Civil Service

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ible Lists

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SPECIAL MEETING - Seen here with Alton G. Marshall, executive officer to Governor Rockefeller, at head of table, are members of the Special Division of Employment Committee of the Civil Service Employees Assn. and CSEA representatives. They met to try and resolve several problems within the Division. (See story to right.) Seen,

from left, are Ed Croft, Samuel Grossfield, Jack Rice, CSEA assistant counsel, Robert Dailey, Joseph F. Feily, OSEA president; Marshall, Edward Haverly, Joseph D. Lochner, CSEA executive director, Adele West, and F. Henry Galpin, CSEA assistant

Nassau CSEA Objects To New Grades and Salaries Set For County Employees

The reclassification report by Cresap, McCormick and Paget for Nassau County employees has been completed. Last week all department heads received copies of the new recommended salaries for each title; the grade number and the amount of each incre-

Irving Flaumenbaum, president of Nassau chapter, Civil Service Employees Assn., reported that the chapter received a preliminary report of the new salary structure in the early part of June. An immediate study of this report was instituted by the chapter and as a result, a letter was sent J. Ward Wright, deputy county executive, outlining some

of the objections Nassau chapter had to this report.

The first objection was the salary schedule for nurses. Strenuous objection was raised to the scale altotted by Cresap, McCormick and Paget in the original draft of the report. As a result of this letter, CSEA was advised by Wright in a letter that adjustments had been made in the nursing salaries, which adjustments were reflected in the amended draft of the salary report that was made public last week.

Too Many Downgraded

Another objetcion raised in a letter of June 8th, was the lumping together of clerks grade 3 through 18 into the new title of Clerk II. It was the feeling of a chapter committee, that the salary range in this title was insufficient and that too many people measures into law.

were down-graded, Wright, in a ing a close watch of this situaletter of June 28, informed CSEA tion until such time as the probthat the salaries in the Clerk II lem is resolved to the satisfaction title will be reconsidered at a later of all concerned. date. Nassau chapter is maintain-

(Continued on Page 16)

Pension-Eligible State Aides **Warned To Wait Until Effective** Date Of Two Pending Bills

ALBANY-A special bulletin has been sent out from Civil Service Employees Assn. headquarters to all State division chapters alerting members about to retire in the very near future to the effective dates of two bills awaiting imminent approval by the Governor.

Purpose of the bulletin is to insure that employees plan their retirement dates so as to take full advantage of the substantially inoreased retirement benefits for which they become eligible, if and when the governor signs the

The bills in question are the socalled "1/60th Retirement Bill" which would be effective 15 days after being approved; and the "\$2,000 Survivor's Benefit" for retired employees with an effective which would be available for the

(Continued on Page 3)

Meets With CSEA

Marshall Pledges Thorough Study On D of E Problem

ALBANY-Despite a ruling by the Court of Appeals that Division of Employment interviewers were not entitled to a new State title of employment counselor, the Civil Service Employees Assn. last week urged the Rockefeller Adminis-

tration to seek out some positive means by which these employees could receive a salary reallocation.

Governor Rockefeller, who was out of the State last week, was represented at a meeting of CSEA officials and members of the CSEA Special Division of Employ-

Major CSEA Bills Still Need Approval

At Leader press time, major legislation sponsored by the Civil Service Employees Assn. was still awaiting approval of Governor Rockefeller. A reliable source reports that these measures would receive action early, however.

Among the most important bills to be signed or vetoed are one which would provide members of the State Retirement System with a 1/60th, guaranteed half pay pension after 30 years' service and another which would give all State employees a \$2,000 death benefit upon rettrement.

Action by Governor Rockefeller on these and other measures will appear in next week's edition of The Leader.

For Power Plant Aides

Feily Urges Special C.S. Commission Meet On Reallocation

ALBANY - Joseph F. Fe.iy, Employees Assn. has urgently In Gubernatorial Race: requested the State Civil Service Commission to schedule a special meeting as soon as possible to reach a long-postponed decision on the Association's salary reallocation appeals for State power plant employees.

The request was an immediate follow-up to the Commission's failure to take expected action in

According to Feily, the Commission informed CSEA last May that the Division of Classification and Compensation was ourrently engaged in a survey of all power plant positions, the results of

(Continued on Page 3)

ment Committee by Alton G. Marshall, his executive officer.

Employees Association representatives pointed out to Marshall that in many cases, employment interviewers had been doing job counseling as part of their duties for some 18 years. It was for this reason, CSEA said, that they had filed suit to gain the new title of employment counselor for these D of E workers.

Two lower courts upheld the CSEA contention but their rulings were upset by the State's higher

In the session last week, an extensive report on the career and morale problems of these particular State employees was presented in detail to Marshall and the Rockefeller Administration was urged to find some new means to solve the dead end situation feeing these workers in terms of adequate compensation for the duties they perform. Essentially, the Employees Association stressed the point that the work of employment interviewers has changed radically over the years and insisted that this title have a proper and thorough examination with a salary reallocation as the final action.

Marshall declared that the Administration was equally anxious

(Continued on Page 3)



Dems' Feuding Seen **Reviving Search For New Face For Ticket**

OVERNOR Rockefeller G must be gasping with the matter at last week's regular disbellef and delight as certain Democrats seem bent on re-creating history and lending the Governor one of his best assists in getting returned to office this Fall.

It was in September, 1958, that feuding Democrats at their convention in Buffalo tore the party

(Continued on Page 2)

Commissioner of Public Events

'Bud' Palmer Fights Tape - Ticker & Red -To Improve City Image

The Mayor of New York no longer will pass out keys to the city to visiting dignitaries and ticker tape parades down Broadway will be fewer, but there's no need to fear that the town is going to ignore a gala event or an outstanding figure in the news when the proper

tribute is required.

Keys to the city have been replaced by a handsome photo engraving of an early 19th century view of City Hall framed in green

The ticker tape parades have been reduced for a number of reasons. First of all, they don't throw tape the way they used to because so many new buildings along Broadway are permanently sealed to retain the effects of air conditioning. Second, too many parades take away the edge of excitement and the City is now going to reserve such tributes to really outstanding occasions, such as a reception for the first man on the moon, heads of state and those who accomplish feats that novel but extraordinary. Third, it costs about \$30,000 in manpower, lost time and clean the form of permits, jurisdictional up for each parade and the administration of Mayor John V. Lindsay is strenuously avoiding throwing away money these days.

The man who deals with such weighty problems - and when dealing with celebrities, heads of state, important public figures and local New Yorkers with highly sensitive feelings about their importance they become weighty problems-is an amiable. 6-foot, 6-inch former All American basketball star and television sports announcer named John S. Palmer and known as "Bud" Palmer within seconds after meeting

Cutting Red Tape

As Commissioner of Public Events, Palmer has not so much concerned himself with eliminating ticker tape as he has red tape. As the City's chief protocol offi- for the warm, friendly, co-operacer, he is definitely master of tive town it is," he said. ceremonies, arranger of events and all that. But Palmer has tried New York, Lindsay could hardly to enlarge the scope of his duties make a better choice for "Bud" in order to help bring back to New York many industries-movies in



BUD' PALMER

disputes on authority, etc.

"Every department and agency here has a duty to create a better image of New York as a great place in which to work, play and live," Palmer said in an interview recently. 'We're working hard to bring the movie industry back here. We've got to do more for our biggest employer - the garment industry. We have to make things easy and simple to the highest degree," he declared.

And one of Palmer's aims. which coincides with that of his boss, the Mayor, is to do things without fuss.

"We Care"

"We want the people of New York to know we care about them and that we care about their problems. We want the people who come to New York to see the City

projecting that image of Palmer is a warm, friendly and co-operative man who enjoys his particular-that fled the City be- job. He has brought an air of incause of an excess of red tape in formality to City ceremonies that

is dignified without being stuffy. The atmosphere goes with the relaxed, open personality of the athletic Palmer, who at one time was captain of the New York Knickerbockers basketball team and, earlier at Princeton, he also was an All-American in soccer and Lacrosse, as well as basketball.

