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. TO: FLETCHER H. BURDETT, M.D., JULIUS S. ZUFA, M.D., CLAYTON & EDWARD, PETER DOLGER REALTY CO., INC., MRS. KATHERINE F. WHEELAN, CONSOLIDATED EDISON COMPANY OF NEW YORK, EAST END ELECTRIC CO. INC., NEW YORK TELEPHONE COMPANY, GIMBELS, THE DINERS' CLUB INC., NORBERT E. MITCHELL, MRS. HORN'S LAUNDRY & CLEANER, LEE HAZEN as Executor of ESTATE OF LEONARD DICKSON, STATE OF NEW YORK, DEPARTMENT OF TAXATION & FINANCE, P.J. CURRY COMPANY, HAMILTON ALLEN, JR., ANNA KOVACS, JEAN ADAMS BUTLER, GERTRUDE BIGELOW, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Hamilton Allen, deceased, who at the time of his death was a resident of New York County, New York.

State Promotion Exam Filing Closes Sept. 12

The State Department of Civil Service is accepting applications until Sept. 12 for a series of promotion examinations. These exams are open only to qualified candidates in the department or promotion unit for which the exam is announced.

- Following are the exam titles, numbers and salaries. —\$5,615 to \$6,895. Agriculture & Markets SENIOR DAIRY PRODUCTS INSPECTOR—32-224—\$7,475 to \$9,070. Interdepartmental STATIONARY ENGINEER—32-226

- \$9,070. SENIOR FOOD INSPECTOR—32-225—\$7,475 to \$9,070. Banking SENIOR BANK EXAMINER—32-218—\$10,895 to \$13,080. PRINCIPLE BANK EXAMINER—32-219—\$13,500 to \$16,050. Education SENIOR LIBRARIAN (technical process) — 32-174 — \$8,365 to \$10,125. ASSOCIATE LIBRARIAN (technical processes) — \$10,895 to \$13,080. PRINCIPAL LIBRARIAN (technical) (Continued on Page 15)

Assistant Super. Filing To Open

The New York City Department of Personnel has tentatively set Sept. 7 through 27 as filing dates for a promotion examination to assistant superintendent (surface transportation).

The written test is expected to be held on Dec. 1.

Further information will be published in The Leader as soon as it is released by the Department of Personnel. Do not contact the Department until filing opens.

REAL ESTATE VALUES

LEGAL NOTICES

FILE No. 6796, 1965. — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Willy Thies, Gertrud Ulrich. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, on September 19, 1966, at 10 A.M., why a certain writing dated April 29, 1950, which has been offered for probate by the Public Administrator of the County of New York, who has his office at 31 Chambers Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of Otto Ernest Thies, also known as Otto E. Thies, Ernst Thies and Ernst Thies, Deceased, who was at the time of his death a resident of 328 East 89th Street, in the County of New York, New York, and why Letters of Administration c.t.a. should not be issued thereon to the Public Administrator of the County of New York. Dated, Attested and Sealed, July 19, 1966. HON. JOSEPH A. COX, Surrogate, New York County Philip A. Donahue, Clerk.

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. — To Nella Hinton; Guila Hubbell, named in purported Will and Codicil as Guila Burr and Guila Dickhuth; Janet O'Morrison; Clara Rockmore as executrix of the estate of Robert Rockmore, deceased; Howard Courtney Burr, Jr.; George H. Burr II; Frank E. Campbell "The Funeral Church," Inc.; Artercraft Lithograph and Printing Company, Inc.; The Blaine Thompson Company, Inc.; Carroll Studios, Inc.; Arthur Cooper; David's Outfitters, Inc.; D. Davidson Company, Inc.; Duwico; Friedman-Abeles, Inc.; Joseph C. Hansen Co., Inc.; King Displays, Inc.; Lanre Thrift Furs; League of New York Theatres, Inc.; Masque Sound & Recording Corp.; Nicholas Nappi; Newel Art Galleries; Nolan Scenery Studios, Inc.; Pinto, Winokur & Pasano; Service Messenger Company, Inc.; Edward Specker Productions, Inc.; Walton Hauling & Warehouse Corp.; Paul Myerberg; Jack Potter; Stanley S. Olson; John N. Henriques; Frank Q. Ware; Jerome I. Rodale; Marjorie Morrow; Robert Rockmore; Virginia W. Deichant; W. Horace Schmittapp; Richard Netter; Wm. H. Perlman; Frances L. Loeb; John Loeb; Richard C. Ernst; Harold Steinberg; Louis Lotito; Howard S. Cullman; Leah Marks; Herman Axelrod; Edward Specter; Frank J. Hale; Edgar Cullman; Joseph Cullman III; Lewis Cullman; James Dyas; Telanserphone Co.; Telanserphone-Coliseum TAS Co.; New York Telephone Company; Lexington Stationery & Circars; Sardi's Restaurant Corporation; Parisian & Art Laundries & Cleaners; I. Miller Salons; Downing Co.; Vendome Table Delicatessies, Inc.; Fred Ferraro & Co.; John Edsall; Danwal Company; Chelsea Fireproof Storage Warehouse, Inc.; J. C. Hansen Co., Inc.; Eddie Senz, Inc.; Julius J. Venusti as agent for Benson, Perry & Whitley, Ltd.; Robert Montgomery; Caswell-Massey Co., Inc.; Best & Co.; David Drouman; Boris P. Petroff; American Casualty Company; New York State Income Tax Bureau; New York City Excise Tax Bureau; John J. O'Grady and Joan Milson, if living, and if dead, their executors, administrators, distributees and assigns, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, distributees or otherwise in the estate of Howard C. Burr, also known as Courtney Burr, deceased, who at the time of his death was a resident of 401 East 47th Street, New York, N. Y. Send GREETING: UPON the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