Like many men on the Lindsay team, "Bud" Palmer is direct and to the point. "When somebody wants to involve the Mayor in a worthwhile ceremony," he said, "I want to know the way to set it up in order to bring the best results for the people involved as well as the Mayor. I find the quickest way to do this is merely to ask "What do you want out of it? Pictures, a story, etc?' We prefer smaller ceremonies where people can actually meet the Mayor. He certainly wants to meet the people and it's hard to do that with large, staged ceremonies in which a lot of speech-making is involved,"

The new Commissioner declared that "We still have a lot of things to learn, but we're learning fast. So far we seem to be keeping people happy and that's what we want to continue doing."

When asked why Mayor Lindsay appointed him as Commissioner of Public Events, Palmer replied jokingly that "he wanted someone in the Administration that was taller than he is."

31 New Agencies Join Statewide Plan O'Brien Reveals

William G. O'Brien, Blue Cross-Blue Shield Manager of the Statewide Plan, has announced that 31 new agencies have joined the Statewide Plan in the last three months. They include one county, eight towns, one city, seven villages, six central school districts, two boards of cooperative educational services and six miscellaneous agencies.

"A total of 69 new agencies have joined the Statewide Plan during the first six months of 1966." said O'Brien, "bringing the total number of participating agencies to 169 covering 675,109 employees and dependents."

O'Brien pointed out that the Statewide Plan is designed to meet the specific needs of public service employees, combining hospitalization, surgical and major medical protection in one plan.

"The ever-growing number of public service employees and their dependents who are enjoying the unique protection offered by the Statewide Plan is most gratifying to us here at Blue Cross-Blue Shield," O'Brien concluded.

Don't Repeat This!

(Continued from Page 1) apart with charges and countercharges of "bossism" and instead of organizing to win a second term for then Governor Averell Harriman turned the spotlight on their own internal struggles and practically handed the election to a newcomer in State politics, Nelson A. Rockefeller.

Now, to the distress of not only the pros but the rank and file Democrats, the wheeling and dealing accusations made by and against two of the leading contenders for the gubernatorial nomination, City Council President Frank O'Connor and Franklin D. Roosevelt, Jr., are threatening to make history repeat itself

There is no doubt that the chances of O'Connor and Roosevelt have been hurt seriously in their efforts to win the nomination, although O'Connor's restraint in the feud and his personal popularity with the delegates may yet win him back some of the confidence he may have lost last week. It is also obvious that Nassau County Executive Eugene Nickerson, who was doing well anyway, is benefiting the most so far from this struggle. Nickerson still has a problem with civil service groups, however, and he must get this straightened out.

What seems even more likely, however, is that the desire of certain, strong Democratic figures to come up with a new face that has no taint of politics in terms of commitments, bossism or what have you, will now gain more impetus. This is underlined by the first and instinctive statements from Sen. Robert F. Kennedy that he was now uncertain whether or not he would endorse any candidate at all. And if the Democrats are going to win this Fall, their candidate absolutely must have the full and enthusiastic support of Kennedy, the State's Number One Democrat.

On Tap

Fortunately for the Democrats. there is a host of untapped, new faces among their ranks, out of which a new candidate could be drawn. Not only are these men to be found in government but business, industry and labor as well. Most of them have been referred to in prior columns and because the list is so long only the briefest of mention can be made here now

It should be pointed out first that two skilled hands at the game of politics are still in the background and could emerge the winner yet. These are former New York City Mayor Robert F. Wagner, and, more particularly, Comptroller Arthur Levitt. Neither should be counted out of the race until the last minute.

But among the rank of new faces the Democrats have such bright and strong personalities as Stephen E. Smith, brother-in-law of Senator Kennedy and a strong political and business figure in his own right, who has shown no indication at all of desiring public office but still might be made to run if the arguments were made strong enough.

Another possible candidate is the highly respected president of Cornell University, James A. Perkins, and there is Manhattan District Attorney Frank S. Hogan, a gubernatorial possibility who draws votes from all political parties and is probably the best

speaker on the hustlings in the State.

Theodore W. Kneel, the labor expert and mediator, has a solid reputation with both business and labor. If he could be persuaded to run, Bernard Botein, the distinguished presiding justice of the Appellate Division of the first department of the Supreme Court here, would make an outstanding, prestigious candidate.

One national magazine recently speculated that a dark horse candidate for the Democrats could be Sol Linowitz, the dynamic industrialist and philanthropist who helped make a financial giant out of the Xerox Corp. and whose name is known in the most powerful financial, political and business circles in America.

One of the strongest compromise candidates could be Assembly Speaker Anthony Travia, who assumed his post in Albany as a relatively minor political figure and, in two sessions as Speaker, has grown in the job tremendous-

This is by no means a complete listing of the possibilities aveilable. It does show, however, that aside from the major figures now dominating the scene the Democrats may have among their ranks a new face, a Wendell Wilkietype personality that could revitalize the image of the party and shake it loose from the pieture of a fussin', feudin' group of politicians that are more easer to knock each other off than win an important political campaign.

Before the Democratic primary next month the internicene querreis may be ended and one of the "Big Four," O'Connor, Nickerson, Roosevelt and Samuels, may yet end up as the strongest contender. Until that time, however, the call for a new face may be so strong that the Democratic nominee for Governor may well be one of the other men mentioned above.

Continuous Filing For Medical Records Librarian Positions

The United States Civil Service Commission is accepting applications on a continual basis for medical records librarian jobs with the Federal Government, Positions are in grade scales GS-5 to GS-12, with salaries ranging from \$4,690 to \$9,980.

These positions are in Washington D.C. and various other locations throughout the United States. The jobs are in the Veterans Administration, U.S. Public Health Service and the Department of Defense.

For further information contact the Executive Secretary. Central Board of U.S. Civil Service Examiners, Veterans Administration, Washington, D.C. 20420.

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CSEA Continues Protest Of Rating System Used In Supervising Nurse Test

ALBANY-The Civil Service Employees Assn. has again protested to the State Civil Service Commission preferential ratings based on educational qualifications of candidates on an eligible list resulting from an open competitive examination for supervising nurse (psychiatric) held last June 4.

At a meeting with the Commission last week, CSEA representatives, headed by president Joseph F. Feily, again denounced the practice as unfair to nurses within the State service who passed the examination but who lack the higher educational credits. For many of these successful candidates, the Association pointed out. the additional rating handicap effectively closes the door to any chance for promotion.

CSEA's original protest, well before the examination was given, was triggered by widespread employee concern following release of the examination announcement. This stated that appointments of successful candidates would be made first, from among those having a bachelor's degree in a field appropriate to nursing; next, from those having 30 college hours credit in courses appropriate to nursing, and last, from among

Pension Warning

(Continued from Page 1) date of Oct. 1, 1966.

The Employees Association bulletin cautions State employees planning to retire prior to the effective dates of the anticipated new benefis to review their plans July meeting. On the basis of and adjust them to their best ad-

In the case of State employees faced with mandatory retirement before the effective dates of the pending bills, CSEA urges that they request their agency to arrange an extension date.

In the event members encounter difficulty in arranging such extensions, the bulletin suggests they further advice from their chapter president, field representative or CSEA headquarters.

candidates who qualified primarily by experience.

In its renewed appeal, CSEA strongly urged that the Commission revoke the announced preferential rating policy and that appointments of successful candidates be made strictly according to their rank on the eligible list.

The Civil Service Commission agreed to reconsider the matter and to inform the Employees Association of their determination at the earlest possible date.

Representing CSEA at the meeting were: Felly; Joseph D. Lochner, executive director; John C. Rice, assistant counsel; William L. Blom, director of research; Julia Duffy, president of Pilgrim chapter and Felice Amodio, president of the Middletown State Hospital chapter.

Civil Service Department representatives included Alexander A. Falk and Orin S. Wilcox, commissioners; William J. Murray, administrative director; and Stanley Kollin, assistant administrative

Power Plant Aides

(Continued from Page 1)

this correspondence, Feily said, we informed our members, in good faith, that they could probably expect a decision by the Civil Service Commission sometime in

"These appeals have been pending . . . since September 17, 1965 . . . We believe that the Civil Service Commission has held them for an unreasonable length of time and that immediate favorable action is now imperative," Feily added.