UPON the petition of the Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (Seal) WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 11th day of August, in the year of our Lord one thousand nine hundred and sixty-six. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

CITATION.—File No. 1704, 1965.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Caterina Rocca. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on September 27, 1966, at 9:30 A.M., why a certain writing dated Sept. 8, 1961, which has been offered for probate by Fred Pietryk, residing at 824 Corona Ave., Valley Stream, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of Ralph Rocca, Deceased, who was at the time of his death a resident of 348 E. 110th Street, in the County of New York, New York. Dated, Attested and Sealed, August 12, 1966. HON. JOSEPH A. COX, Surrogate, New York County. PHILIP A. DONAHUE, Clerk.

Upon the petition of Chemical Bank New York Trust Company, a New York banking corporation having its principal office at 277 Park Avenue, New York, New York, and Aloysius F. Schaeffner, residing at 232 Stewart Avenue, Garden City, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 21st day of October, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of Chemical Bank New York Trust Company as Temporary Administrator of the Estate of Hamilton Allen, deceased, and the account of proceedings of Aloysius F. Schaeffner, as Executor of the Last Will and Testament of Hamilton Allen, deceased, should not be judicially settled, and an allowance to the attorneys for the Estate for fees in the amount of \$7,500 and for costs and disbursements in the amount of approximately \$500 should not be fixed, and as a direction for the payment of administration expenses with full priority, the payment of the preferred claim of the New York State Tax Commission with interest, penalties, and full priority, the payment of the balance of decedent's debts without interest and without priority, and on a pro-rata basis if necessary, and the distribution of any remaining assets to the specific legatees should not be made.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HONORABLE JOSEPH A. COX, a Surrogate of our said county, at the County of New York, the 11th day of August in the year of Our Lord one thousand nine hundred and sixty-six. (L.S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Joseph Weller, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Joseph Weller, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Joseph Weller, deceased, who at the time of his death was a resident of 394 East 89th Street, New York, N.Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 4th day of October, 1966, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

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File by Sept. 12 For Forestry Exams

The closing date for filing applications with the New York State Department of Civil Service for three examinations in the forestry series is Sept. 12.

Forest ranger, exam number 27-292—salary is \$4,725 to \$5,855;

Forestry aide, exam number 27-291—salary is \$4,465 to \$5,545, and Forest pest control technician, exam number 27-290—salary is \$4,465 to \$5,545.

These positions exist in the State Department of Conservation and vacancies are located throughout the State.

For further information and applications contact the State Department of Civil Service, the State Campus, Albany, or the State Office Buildings, Buffalo, New York City and Syracuse.



HONORED — Eight employees of the Watertown district of the State Public Works Department were recently honored at a retirement party in Watertown. Shown from left to right at the party are: James H. Elliott, assistant maintenance supervisor; John C. Stenard, Jefferson

county resident, engineer; Walter C. Holkins, assistant resident engineer; Walter P. Daly, Floyd L. Corbin, Kenneth H. Rienbeck, motor equipment maintenance supervisor; Seymour H. Wallace, O. Richard Spry, assistant motor equipment maintenance supervisor; William B. Sylvester and Edward F. Reynolds.