Western Division Thruway Chapter Installs Officers

BUFFALO - Mrs. Melba Binn, president of the Western Conference, Civil Service Employees Assn., recently installed the new officers of Thruway's Western Division chapter at a dinner held at the V.F.W.

Installed were: Gerald Watson, president; Shirley Lacy, 1st vicepresident: Bernice Berchou, 2nd vice-president; Virginia Powless, recording secretary; Genevieve Luce, corresponding secretary; Ralph Denny, treasurer and William Buyers, sergeant-at-arms.

Delegates installed were: Gerald Watson, Bernice Berchou and Alfred P. Jeris Sr. Alternate delegates were Shirley Lacy and Genevieve Luce.

Joseph Sykes, Albany Thruway chapter president, served as master of ceremonles.

Guests attending the installation included Virginia Halbert, 3rd vice-president, Western Conference; Joseph Kenney, State Armories chapter president: Henry Gdula, CSEA fieldman; Jack Gallagher, Syracuse chapter president; Tom Canty, Ter Bush and Powell Insurance representative; and Ann Pulvino, president of the Roswell Park chapter, CSEA.

D of E Problems

(Continued from Page 1)

to solve the Division of Employment problem and said that he would order a thorough study of the situation with all the department and agency officials in-

Representing the Employees Association at the session last week were Joseph F. Feily, CSEA president; Joseph D. Lochner, executive director; F. Henry Galpin, assistant executive director; John Rice, assistant counsel, and Robert Dailey, Adele West, Edward Haverly, Samuel Grossfield and Edward Croft of the D of E Com-

Liberalized Leave Credit Regulation Proposed By Civil Service Department

(Special to The Leader)

ALBANY-The Civil Service Employees Assn. has been informed of the anticipated adoption of an amendment to the State Attendance Rules which would make it possible. under certain conditions, for an employee of a State governmental branch not covered by the attendance rules, to take

his leave credits with him when he transfers to an agency which is subject to the rules.

CSEA president Joseph F. Feily was notified of the Civil Service Commission's action in a letter from William J. Murray, administrative director of the State Civil Service Department.

According to Feily, the change would allow such arrangements to be set up by reciprocal agreement between the branch not under the Attendance Rules and the president of the State Civil Service Commission, providing the branch not covered is under "Attandance and Leave Regulations which are substantially equivalent" to the State Attendance Rules.

The amendment is specifically intended to benefit employees of the Judicial and Legislative branches, who do not come under the State Attendance Rules and who, heretofore have had to liquidate or even forfeit accumulated leave credits upon transferring to a covered State agency.

Feily hailed the Commission's action as an important gain, noting that "CSEA has continuously urged uniform treatment of employees in all branches of State government, including Judiciary and Legislative."

The amendment is now before the Governor and would become effective upon his approval.

Dr. Haight Transferred

ALBANY - Dr. J. Rothery Haight, director of the St. Lawrence State Hospital, has been named director of Gowanda State Hospital, succeeding Dr. I. Murray Rossman who has retired. He had served in the St. Lawrence post since June 1963.

Lindner Honored **Retirement From** Conservation Dept.

ROCHESTER - Some 200 persons attended a retirement dinner, recently, for Wilfred Lindner, assistant regional conservation officer for the Conservation Department's First

Toastmaster for the evening was Clarence German, former vice-president of the New York State Conservation Council. William J. Goodman, chief of the Bureau of Law Enforcement was the principal speaker and installed Lindner as special game protector of the department.

Guesta at the dinner presented Lindner with an equipped aluminum boat, his service revolver, a purse and a plaque.

Lindner was appointed as a game protector on May 1, 1934 and promoted to assistant district game protector in 1942. He was named district game protector in 1944 and promoted to the regional post on April 15, 1946.

He was presented with the Genesee Conservation League's Conservationist of the Year award in 1952. Upon his retirement, he was elected a director of the league, the largest group in the State,

Dr. Wynar Appointed

GENESEO - Dr. Bohdan 8. Wynar has been named director of library education at the State University College at Geneseo.



ALOHA — Members of the Civil Service Employees Assn. prepare to start their Hawaiian holiday us they arrive at the Honolulu Airport, Kneeling at left of flag are John Hennessey of Buffalo and

Mrs. Julia Duffy of Long Island, tour leaders. Arrangements for the tour were made through Civil Service Travel Club and Knickerbocker Travel Service.

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☆ U.S. Service News ☆

More Q. & A. Including 55-30 Retirement Bill

Despite widespread apprehensions of the contrary, the Federal pay raise and benefit liberalization bill which was signed by the President recently did include provisions for a liberal retirement plan for Federal employees who had served

the Federal government for thirty years by age fifty-five. The final bill, as was predicted, called for the 55/30 retirement only on a voluntary basis, however. The Administration had requested the

right to retire involuntarily any Federal employee whose length of service met those milestones. Such a stipulation was not given very serious consideration by Congress.

Further information on features of the 55/30 retirement bill are included in the following series of questions and answers, continued from last week's column, on the nature of the recent retirement benefit liberalization.

Annuity Liberalizations

In what kinds of retirement eases have annuities been liberalized?

In two kinds:

(1) where the employee retires optionally at ages 55 through 59 efter at least 30 years of ser-

(2) where the employee is under age 60 and is involuntarily separated through no fault of his own (as for reduction in force). How is the annuity liberalized

in case of optional retirement at

Formerly, the annuity of such a retiree was reduced by 1/12 of the Chambers Street stop of the 1 percent for each month (1 per cent a year) he was under age 60. This reduction has been eliminated and the full annuity otherwise due will be payable.

How is the annuity liberalized in case of involuntary separation under age 66?

Formerly, the annuity of such a retiree was reduced by 1/12 of 1 per cent for each month (1 per cent a year) he was under age 60 down to age 55, plus 1/6 of 1 per cent for each month (2 per cent a year) he was under age 55. The 1/12 of 1 per cent reduction for each month under 60 has been eliminated. The full annuity otherwise due will be payable to an employee at ages 55 through 59 who retires because of an involuntary separation. An employee under age 55 who retires for this reason will still have his annuity reduced by 1/6 of 1 per cent for each month he is under age 55.

When is elimination of the reduction effective?

There will be no reduction for those employees who retire on or after July 18, 1966.

Does elimination of the reduction apply retroactively to employees who retired before July 18,

No.

Liberalized Survivor **Annuity Rights**

liberalized?

four respects:

- receive more than one-half line to the Grand Central store support from his employeeparents has been eliminated.
- 2. The age to which a studentchild may be paid annuity has been increased from 21 to 22.
- 3. Annuity to a widow (or widowshe is at least age 60 when she remarries.
- er) which stopped because of

(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 to New York City on the transit

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 then the last day of filing or if stated etherwise in the examination announcement.

The Applications Section of the Personnel Department is near 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.

STATE

STATE-Room 1100 at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BArclay 7-1616; Governor Alfred F. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo: State Office Building, Syracuse: and 500 Midtown Tower, Rochester (Wednesdays only).

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

FEDERAL

FEDERAL - Second U.S. Civil Service Region Office, News Building, 220 East 42nd Street (at 2nd Ave.), New York 17, N.Y., just west of the United Nations building. Take the IRT Lexington Ave. How have survivor rights been Line to Grand Central and walk two blocks east, or take the shut-They have been liberalized in the from Times Square to Grand Central or the IRT Queens-Flush-1. The requirement that a child ing train from any point on the

> 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 offices except er) which formerly stopped the New York, N.Y., Post Office. when she remarried will con- Boards of examiners at the partinue without interruption if ticular installations offering the tests also may be applied to for further information and applica-Annuity to a widow (or widow- tion forms. No return envelopes are required with mailed requests for application forms.



A housewife went down to the basement to stoke the family coal furnace. Unfortunately, the water heater chose that moment to blow up. A fragment of metal struck her bare arm and branded it, in reverse, "Patented 1898." (Although no woman likes to be "dated," a sizable Accident check was most welcome.)

We admit this might never happen to you, but each year accidents and sickness cost millions of Americans a staggering toll in both disabilities and money.

The C.S.E.A. Accident and Sickness Income Insurance program, administered by Ter Bush & Powell, Inc., covers over 52,000 members. As a group they have already received benefits totaling millions of dollars. It could also pay you an income each month if an accident or sickness disables you.