Janitor Needed In Clinton County

Clinton County is accepting applications until Sept. 16 for an examination for janitor. Salary to start is \$3,850 a year.

For further information contact the County Civil Service Commission, Plattsburgh.

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By V. RAIDER WEXLER

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MULTILITH OPERATORS with experience in printing and offset commercial shops will earn from \$90 to \$110 a week. . . . Experienced **TRANSCRIBING MACHINE OPERATORS** are needed at various Manhattan locations. The work is mostly with electric typewriters with some manual. Salary ranges from \$85 to \$95 a week. . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave. near 51st St., Manhattan.

FARM WORKERS are needed for about six months in New York, New Jersey and Connecticut. Those with recent farm experience are preferred, but any person able to do heavy manual labor may apply. The pay range is \$1.20 an hour plus five cents an hour end-of-season bonus up to \$1.40 an hour for a 4 to 60-hour, six-day week. Free government-approved housing is provided. . . . Apply at

the Faarm Unit of the Manhattan Service Industries Office, 247 West 54th St. between Broadway and Eighth Ave.

A **SILK SCREEN PRINTER** is needed in Queens as a machine or hand squeegee operator. The pay is \$85 to \$90 a week. . . . Fully experienced **FURNITURE FINISHERS** will get \$2 to 3.25 an hour to do staining, glazing, antiquing and polishing. . . . A **SHIPPING CLERK** able to type 40 words a minute and needing no other experience will earn \$90 to \$100 a week to type shipping orders, manifests, parcel post and bills of lading. . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

In Queens, there's a job opening for a **SILK SCREEN PRINTER**, a **MACHINE** or **HAND SQUEEGEE OPERATOR**. Job pays \$85-\$90 a week, depending on experience. A **WAREHOUSE FOREMAN** is needed, a man with at least 6 years' experience in supervising loading, unloading and shipping. \$100 a week. . . . Apply at the Queens Industrial Office, 42-15 Crescent Street, Long Island City.

AUTO MECHANICS are needed in Brooklyn to do general automotive repair work. This includes ignition, brake, front and rear end, some alignment, engine repair and drive train, clutch and standard transmission. Must have his own tools and operator's license. The pay is \$90 to \$125 for 5-to-6 day,

40-to-48 hour week. A **LATHE OPERATOR** is needed to work on Engine Lathe or Turret Lathe. He must be able to read blueprints and micrometer. No set-up required. Job pays \$2.25 an hour. . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn Street in downtown Brooklyn.

Experienced **TRANSCRIBING MACHINE OPERATORS** are needed at various Manhattan locations. The work is mostly with electric typewriter, with some manual. Salary ranges from \$85 to \$95 a week. . . . **ASSISTANT BOOKKEEPERS** with garment manufacturing experience are needed. Must have knowledge of typing and payroll. Salary ranges from \$85 to \$110 a week. . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave. near 51st Street, Manhattan.

EMPLOYMENT INTERVIEWERS are needed to interview, counsel and place applicants in various kinds of jobs. College graduates, any year, any major, or six years of combined schooling and business with one year of specialized experience in personnel or counseling may qualify. There are some openings for interviewers with fluent English and Spanish. **TRAINEES** start at \$5,787 and get \$6,208 after six months. Experienced **INTERVIEWERS** start at \$6,208. . . . Apply at the Professional Placement Center, 444 Madison Avenue near 50th Street, Manhattan.

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Reader Seeks To Find Basic Solutions For NYS Retirement System

(The following letter was received from Louis Bussell, an employee in the State Insurance Fund. His views constitute his own opinion and are not necessarily endorsed by the Civil Service Employees Assn. or this newspaper.—The Editor.)

"In recent issues of your worthy publication, you have proudly announced activity in and about legislation, calculated to improve the New York State Employees' Retirement System, and the role that the Civil Service Employees Assn. has played in advocating and supporting such legislation.

"I am impelled to write this letter to focus attention on the failure of the Retirement System, and to the fact that the legislation of recent past, both enacted and proposed, does not reach the heart of a serious predicament that the System finds itself in.

"The most important product of a Retirement System is retirement," according to authority and common sense. A recent survey revealed that but a small fraction of anticipated retirements have actually taken place. The reason? . . . 'the retirement incomes available have been so low in relation to current salary, that a substantial reduction in living standards would necessarily follow retirement.' As originally planned about 45 years ago, an employee was to have achieved retirement at 50 per cent of his average salary after 30 years of service. It can be said with complete accuracy, that the objective has not been achieved.

Too Complicated

"Instead of simplifying, as did the Federal Government, in enacting its Retirement System, by creating one fund out of which retirement benefits are paid, our incorporating therein an annuity element, which at best is fraught with uncertainty and imponderables. Illustrative of the imponderables, is the failure to foresee the need for graduating employee contributions to keep pace with the employees' salary advances, in

order to make it possible to achieve the objective of matching annuity payments with pension benefits. When the System discovered its oversight, the members had already developed deficiencies amounting to thousands of dollars, which it was neither possible nor economic for most of the members to pay, except by token. To this day, the System has failed to realistically handle this serious problem. As the years rolled by, the deficiency snowballed.

Still At Work

'It is an appalling fact, that more than 10,000 employees between the ages of 60 and 70, the group from which most of the retirements should come, still labor for the State. This condition renders the entire System sterile. In its own structure is the ingredient of its own defeat. The employee by inability to retire, and the State by being deprived of the opportunity to replace the old with new (thereby being forced to work with a substantial amount of tired blood), are both frustrated. Having created the situation and having defeated the objectives of the Retirement System, it is not unreasonable to expect that the State make a concerted and remedy.

"The following recommendations are made:

- (a) Upon application for retirement, the State should appropriate sufficient funds, either from the Retirement System, or its own treasury or both, and credit each applicant's account with a sum equal to his or her deficiency, thereby liquidating same and increasing his or her annuity

to a sum approximating the pension allowance, as the originators of the System intended. To the extent of payments made by members on account of the deficiency, let reimbursement be made.

- (b) All Options should be amended to provide that in the event of death of the Member or of the Member and the beneficiary prior to exhaustion of the initial reserve, including the pension reserve, increase-take-home-pay reserve, and the annuity reserve, the balance of such initial reserve shall be paid to the estate of the Member or that of the beneficiary who ever survives.

"Every so often, there is grief for the family of a member who passed away within a year or even months of retirement, and shock when it is learned that the member chose 'No Option' or 'Option 1/2'. It is no answer to condemn the member for improvidence, thoughtlessness or lack of astuteness. Good conscience and fair dealings demand that the family or estate of a member derelicted effort to provide the ceased under such unfortunate circumstances, be relieved of the bad bargain—at best a guess—the member made. It is unconscionable for the employer—the State—to exact its pound of flesh. It has often been said that the money that goes into the initial reserve, belongs to the employee and may well be classified as deferred wages.

Table Given

(c) Decrease the reduction in pension allowance to the member under Options 2 and 3 as follows:

Age of survivor in relation to that of the retiring Member.	Option No. 3	Option No. 2	Option No. 3	Option No. 2
Older, same age or less than 5 years younger	10%	15%	15%	20%
5 but less than 10 years younger	15%	20%	20%	25%
10 but less than 15 years younger	20%	25%	25%	30%
15 but less than 20 years younger	25%	30%	30%	35%
20 but less than 25 years younger	30%	35%	35%	40%
25 but less than 30 years younger	35%	40%	40%	50%
30 or more years younger	40%	50%	50%	

"At present, the reduction in payments to the pensioner under options 2 and 3, are so great as to preclude their choice in many instances, especially where the retirement allowance is moderate. This obstacle can be decisive in eliminating the possibility of retirement. It must be kept in mind that the average State employee cannot afford to buy life insurance in adequate amounts. In its absence, he is forced to look to an option in order to give his wife a modicum of protection. It is common for the wife to be considerably younger. Since the bite under the options are substantial, retirement is rendered unfeasible.

"Firstly, because the retirement income is inadequate even to sustain a modest standard of living; secondly, because by remaining in service the wife is assured of a return of contributions and a death benefit depending on length of service. The foregoing illustrates

once more, that to achieve its objectives, the Retirement System must be liberal enough to make it possible for a retiree to maintain a reasonable facsimile of his former standard of living and at the same time afford some protection to a surviving spouse.

- (d) Amend the law to provide for a Board of Trustees, to include employee representation thereon.

"Since the System and its assets, at least in part, belong to employees it is desirable and just that they have a voice in the administration and development thereof.

- (e) Consider the enactment of a Retirement System patterned after the Federal Retirement System, by creating an uncomplicated, unnumbered realistic one Fund Pension System, responsive to the demands of an inflationary

economy.