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Brooklyn Navy Science Lab Has Vacancies For Engineers, Scientists; Jobs Available Now

The U.S. Naval Applied Science Laboratory in Brooklyn is offering challenging research and development assignments in four scientific divisions - electronics, material sciences, navigation and the physical sciences.

Electronic engineers are needed in the Electronics Di-

vision, whose projects include the improvement of maintainability their respective fields and faculty and reliability of electronic systems; studies in the fields of microwave and nonmicrowave devices and systems, interior communications systems, and R-F interference and electromagnetic transmissions security.

Materials engineers, mechanical engineers, physical metallurgists, physicists, and welding engineers are needed in the Material Science Division, which is responsible for the development of high strength steels, titaniums and glass-reinforced plastics for deep submergence use; vibration, fatigue, and related studies of structural materials: development of new polymers for special applications and coatings; and development of nonferrous alloys.

Electrical, electronic, meohanical engineers, and physicists are needed in the navigation division, which is responsible for research and development in antisubmarine warfare navigation system development and integration; inertial navigation systems and components, celestial trackers, satellite navigation; and unified oceanographic survey systems.

Senior research physicists are needed in the Physical Sciences Division for initiating and carrying out studies involving the detection, identification and measurement of toxic biological and chemical agents. Applied research in any of the following areas is required: Laser physics and technology; infrared technology; microwave spectroscopy; or, atmospheric physics.

The laboratory, located at Flushing and Washington Avenues, is one of the fifteen principal laboratories of the Naval Material Command. It is the center for all Navy work in precise navigation systems, and the lead laboratory for systems performance effectiveness, a program which is having Navy-wide impact on all system studies. The laboratory is one of the principal centers in the Navy for research and development in materials, and is the exclusive Naval Material Command laboratory for biological and chemical warfare defense studies.

The laboratory's present work force totals 1,068 civilian employees, of which more than half are scientists and engineers. In addition, the laboratory maintains a staff of scientific consultants, all of whom are renowned in

Title Searcher Exam In NYS

The State of New York has openings for titles searchers in various areas of the State for which applications will be accepted until Aug. 8.

These positions are in the Law Department. Salary to start is \$6,675 with annual increments to

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

members of such institutions as Columbia University, New York

gan and Ohio State University. Positions will be filled under the appropriate U.S. Civil Service Commission provisions. Starting salaries will depend on experience and qualifications. Application Form 57 or detailed resume (indicating salary requirements) should be sent to the Civilian Personnel Office, Bldg. 5, U.S. Naval Applied Science Laboratory, Flushing and Washington Aveues, Brooklyn, N.Y. 11251.

of Brooklyn, University of Michi-

Bus Operating Authority Offers Driver Positions Paying \$3.14 To Start

Bus drivers are being sought by the Manhattan and Bronx Surface Transit Operating Authority, a subsidiary of the New York City Transit Authority.

Applications for the qualifying examination, devised by an independent board comprised of three leading educators, must be filed in person between Aug. 8 and Aug. 26, at the MABSTOA Test Center, 51 Dey St., Manhattan, or the MABSTOA Application Annex,

University, Polytechnic Institute 2128 Seventh Ave., Manhattan. It is expected that the MAB-SOTA will be "covered into" civil service shortly. Employees working for the Authority on that date will be automatically given civil service status provided that all basic requirements of public employment are met.

The examination was prepared by Dean William H. Mulligan of the Fordham University Law School, Dr. Sidney Malilick, professor of administration, New York University. The test is de-

signed solely to measure an individual's ability to do the job.

The independent examining board was appointed by the Authority to make certain that the hiring system was fair and impartial and based on merit without regard to race, color, creed or other qualities that are not related to ability on the job.

Base hourly pay for bus drivers will be \$3.145 as of Jan. 1, 1967, when the first appointments are scheduled to be made. Pay scales provide for increases to \$3.73 an hour.

Candidates must be male United States citizens at least 25 years old as of Sept. 1, 1966, and stand a minimum of 5 feet 4 inches. There are no requirements of formal eductation or experience, but applicants must have had a motor vehicle operator's license for at least two years before Sept. 1, 1966.

The written test will cover a knowledge of traffic rules and points of interest in the metropol-

Successful qualify for a Class 2 chauffeur's license and demonstrate an aptitude as a bus operator by the end of the training period.

In addition to driving a bus, operators must be able to collect fares, care for passengers' safety and make reports regarding revenue, accidents, inoperative and faulty equipment and unusual occurrences.

Although this is not a civil service examination, candidates are bound by the same regulations as those that apply to other public employees.

Candidates who are successful in the written test will be placed on an eligible list. The Authority will appoint from the list one person from the first three persons standing highest on the list for each job. Persons passed over three times will be dropped from the list. All appointments will be for a probationary period of six regulations in New York City and months. All appointments will be subject to medical approval and a satisfactory background check.

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Tuesday, Aug. 2, 1966



Start Planning Now

S TATE offices in New York City are about to be air-conditioned, according to an announcement by General C. V. R. Schuyler, commissioner of the Office of General Services.

The Federal government is awaiting completion of a complex of new buildings in the Foley Square area-all of which will be centrally air conditioned. Federal civil service employees will then be able to enjoy working conditions now offered to practically all white collar employees in private

But we are waiting to hear of air conditioning plans for New York City's 236,000 employees. True, some of the smaller buildings are air conditioned. But what of the two largest structures — the Brooklyn and New York Municipal Buildings. Thousands of employees are assigned to these buildings - the bulk of the City's white collar force. An additional 2,000 are employed at 125 Worth St.—the Health Department Building.

The City has, it must be admitted, started installation of central air conditioning at the Bronx County Building. But this project has been underway for over two years and not yet half completed.

At this rate, unless plans are announced soon, the buildings will be ready for replacement before the modernization

We urge Mayor Lindsay and the Department of Public Works to start planning now, in order that City employees can enjoy air conditioning with their counterparts in Federal and State service as well as those in private industry as soon as possible.



OCIAL SEC Questions and Answers

I am a widow ,age 50, with an | working. Would you advise me to only daughter. I applied to have care at this time? my daughter's social security benefits start again because she is ably insured for monthly social received a monthly social security check because she was in my care. Will my benefit start again?

No. You received a benefit because you cared for your daughter who was under 18. This part of the law was not changed. However, a change in the law permits you to choose reduced widow's benefits as early as age 60.

Will social security benefits continue to the student during a summer vacation?

Yes. Benefits continue for any period of non-attendance of four months or less as the student returns to school after the nonattendance period.

. . . me an application only for Medi- Will my benefit the raised to the Government.

Since you are 65 and are proba junior in college only 20 years security benefits, you should file 7:00 p.m.—Community Action old. Before she was 18, I also an application for monthly benefits. If your earnings are too high to permit payment of monthly checks ,they will be held back until you retire or reduce your earnings. This application will entitle you to health insurance benefits whether or not you work.

> I hear that there are two plans under medicare; what are they?

The first is hospital insurance; the second supplementary medical insurance. Hospital insurance offers help with hospital bills, and other services; the supplementary medical insurance helps with doctor bills and other medical ex-

I am 65 years old and still reduced widows benefits at 60. will be matched by the Federal

Civil Service Television

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

Sunday, August 7

4:00 p.m.-City Close-Up-Patricia Marx intreviews Charles McGrath, Commissioner of Corrections.

7:30 p.m.-Safe Driving-"The T in Pain" and "Pedestrians."

9:30 p.m.-Viewpoint on Mental Health-"Out-Patient Psychiatric Clinic for Mentally Retarded.

Monday, August 8

4:00 p.m. - Around the Clock -New York City Police training program: "Evidence and Testimony (Problems and Trends)." 6:00 p.m.-Community Action -

"Blue Cross-Blue Shield Role im Medicare."

7:30 p.m.-On the Job-New York City Fire Department training program: "Inspection Factories Part I."

8:30 p.m.-Safe Driving - "Emergencies in the Making" and 'Freeway Driving is Different.' Tuesday, August 9

4:00 p.m. - Around the Clock -New York City Police training program: "Evidence and Testimony (Problems and Trends)." 7:00 p.m.-Viewpoint on Mental Health-Psychiatric Services in Voluntary General Hospital.

Wednesday, August 10

3:30 p.m.-Viewpoint on Mental Health-Psychiatric Services in a Voluntary General Hospital. 4:00 p.m. - Around the Clock -New York City Police training program: "Evidence and Testimony (Problems and Trends)." 5:30 p.m.-Safe Driving-"Emergencies in the Making" and "Freeway Driving is Different."

7:30 p.m.—On the Job-New York City Fire Department training program; "Inspection Factories Part L"

Thursday, August 11

4:00 p.m. - Around the Clock -New York City Police training program: "Evidence and Testimony (Problems and Trends)." 7:30 p.m.—On the Job—New York City Fire Department training program: "Inspection Factories Part II."

8:30 p.m.—City Close-Up — Patriola Marx interviews architect Philip Johnson.

Friday, August 12

4:00 p.m. - Around the Clock -New York City Police training program: 'Evidence and Testimony (Problems and Trends)." Saturday, August 13

"Blue Cross-Blue Shield Role in Medicare."

7:30 p.m.-On the Job-New York City Fire Department training program: Inspection Factories -Part II."

full amount when I reach 68? No. The reduction is permanent. While you get less each month, you will receive it for a much longer period of time.

How much are the premiums for health insurance?

Hospital insurance requires no payment after retirement; supplementary medical insurance premiums are \$3 a month begin-Assume that I choose to start ning July 1966. These payments

Civil Service Law & You By WILLIAM GOFFEN



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

Guilty Without - Charges

IN DEFENDING his client on charges of misconduct, the experienced attorney knows that he must object to the introduction of evidence beyond the scope of the charges. The attorney appears at the hearing prepared to meet the charges. He cannot fairly be required to defend charges that have not been alleged. Accordingly, the hearing officer should sustain an objection on behalf of the employee based upon the fact that evidence offered is not included within the charges

IT WOULD SEEM to follow that the hearing officer and the Commissioner should exclude from their consideration evidence not encompassed by the charges. Yet, in a three to two division, the First Department recently sustained the Police Commissioner's dismissal of two detectives for corruption, although no such charge had been made against them. The charges actually made were association with a known criminal, having dealings with him, and failure to investigate a complaint of burglary properly.

ACCORDING TO the testimony at the disciplinary hearing, the detectives were assigned to the investigation of a complaint of burgiary from the premises of a New York dress house. They met with the complainant and his two partners in the business. The partners stated that it was they who had removed the merchandise, but they had done so only to prevent its seizure by the complainant who had threatened to recoup his investment in the business in that manner. At this point, a known criminal who was present at the meeting insisted that the removal constituted a crime which would result in their imprisonment unless they made a sale of their interest in the business to the complainant at a ridiculously low figure. The petitioners said nothing to dispute the criminal's contentions. The criminal prepared an agreement for the sale which was signed. However, it was voluntarily reseinded when an attorney had been consulted.

THE COMPLAINANT and the criminal testified at the hearing that money was paid to the detectives to assist in arranging the abortive agreement.

THE HEARING officer dismissed the charge of associating with a known criminal because the officers were unaware he was a criminal. This appears, in any event, to be a strange charge, although warranted by police regulations, in that even a police officer should be free to choose his associations. It is only a corrupt association that may reasonably be condemned. In this connection, one is reminded of Mark Twain's burgiar. The author's association with him led to his rehabilitation.

THE HEARING officer sustained the remaining charges, strangely including that of dealings with a criminal of whose criminality they were unaware, and recommended a fifteen day suspension without pay.

CONCLUDING THAT the evidence established corruption, former Police Commissioner Michael G. Murphy disregarded his hearing officer's recommendation and dismissed the petitioners.

MR. JUSTICE Aron Steuer, writing the majority opinion, reasoned that the language of the charges did not preclude corruption and that they did encompass the transactions in which the corruption appeared. He stated that the petitioners were therefore not prejudiced in the presentation of their defense.

MR. JUTICE James B. M. McNally in his dissenting opinion observed that the petitioners were dismissed because of a finding of corrruption "although no such charge has been preferred against them, examined into, heard or investtigated and there is no substantial evidence to support the

THE JURIST called attention to the petitioners' excellent records. One had received eight citations involving meritorious and excellent police duty and valor. The other had

(Continued on Page 15)

surance Examiner Test Set

service examination for insurance examiner will be held September 10. The job pays from \$8,365 to \$10,125 in five annual increases. These positions are in the Insurance Department in Albany and New York City.

To qualify, candidates must have a bachelors' degree with either 24 hours in accounting, or 15 hours in insurance or 15 hours ta mathematics and/or statistics, plus one year of suitable experi-

LEGAL NOTICE

FRO No. P4045, 1986. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent.

To BOBERT GOTTSCHALR BARETTY, ROSE BLANCHE BASTEN & ALICE BRANDT, and to all the heirs at law, next of kin, devisees, legatess, distribuless, grantees, assignees, creditors, lientors, traited, executors, administrators or successors in interest of HEDWIG ELVIRA SMITH, s/k/s HEDWIG E. SMITH, decoased, as well as the respective heirs at law, next of kin, deviseer, legates, distribuless, grantees, assignees, lienors, trustees, executors, administrators or successors in inforcat of the aforesaid classes of persona, if they are any of them be dead and their respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to petitioners.

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 County, at Room 504 in the Hall of Records in the County of New York, New York, on Sept. 12, 1968, at 9330 AM, why a certain writing dated April 24, 1964, which has been offered for probable by JEAN GRUSZECKIE BUHWARTZ and WILLIAM J. WILLIAMS, residing at 6141 Broadway, Bronx New York as MITH. a/k/as HEDWIG ELVIRA SMITH. a/

Daied, Attested and Scaled, July 11, 1968.

HON, JOSEPH A. COX,

KLS.) Surrogate, New York County
PHILIP A. DONAHUE.

At the Surrogate's Court of the Country of New York, at the Courthouse in said Country on the 12th day of July, PRESENT: HON. JOSEPH A. COX,

BURNOGATE
Probate Proceeding, Will of HEDWIG
ELVIRA SMITH, a/k/as HEDWIG E.
SMITH, Deceased.

Probate Proceeding, Will of HEDWIG ELVIRA SMITH, a/k/as HEDWIG E. BMITH, Deceased.

Onles of Publication of Citation P4945, 1966.

Upon reading and filing the verified polition of WILLIAM J. WILLIAMS, propounding the Last Will and Testament of HEDWIG ELVIRA SMITH, a/k/as HEDWIG E. SMITH, deceased, late of the County of New York by which it has been established to my satisfaction:

(1) that of the persons to be cited herein those persons whose names and places of residence are hereinafter stated are not residence are thereinafter stated are not residence are thereinafter stated are not residence are thereinafter stated are not residence are unknown and cannot after due diligence be ascertained by the petitioner herein:

(3) that the aggregate value of the shares or interests in the estate of all of the persons to be served by publication amounts to more than five thousands dollars:

Now, on motion of WILLIAM J.

Now, on motion of WILLIAM J. WILLIAMS, atorney for the said peti-

Minima.

Moore, It is

ORDERED that the service of the citatain in the over entitled matter upon

and places of ORDERED that the service of the citation in the over entitled matter upon the persons whose names and places of residence are becomed whose places of residence are unknown and also upon those persons hereinabove named whose places of residence are unknown and also upon those persons who and whose places of residence are unknown naknown, he made by publication thereof in two newspapers, to wit in the New York Law Journal and the Civil Service Leader, both published in the County of New York once a week for four successive weeks, the first publication to be made at least twenty-eight days before the return day fixed ni the citation; or at the option of the petitioner, that service of said citation be made upon any of them personally without the state in the manner prescribed by sections

any of them personally without the state in the manner prescribed by sections 55 and 50 of the Surrogaria's Court Act and other applicable provisions of law:

AND being satisfied that the petitioner cannot with reasonable diligence ascertain a place or places where the said persons whose names or residences are unknown would probably receive matter transmitted theorem the post office. I HERE-BY DISPENSE with the mailing of a soor of the citation to them:

AND DIRECTED that on or before the day of the first publication the petitioner deposit in a post office, branch post office, station, substation, letter box mail chute or other official depository under the exclusive care and

box, mail chuite or other official depository under the exclusive care and
unatedy of the United States Post Office
Department, a copy of the citation, contained in a securely closed post-paid wrapper, directed to each of the following
persons, respectively, at the address designated below:
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Eunatheragentur Bayerstrasse 37 IM Bayeriad Muschen 15 Bayers, Bayeria;
Boss Blanche Basten, Koln/Rhein, Germany, Dessolatz, 25;
Alice Brandt, Gneisenaustrasse , 40-47
Decina SW, 29 Germany,

J.A.C.,

J.A.C.. Surrogate

within and outside of New York State, examining insurance companies to determine financial condition and compliance with the Insurance Law.