Comparison

"A comparison of the Federal System with that of the State will easily convince the non-partisan observer that the Federal System is vastly superior to that of the State. It is a simple and workable system, with no dislocations. A member may achieve retirement status at 50 per cent of his salary, after approximately 27 years of service; a most desirable objective. The Federal System seeks to make retirement possible, by presenting the possibility for retirement at a much younger age with less years of service, and by substantially curtailing reductions in payments, in the event that a survivor is designated. The trend toward a non-contributory System renders this recommendation feasible, if not imperative. Comptroller Arthur Levitt is to be congratulated for his clarity of vision in advo-

(Continued on Page 16)

Salary Adjustments For Aides In 27 D of E Titles

(Continued from Page 1) proposals, Green said they were designed to:

1. Reflect the impact of the new and revised programs and goals of the Bureau on the duties and responsibilities of administrative, professional and clerical classes.
2. Provide salary relationships among these classes which will:
 - Adequately compensate employees in relationship to their assignments;
 - Provide relief for our very serious problems of recruitment and retention, in enabling us to compete fairly both with other state agencies and with private employers for recent college graduates;
 - Provide additional promotional opportunities within the clerical grades by substantially increasing the number of SG 11 positions and, at the professional levels, to provide greater incentive for geographic mobility and self-development of staff.

CSEA had followed up an earlier general appeal to Gov. Rockefeller for him to find some means by which employment interviewer positions could be re-allocated, with detailed recommendations covering a broad area

of D of E position allocation and classification.

CSEA had pointed out that it "had processed salary appeals through the appropriate channels over a long period with utterly no ultimate effect on the pay-checks of its D of E members . . ."

The Employees Association had said that: "What is quite obviously required is an immediate total reorganization and restructuring of the position allocation and classification within the Division of Employment . . . which we formally recommended to the Department of Labor two years ago."

In addition to the upward reallocation of interviewers and claims examiners by two grades and re-allocation of the new title of counselor, routine ministerial duties should be separated out of those titles by job classification and "a new position created where lesser duties and lesser responsibilities would warrant the retention in allocation of a new title," CSEA had said. It recommended the new title should be "principal employment security clerk," grade 11. Upward reallocation also should be provided from grade 7 to grade 9 for the security claims position, CSEA had said.

The complete proposals for re-allocation include:

PRESENT TITLE	PROPOSED TITLE	CURRENT SALARY GRADE	PROPOSED SALARY GRADE
U.I. Claims Clerk	Emp. Security Clerk	7	7
Empl. Security Clerk (Placement)-Temp.	Emp. Security Clerk	7	7
Principal U.I. Claims Clerk	Sr. Empl. Security Clerk	11	11
Principal U.I. Claims Clerk (Plomnt)	Sr. Empl. Security Clerk	11	11
Empl. Security Placement Trainee	Same	3rd step G-10	2nd step G-12
Empl. Security Claims Trainee	Same	3rd step G-10	2nd step G-12
Empl. Interviewer	Same	2nd step G-12	14
U.I. Claims Examiner	Same	2nd step G-12	14
Empl. Counselor Trainee	Same	\$5,800	2nd step G-14
Empl. Counselor	Same	14	16
Sr. Empl. Interviewer	Same	16	18
Sr. U.I. Claims Examiner	Same	16	18
Sr. Empl. Counselor	Same	17	19
Asst. Empl. Security Manager	Sr. Employment Interviewer	17	18
U.I. Manager	Empl. Sec. Superv. (Claims)	19	22
Sr. U.I. Manager	Empl. Sec. Superv. (Claims)	21	22
Empl. Manager	Empl. Sec. Superv. (Plmnt.)	19	22
Sr. Empl. Manager	Empl. Sec. Superv. (Plmnt.)	21	22
Empl. Security Manager	Empl. Security Supervisor	19	22
Sr. Empl. Security Manager	Empl. Security Supervisor	21	22
Associate Empl. Manager	Sr. Empl. Security Supervisor	23	25
Asst. Empl. Security Superintendent	Sr. Empl. Security Supervisor	23	25
Empl. Service Supervisor	Sr. Empl. Security Supervisor	23	25
Empl. Security Superintendent	Same	25	28
Asst. Empl. Security Area Director	Same	29	31
Area Director	Same	32	34
Director of Field Operations Bureau	Same	36	37

FIRE FLIES

By JOE DEASY, JR.

Congratulations are in order for Charlie Stephans who was re-elected president of the Uniformed Fire Officers Assn. last week. This will be Charlie's second term as leader of the UFOA and the election results should have been a foregone conclusion.

Under his leadership, the UFOA has progressed on both the City and State levels. His responsibility in dealing with the City Administration and the State Legislature resulted in gains almost unheard of in the field of civil service.

A gentleman at all times, he is one of the most respected and successful leaders of the UFOA in its 20 year history.

We are looking forward to another successful year by the UFOA because of Charlie Stephans sitting at the helm.

Other members of the board include: Joseph Lovett, vice-president; John O'Mara, treasurer; John Kelly, recording secretary; John Covalesski, financial secretary; Vincent McCarthy, sergeant at arms; John Cashin, captains' representative; Henry Fehling, chiefs' representative and Richard Sloan, captains' representative.

The annual ball game and picnic sponsored by the Oradell, N.J. Vamps for members of Ladder 14 and Engine 36 was a well attended affair.

Only one disagreement resulted and that hasn't taken place yet. But when the umpires read the score in the game—New York City 6, Oradell 5—they are going to say it went the other way but this column is completely subjective. I call them the way I see 'em.

The new tower ladder or aerial platform will be delivered very shortly and following a training period for members, it will be assigned to Ladder 14.

This will be the first time that the apparatus will be used in a tenement area and will respond to the first alarm district of Ladder 14 as well as to multiple alarm fires where necessary.

Also ready for delivery to the firehouses are new station wagons for the battalions. They will replace the 1961 models now being used.

State Promotion Exams

(Continued from Page 11)
nical processes) — \$13,500 to \$16,050.

Executive

Office Of Local Government
SENIOR ADMINISTRATIVE ASSISTANT—32-222—\$10,895 to \$13,080.

Health

SENIOR ADMINISTRATIVE ASSISTANT—32-220—\$10,895 to \$13,080.

Labor

SENIOR ADMINISTRATIVE ASSISTANT—32-221—\$10,895 to \$13,080.

State Insurance Fund

TEST PAYROLL AUDITOR—32-215—\$7,475 to \$9,070.

ASSOCIATE PAYROLL AUDITOR—32-216—\$8,825 to \$10,670.

DISTRICT PAYROLL AUDITOR—32-217—\$7,475 to \$9,070.

Motor Vehicles

MOTOR VEHICLES PROGRAM MANAGER — 32-120 — Grades 18 to 21.

MOTOR VEHICLES PROGRAM MANAGER — 36-126 — Grades 22 to 26.

State University

SENIOR ADMITTING CLERK—32-298—\$4,725 to \$5,855.

For further information contact the State Department of Civil Service, the State Campus, Albany.

Saratoga Chap. Barbeque Ticket Deadline Sept. 15

SARATOGA SPRINGS—Reservations deadline for the annual barbeque sponsored by the Saratoga County chapter of the Civil Service Employees Assn. is September 15, Edward Wilcox, chapter president, announced last week.

The outing will be held September 25 at Kaydeross Park and is open, not only to CSEA members in the county, but to all residents. Tickets are \$2.50 each and may be reserved through Wilcox, or Helen Hall, at the County Motor Vehicle office here.

The day's events, including sports events, door prizes and other activities, will begin at 10 a.m., with the barbeque being served from 3 to 5 p.m.

Stenotype Academy Expands Again

Additional facilities to provide training in stenotype for court reporters has been taken by Stenotype Academy at 259 Broadway. This is the third expansion in two years.

September enrollments have filled to capacity all of the Academy's 16 rooms and that only by the acquisition of this additional space will it now be possible to accommodate Stenotype Beginner applicants requesting October classes.

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- Social Case Work Supervision
- Office Management for Government Employees
- Criminal Law and Court Procedure
- Law for the Layman
- Developing Your Memory Skills
- Planning for Retirement
- Court Re-Organization and the City Charter
- Public Housing Management — Administrative Aspects
- Recreation Program Planning & Development
- Development in Park Horticulture
- Park & Recreation Design
- Structural Design
- Architectural Design and Site Planning
- Building Construction for Architects

Fee: \$15.00 per course

Register September 6 through 23, by mail or in person at

TRAINING DIVISION, NYC Department of Personnel,

Rm. M-6 — 40 Worth Street, New York, N.Y. 10013, Tel.: 566-8815

School Janitor In White Plains

The City of White Plains is accepting applications until Sept. 23 for an examination for school janitor. Salary to start is \$4,450 a year.

For further information contact the Municipal Civil Service Commission, White Plains.