Whenever practicable, arrangements will be made to hold the written test at a location convenient to the candidate. Candidates who pass the written test must also pass a qualifying oral; the oral test will be given only in New York State.

Applications must be filed by Service, August 8. For more information Albany.

Insurance examiners travel both cruitment Unit 261, New York State Department of Civil Service, The State Campus, Albany, New York, 12226.

Senior Attorney Job With State

New York State is accepting applications until Aug. 8 for an examination for senior attorney. Salary in this position is \$10,895

For further information contact the State Department of Civil the State Campus,

File For Public Health Advisor

ation for public health advisor positions. Jobs are available throughout the country.

Starting salaries for this position run from \$7,220 through \$16,-460, from grade GS-9 through GS-15, to be determined according to experience.

Competitors will be required to pass a written test and show experience in administrative, professional or other responsible work which gives evidence of ability to

vice Commission is accepting of public health. Some educaapplications for an examin- tional advances may be substituted for experience. Specialized experience requirements are also demanded.

> For further information and applications write to the New York Region Office, U.S. Civil Service Commission, 220 East 42nd Street, New York City. Ask for form 57.

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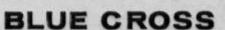
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The New York City Department of Personnel is testing continually for positions as stenographers. Applications are also received on a continual basis.

The State Employment Service is issuing applications and testing applicants.

Salary in this position is \$4,000 to start.

Appointments for the written and practical examination may be made by calling the Government Unit of the New York State Employment Service.

There are no formal educational or experience requirements for this examination.

For further information contact the Department, 49 Thomas St.

Genesee Trustee

ALBANY—Governor Rockefeller has appointed William Setchel of Batavia to a four year term as a member of the Genesee County Community College Board of Trustees. The post is unsalaried.

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The Job Market

By V. RAIDER WEXLER

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

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MACHINE OPERATORS are needed at various Manhattan able to do heavy manual labor locations. The work is mostly with electric typewriter, with some manual. Salary ranges from \$85 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 St., Manhattan.

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> EMPLOYMENT INTERVIEW-ERS 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 INTER-VIEWERS start at \$6,208 . . . Apply at the Professional Placement Center, 444 Madison Ave. near 50th St., Manhattan.

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Reappointed

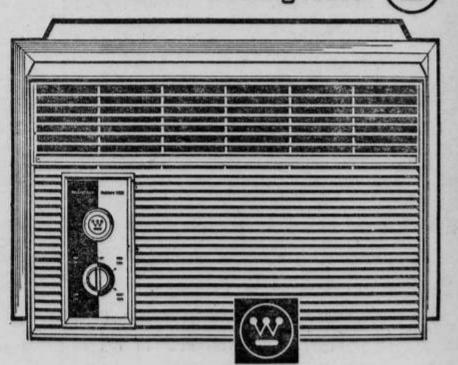
Geoffrey Platt has been reappointed as chairman of the Landmarks Preservation Commission by Mayor John V. Lindsay. Stanley Tankel was reappointed vicechairman at the same time.

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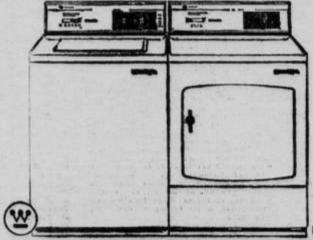
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For further information contact the State Department of Civil Service, the State Campus, Albany, and refer to exam number

Amended Key Ans. For Supervisor I Exam In Welfare

The New York City Department of Personnel has released the amended key answers for the supervisor 1 (Welfare) examination which was

44, B; 45, A; 46, B; 47, A; 48, D: 49, A: 50, C.

51. D; 52, A; 53, A; 54, O; 56, A; 56, D; 57, D; 58, B; 59, D; 60, A; 61, A; 62, B; 63, A; 64, D; 65, C; 66, A; 67, A; 68, D; 69, C; 70, B; 71, A; 72, C; 73, A; 74, C; 75, B.

76, A; 77, B; 78, B; 79, B; 80, B; 81, B, C, or D; 82, C; 83, D; 84, A; 85, B; 86, A; 87, D; 88, B; 89, A; 90, D; 91, E; 92, D; 93, C; 94, A; 95, B; 96, D; 97, D; 98, A; 99, B; 100, C.

Deckhand Key Changed

There was one change in the tentative key answers for the deckhand examination taken by 625 candidates on March 12, according to the City Civil Service Commission. Question 59 was stricken in its entirety. Fifteen candidates protested a total of 20 items in the test.

Both men and women may ing of patients, in addition to the written test.

> Application forms (Form 5000-AB) may be obtained at the Vet-Kingsbridge Road, any Post Office or at the New York Region Office of the U.S. Civil Service Commission, 220 East 42 Street, New York City.

> Mail application form 5000-AB to: Executive Secretary, Board of U.S. Civil Service Examiners, Veterans Administration Hospital. 130 West Kingsbridge Road, Bronx, N.Y.

Be sure to note the title of the examination and the number of announcement No. NY-66-4 (65). Other applications will then be forwarded to you with notice of admission to the written examination.

LEGAL NOTICES

LUBLANG, JOSEPH.—CITATION.—File No. 4225, 1966.—THE FEOPLE OF THE STATE OF NEW YORE, By the Grace of God Free and independent. To that heirs at law, next of kin and distributes of JOSEPH LUBLANG, if living, and if any of them be dead, to their heirs at law, next of kin, distributes, legates, executors, administrators, assigness and successors in interest whose names and addresses are unknown and cannot be ascertained after due diligence used. YOU ARE HEREBY CITED TO SHOW CAUSE, before the Surrogate's Court, New York, on August 24, 1866, at 10.00 A.M., why a certain writing dated September 21, 1965, which has been offered for probate by SELMA MISTROUGH, residing at 10 Rast 76th Street. New York, relating at 10 Rast 76th Street. New York county for New York, should not be probated as the last Will and Testament, relating to real and personal property of JOSEPH LUBLANG, Deceased, who was at the time of his death a resident of 555 West 30th Street, New York City, in the County of New York New York.

Dated, Attested and Sealed,

June 29, 1866.

HON. JOSEPH A. COX, CLEE, Surrogate, New York County, PHILIP A. DONAHUE, Clerk.

CITATION.—File No. 4433, 1966.—THE PROPLE OF THE STATE OF NEW YORK By the Grace of God, Free and Independent. TO: CAROLYN P. BURNETT; DAVID IRWIN COHEN (designated in Will M. David Erwin Cohen): SELMA KLOCH: ZARA RULICH: DORRACE ALLYN: DAVID COHEN; LESTER COHEN; E. MILTON COHEN and SELMA LEVIN.

(Welfare) examination which was given on February 19.

The new key follows with the amended items printed in bold face.

1. A; 2, A; 3, A; 4, D; 5, A; 6, A; 7, B; 8, C; 9, C; 10,D; 11, C; 12, A; 13, A; 14, B; 15, D; 16, C; 17, D; 18, C; 19, B; 20, D; 21, C; 22, A; 23, C; 24, D; 26, D; 27, B; 28, D; 29, D; 30, D; 31, C; 32, C; 33, A; 34, D; 36, B; 36, C; 37, C; 38, B; 39, D; 40, D; 41, B; 42, B; 43, B; 44, B; 45, A; 46, B; 47, A; 48,

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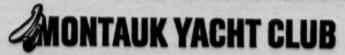
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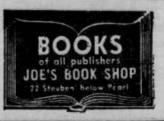
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Your Public Relations IO

By LEO J. MARGOLIN



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

The Effect Of Computers

ONE OF THE first things that the civil service corps should learn about computers is that you can't automate your personal public relations and therefore the public relations of civil service.