City Exam Coming Jan. 7 for

HOUSING ASSISTANT

\$6,400 - \$8,200

INTENSIVE COURSE COMPLETE PREPARATION

Class meets Thurs. 6:30-8:30 beginning Oct. 20

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U.S. News

(Continued from Page 4)
push the insurance bill across this year.
The vote could be large enough to eliminate the possibility of a veto.
It should be pointed out that an added incentive to the Congressmen is that the legislation would double the coverage of members of Congress and many other high Federal officials from a maximum of \$20,000 to \$40,000.
The bill also proposes that employees pay 60 percent of the premium cost while the Government pays the remaining forty percent. This revises the present payment system which calls for the employee to pay 66.7 percent while the government pays 33.3 percent.
In a stipulation of the bill which has the endorsement of the White House, the maximum coverage for the Federal civil servant under the insurance system will go up from \$20,000 to \$30,000.



HONORED — Cited recently for 55 years service to the State of New York in the Department of Mental Hygiene, Daniel J. Doran, retiring assistant commissioner for administration and management, hold a Citation for Distinguished Service signed by Governor Rockefeller. Shown with

him at a dinner attended by 350 persons are, left to right: Dr. Christopher F. Terrence, first deputy commissioner; Patrick J. McCormack, retired business officer, Rochester State Hospital; Dr. Alan D. Miller, Commissioner; and C. Gilbert Beck, assistant director of business administration.

Mental Hygiene Takes Softball League Crown For Third Year Straight By Dropping D.P.W.

Mental Hygiene, managed by Bill Fealey and Jim Forde, has won its third straight State Employee Softball League championship in only its third year in the league as it defeated Bob MacDowell's Public Works Nine in two straight games.

Mental Hygiene behind Pete Minahan, defeated Public Works 1-0 in the first game of the final playoffs as Bill Tyrell knocked in the winning run. In the final game, John Graney pitched a four-hitter and Pete Barbagelata hit a bases loaded homerun as Mental Hygiene won 9-1.

Pete Minahan starred on the mound with an 8-1 record, a league-leading 1.01 earned run average, one no-hitter, one one-hitter, and one two-hitter. Most valuable player Ed Plew hit .408

and played shortstop and catcher. Brian Fay led the team with a .432 batting average.

Bob MacDowell's .526 and Irving Mignault's .500 lead the Public Works team, which had to win a three-way playoff for second place in the Gold Division and defeat Blue Division champion

Conservation in order to make the playoffs.

Members of the championship Mental Hygiene team included:

Pete Minahan, Bob Mele, Ron Obach, John Graney, Ed Plew, Frank Flynn, Jerry Connolly, Walt Whemple, Pete Barbagelata, Bill Fealey, Jim Forde, Frank McCaffrey, George Mears, Rick Courter, Brian Fay, Dick Oppel, Tom O'Neilberg, John Spaas, Bill Tyrell, Bill Schultz and Joe Carbonello.

Final statistics for the league show that Herman Miller of Bridges, led the league with 28 hit's, 26 RBI's, and five home runs. Herman's .528 batting average was second only to Conservation's Horace Furman's .536. Brian Fay led the league with 23 runs scored.

Minahan led the league with a 1.01 earned run average. State University's Charlie Foster had 101 strikeouts to lead the league in this category for the second straight year.

Dutchess Unit Plans Clambake, Picnic

LAFAYETTEVILLE — Members of the Dutchess unit, Civil Service Employees Assn., will have an annual picnic for county employees and their families at Wilcox Park on Route 199, here, on Saturday, Sept. 10.

Mrs. Lydia Veit of the County Health Department and corresponding secretary of the unit is chairman in charge of arrangements.

Dr. Baum, Assistant Director Of Rome State School Retires Oct. 1 After 30 Year Career

ROME—Dr. Theodore Baum, assistant director of Rome State School, will retire Oct. 1, completing more than 30 years in State service.

Dr. Baum was honored by his friends and associates at a dinner party recently in Trinka's Manor, Oriskany.

The retiree began his career in State service in Rome in 1936, as a medical intern. He was graduated from New York University, receiving his bachelor of science degree in 1925. He received his medical degree from the University's Bellevue Medical College in 1929. He was engaged in private practice as a psychiatrist for five years in his native Yonkers, later accepting the internship in Rome.

He worked his way through resident, senior and superintendent during the next 14 years, when he left Rome to become as-

istant director of the Wassail State School in Dutchess County.

Dr. Baum returned to Rome in 1952 to become the State School's assistant director.

He has been active in community affairs in Rome, serving as president of the Rome Kiwanis Recreation Assn. for six years. He is a member of the YMCA, spent several years in United Fund volunteer work, and served in the Selective Service Board as examining physician during World War II.