EVERY CIVIL servant should know about computers - at the very least, what they do, how they do it, and how computers may help in the task of making government more efficient. After all, government invented computers-ENIAC, produced by the War Dept. and the University of Pennsylvania in 1946 to solve problems in ballistic research.

AND IT WAS government which installed the first commercial computer-UNIVAC I. This monster ran for 73,000 hours during 12 years before being retired in 1963 to the Smithsonian Insti-

TODAY 22 agencies of the Federal Government have automated personnel systems covering 1,500,-000 employees. Chairman John W. Macy, Jr. of the U.S. Civil Service System reports that systems covering an additional 500,000 are being developed.

WITHOUT QUESTION revoluchanges are wrought in government by computers. Most of these changes are in the area of record-keeping. For example, there is hardly a government entity of any size that has not automated its payroll.

BUT AS THE use of automated data processing becomes more widespread in government, what direct effect is there on the individual civil servant?

CHAIRMAN MACY insists that use of computers is all to the good and augurs well for the civil servant now and in the future. We are inclined to agree with him that there should be no fear "that



APPOINTED -

Louis L. Levine of Valley Stream has been named deputy industrial tion. commissioner in the State Labor New York operations.

computers de - emphasize humanity.

"FAR FROM it!" Mr. Macy says. "By removing the clerical decisions and the mass of paperwork details the computer may well free the mind of man for more worthy use.

"ALREADY IT has heightened the need for imaginative and innovative managers who can grasp ideas, think in broad, philosophical terms, and apply such terms in decisions relating to public welfare.

"IT HAS forced a finer degree of quantitative precision in executive judgment. It has liberated the manager to give his mind the greater scope of creativity. Rather than degrading the worth of the human being, the computer has placed a premium on man at his best."

CHAIRMAN MACY is right. With automation taking over more and more of the clerical drudgery, the civil servant can now concentrate on using his ingenuity, his imagination, and his skills at faceto-face contact with the publics

IN OTHER WORDS, he can concentrate on achieving the outstanding performance which is so indispensable to good public relations. Equally important is the more time automation affords him in communicating this outstanding performance where it will do the most good.

WE HAVE MET all too many civil servants who have told us they didn't have the time to worry public relations because they just about had sufficient time to complete their workload. Thus, public relations to them became a time-waster instead of a valuable tool to do their jobs bet-

AUTOMATION eliminates that excuse. The civil servant who fails to take advantage of the new opportunity to enhance his public relations and the public relations of the civil service corps, is not being fair to himself or to his colleagues in civil service.

Local Librarian Positions Open Throughout NYS

New York State is accepting applications until Oct. 17 for librarian positions in municipalities, school districts and cooperative library systems.

Salaries vary according to loca-

For further information and ap-Department by Commissioner plications contact the State De-M.P. Catherwood. In his new post, partment of Civil Service, the Commissioner Levine will direct State Campus, Albany, or any lothe department's metropolitan cal office of the State Civil Service Department.

State Promotion Exams In Many Departments

Aug. 8 marks the close of filing for various promotion examinations open to workers in the New York State State civil service system. Promotions are available only to qualified candidates who are permanent employees in the Departments or promotion units for which

the tests are announced. Following are the exam numbers, titles and salaries:

Interdepartmental 32-128; Senior accountant, \$8,365 -\$10.125

32-129, Associate accountant, \$10-895-\$13,080

32-160, Senior identification clerk, \$4,725-\$5855

32-161. Principal identification clerk, \$5,940-\$7,280 32-163. Senior identification of-

ficer (male), ..5,295 - \$6,525 32-089, Senior accountant (employment security), \$8,365-\$10,125

32-195, Associate Accountant (employment security), \$10,895-\$13,080

Audit and Control

32-112. Assistant chief mortgage, investment examiner, \$12,140-

32-195, Senior state accounts auditor, \$8,365-\$10,125

32-197. Associate state accounts auditor, \$10,895-\$13,080

32-198, Principal state accounts auditor, \$13,500-\$16,050 Commerce

32-191. Travel information aide, \$5,295-\$6,525

Education

32-021, Assistant in education research, \$9,290-\$11,215

Executive Division of Budget

32-172, Associate Budget Examiner, \$13,500-\$16,050 32-186, Senior budget Examiner,

\$10.895-\$13.080 32-187, Senior budget examiner

(management), \$10,895-\$13,080 Division of Housing and

Community Renewal 32-194, Principal accountant, \$13,-

500-\$16,050 Office For Local Government

32-184, Senior accountant, \$8,365 -4\$10,125

Insurance

32-086, Insurance examiner, \$8,-365-\$10,125

32-102. Associate insurance examiner (property), \$12,790-\$15,255

32-120, Senior insurance exam-(complaints), \$10,985-\$13,080

32-121. Senior insurance examiner (life), \$10,895-\$13,080

32-122. Senior insurance examiner (property), \$10,895-\$13,080 32-123, Senior insurance examiner (rates), \$10,895-\$13,080

32-124. Senior insurance examiner (report auditing), \$10,895-\$13,080

32-125, Senior insurance examiner (welfare funds), \$10,895-\$13,080

32-173, Associate insurance examiner, (complaints), \$12,790-\$15,255

Labor

32-185, Senior boiler inspector, \$7,475-89,070

Division of Employment 32-126, Employment specialist (testing), \$8,825-\$10,670

Workmen's Compensation 32-176, Senior workmen's compensation rehabilitation representative, \$7.905-\$9,580

32-182. Associate budgeting analyst, \$10,895-\$13,080

32-189, Associate workmen's compensation rehabiliation repre- ings New York City, Buffalo or sentative, \$9,290-\$11,215

Law

Supervising 32-199 attorney (realty), \$14,900-\$17,740 32-204, Associate attorney ourities), \$13,500-\$16,050

Mental Hygiene

32-171, Associate budgeting analyst. \$10.895-\$13.080 Public Service

32-167, Senior accountant (public 32-193, Sales tax accounts superservice), \$8,365-\$10,125

32-168, Associate accountant (public service), \$10,895-\$13,080 32-169, Principal accountant (public service), \$13,500-\$16,050

Public Works

32-170, Associate budgeting analyst, \$10,895-\$13,080 Assistant right-of-way agent, \$8,825-\$10,670

32-201, Senior right-of-way agent, \$10,895-\$13,080

32-202. Associate right-of-way agent, \$13,500-\$16,050

32-203, Principal right-of-way agent, \$16,655-\$19,590 32-164, Assistant civil engineer,

\$8,825-\$10,670

Taxation and Finance visor, 12,140-\$14,505

Thruway

32-165, Assistant civil engineer, \$8,825-\$10,670

32-190, Toll serviceman, \$5,000 -\$6,180

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

Pay Is Issue

Ogdensburg Police Threatening Mass Resignations Seen

(From Leader Correspondent)

OGDENSBURG-Faced with an ultimatum that 17 of this city's 22-man police department will resign en masse at noon Aug. 6 unless pay raise demands are met, Mayor Edward J. Keenan has asked Gov. Nelson A. Rockefeller to ar-

range a state police-sheriff's department meeting to be prepared if the threat actually materializes.

The police decision to quit their Jobs unless their \$3,900 basic pay is boosted to \$6,000, exclusive of fringe benefits, came at a meeting of the police association.

The mayor, who has personally discussed the situation with police, says it is "absolutely impossible" for the city to meet demands now.

The 1966 budget is not expected to be formulated until Oct. 6, according to Mayor Keenan.

We have other departments in the city that have to be considered," he asserted.

Said the mayor: "We have every intention of giving the policemen

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Service, the State Campus, Al-

bany; or the State Office Build-

of way agent until Aug. 8.

\$7,065 to \$8,590.

not required.

consideration when we are in a position to do so."