Dr. and Mrs. Baum will continue to make their home in Rome.

Early Plans for October Meeting In Buffalo Set

BUFFALO — The official host committee for the 56th Annual Meeting of the Civil Service Employees Assn. at the Statler Hilton Hotel here on October 12 thru 15 has reported preparations well advanced for a special program for delegates, their families and friends.

CSEA Statewide treasurer John J. Hennessey, who heads the committee, cited the group for its effective work to date and listed this partial outline of its activities:

- Over 350 advertisements to cover certain convention costs had been solicited by Mary Cannell of Buffalo chapter, and Neil Cummings of Erie chapter. This has been supplemented by Mary Gormley, Buffalo chapter, who has secured pledges of support as patrons from 150 Buffalo members. Dr. John Warren of Buffalo University is in general charge of finances involved in these efforts.

- Nightclub tours and sight-seeing tours of Buffalo and Niagara Falls are being arranged by Joseph Kenney, Western New York Armosies; John Adamski, Roswell Park; and Ray Weber, West Seneca State School.

- Convention souvenirs for delegates have been selected by a subcommittee under Bud Watson, Western Division Thruway chapter.

- An extensive listing of fashion shows and special luncheon shows is being compiled by Wesley Demmon of Buffalo State Hospital.

The committee, for which Melba Binn, president of CSEA's Western conference, serves as consultant, will continue to work on these and numerous other activities, according to Hennessey, who urged CSEA delegates to keep apprised of the group's program through later reports in The Leader and at the convention registration area in Buffalo.

Retirement

(Continued from Page 14)

cating 'a truly non-contributory system under which the entire retirement allowance is determined in the same manner as the pension portion of the retirement allowance is now determined.' It may be asked whether the System can enact the proposals and remain solvent.

"While the writer cannot at this moment offer actuarial support for the recommendations, nevertheless, there are some compelling facts worthy of consideration. According to the 45th Annual Report, issued by the Comptroller, the trustee of the State Employees' Retirement System, the assets figured on 3 per cent interest, amount to close to two and one-half billion dollars, two and three quarter times as large as they were ten years ago. Although pensioners and beneficiaries as of March 31, 1965 numbered 40,168, with increase in number of pensioners and beneficiaries of 2,286 during the year ending March 31, 1965; all benefits paid amounted to about \$74,000,000.00; while investment income amounted to about \$84,000,000.00, exceeding expenditures by 13½ per cent. Another remarkable figure is the increase in assets of the System during the year of \$217,667,357.00. It seems to the writer, that a giant, with assets of such magnitude an

1,820 Tested In Recruitment Program In State

ALBANY—Seeking to remedy a serious shortage of law enforcement officers throughout New York State, the Civil Service Department has just wound up its most intensive campaign to date in police recruitment at the local level. More than 70 upstate city and county civil service commissions participated in the project, and a total of 1,820 applicants were tested.

A standardized written examination for police patrolman was given simultaneously by all participating agencies on August 13. The tests were scored by computer in Albany and the results returned to local civil service units on August 22. Mary Goode Krone, President of the Civil Service Commission, said that the Department was able to produce the unusually rapid ratings by giving top priority to scoring the police patrolmen's tests.

Such state-wide, standardized examinations for policemen have been previously held, but this marked the first time that the Civil Service Department provided such broad support to local communities in their recruitment drive. More than 5,000 posters, together with other promotional literature, were sent to local post offices, Patrolmen's Benevolent Associations and conferences of police chiefs. In addition, local civil service commissions were given "recruitment packages" containing sample press releases, examination announcements, and suggested newspaper advertisements for publicizing the test. Field representatives of the Department's Municipal Service Division rendered local assistance in the recruitment campaign.

Increasing at such a remarkable rate, which produces an income substantially in excess of expenditures, can easily absorb the proposed liberalization of the System.

"It is important to reflect for a moment how and at what price the staggering worth of the System developed. It cannot be denied that in addition to member contributions and investment income, the System swelled by an enormous windfall of untold millions due to:

1. None or delayed retirement due to inadequacy of retirement benefits.
2. Marked reduction in retirement benefits expenditures, due to delayed retirements and in many instances unfortunate choice in retirement options.

"It is time for an informative judgment to be entered and for a reappraisal, agonizing as it may be, to be made. The proof is convincing, the signs are plain and easy for anyone interested to read. They prove and say that neither the employees' aspirations, nor the employer's expectations have been fulfilled."