Need For Stand

The president of the Police Benevolent Association, Patrolman Ralph G. Edwards, who delivered the mass resignation threat, said that "it was with careful consideration that the 17 members of the Ogdensburg police department arrived at their decision to submit their resignation at noon Aug. 6 . . . It was a direct result of futile negotiations with the mayor and common council and several meetings of members of the department."

"We feel our families and ourselves have suffered long enough because of pay conditions existing in the Ogdensburg police department. Not only do we suffer but the citizens of Ogdensburg suffer as well because of little foresight on the part of our city administrators," Patrolman Edwards said.

"If 17 men have to resign prove to our city administration that the pay conditions in the department are outmoded and should be corrected, these resignations will relieve some of the financial burden future police officers in this community may have to face."

Testimonial Planned

CANTON-Plans are now underway for a testimonial to Edmund Shea, counsel to the St. Lawrence chapter, Civil Service Employees Assn., and regional attorney in the Central Conference area, according to Mrs. Frances Mulholland, chapter president.

U. S. Service News Items

(Continued from Page 4) her remarriage before age 60 may be restored if the remarriage ends

Elimination of One-Half Support Requirements

What is the main effect of eliminating the one-half support requirement?

It permits the children of a woman Federal employee to qual-My for survivor annuity even though her husband was the main support of the children. Of course, if the husband is the employee and the wife provided the main support, the children could qualify for annuity if the father died. Formerly, if the employee-parent contributed less than half the support of the children, they could not qualify for annuity.

When is elimination of the onehalf support requirement effec-

It applies to the children of employees who die on or after July

Is the one-half support requirement eliminated for children of annuitants?

Yes, but only for children of those annuitants who retire after July 18, 1966.

Age of Student-Children Raised From 21 to 22

Are all children who are students and who are under age 22 eligible for survivor annuity?

Yes. The age liberalization applies to any unmarried studentchild of an employee who died, or of an annuitant who retired and died, on or after February 28, 1948

If a child's annuity stopped at age 21, can it be restored?

Yes. If the child is still a student and has not yet reached age 22, his annuity can be restored as of July 18, 1966.

If a child's annuity stopped at age 18 because he was not a student at that time, can it be restored?

Yes. If the child is now a student and has not yet reached age 22, his annuity can be restored as of July 18, 1966.

If a child's annuity stopped between ages 18 and 21 because he was no longer a student, can it be restored?

Yes. If the child is now a student and has not yet reached age 22, his annuity can be restored as of July 18, 1966.

What if the child never received a survivor annuity because he was ever 18 when his parent died and he was not then a student?

If the child is now a student and has not yet reached age 22, he can begin to receive annuity as of July 18, 1966.

If a student-child drops out of school and his annuity is stopped. can it be restored if he later returns to school?

when he returns to school.

have a student-child's annuity re-

Yes. Inquiry should be made of the U.S. Civil Service Commission, Bureau of Retirement and Insurance, Washington, D.C. 20415.

Does a student-child's annuity stop when he reaches age 227

Yes. However, if he reaches age 22 during the school year (Sept. 1 through June 30), his annuity will continue to the end of the school

Does a student-child's annuity centinue during school vacations? Yes. The annuity can continue for as long as five months between school years or terms.

Continuance of Widow's Annuity After Remarriage Under the new law, how does widow's (or widower's) remarriage affect her survivor annuity?

If the widow (or widower) is under age 60 when she remarries, her survivor annuity stops. However, if she remarries at any time after her 60th birthday, her annuity will continue without interruption.

When does this provision of the new law become effective?

On July 18, 1966. It applies to widows (and widowers) of employees who die on or after this date. It also applies to widows (and widowers) of annuitants who retire on or after July 18, 1966.

Does this new provision apply to widows (or widowers) who are receiving survivor annuities which began July 18, 1966?

No, nor does it apply to future widows (or widowers) of annultants who retired before July 18,

Restoration of Widow's Annuity After Termination of Remarriage

Suppose a widow (or widower) remarries before age 60 and her annuity stops. Can it be restored if her marriage terminates?

Yes. When the remarriage ends (because of death, divorce, or annulment), the annuity could be restored.

If a lump-sum benefit was paid when the survivor annuity stopped, would it have to be paid back?

Yes. The widow (or widower) would have to refund the lumpsum benefit before her annuity could be restored, regardless of whether she or someone else had received the lump sum.

.. Suppose a widow (or widower) was remarried to another Federal employee or annuitant and then he died. Would she be entitled to have her old annuity restored as well as a new survivor annuity?

No. However, she could choose between the old and new annuity. whichever was to her advantage.

When does this provision of the new law become effective?

On July 18, 1966. It applies to widows (and widowers) of employees who die on or after this date. It also applies to widows (and widowers) of annuitants who retire on or after July 18, 1966.

Does this new provision apply to widows (or widowers) whose survivor annuities stopped because they remarried before July 18, 1966?

Increase In Annuities To Certain Survivors

Which survivor annuities will be increased?

The annuity of the widow (or widower) of an employee who died before October 11, 1962. Also, the annuity of the widow (or widow-Yes, if he is still under age 32 er) of an annuitant whose retirement was based on a separation Must an application be made to from the service before October 11, 1962, will be increased.

> Do surviving children of such employees and annuitants get an

No. The increase is only for

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Starting salary for the stenographers is \$3,810 per annum five annual increments to a maximum of \$4,755. Typists and key punch operators will re-

widows (and widowers).

How much will this increase be? 10 per cent.

What is the effective date of the increase?

Survivor annuities which are already being paid will be increased effective September 1. 1966. The survivor annuity to the wife (or husband) of an annuitant who is still living will be increased when it becomes payable.

How soon will the increase be paid?

For those eligible on September 1, 1966, the increase will be included as part of the regular annuity checks received on or about October 1, 1966, which is the annuity payment covering the month of September 1966.

Must application be made for the increase?

No. The increase will be paid automatically to all survivor annuitants entitled to it.

ceive a starting annual salary of

Examinations for these positions are given regularly at offices ulary test and a practical test in 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, the State Department of Civil That test is given by the State Civil Service Commission and bany, or the State Office Buildthat agency should be contacted ings in New York City, Buffalo for the time and place of that and Syracuse, or any local office exam.

There are no education or ex-\$3,635 with annual increases to perience requirements for these exams. However, candidates will have to pass a spelling and vocabtyping, stenography or key punch machine operation, whichever one applies to your position.

For further information contact Service, the State Campus, Alof the State Employment Service.

Civil Service Law & You

received four citations of a similar nature. The former Police Commissioner, however, was satisfied with the evidence established that the petitioners had received \$2,000 as partial payment for assisting the complainant. Even assuming that there was substantial evidence to justify this conclusion, would not due process require that it be used as the basis for new charges against which the petitioners would unquestionably have fair and full opportunity to defend themselves?

CERTAINLY, THEY should not have been found guilty of corruption based in a charge dealing with a criminal of whose criminality they were unaware.

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NEW CHARTER - The Valley Stream Village unit of the Nassau chapter, Civil Service Employees Assn., was recently presented with its charter by Arnold Moses, field representative of the 140,000 member Association. Left to right at the ceremonies are: Richard Sullivan, treasurer; William Frohlich, president; William Hinchcliff, secretary; Frank Tschan, vice-president and Moses.

Wassaic State School Aides Honor Evelyn Paddleford On Retirement After 43 Years

WASSAIC - Miss Evelyn Paddleford was the guest of honor at a retirement dinner attended by some 260 persons recently at the Silver Horn Restaurant, Lithgow.

Miss Paddleford has been working with the mentally retarded for 43 years, the last 35 of which as chief supervisor

at the Wassalc State School. She entered the field at the Laconia State Hospital, Laconia, New Hampshire, and in 1923, joined the New York State Department of Mental Hygiene at Letchworth Village State School.

Nelson J. Whitney was master of ceremonies and Dr. George F. Etling, director of the school, the principal apeaker.

Guests participating in the program included; Dr. Steblen; Dr. Angelo; Dr. Peter Zirnis; Robert Foley, business officer; Stanley Anguin: Dr. Nelson Whitney; Miss Evelyn Perry, a former employee at Wassaic and now director of the education services at Albany; Miss Elizabeth Parr, assistant director of the department; Granvill Hills, personnel director, and the Rev. Bede Scully, chaplain, who offered the invocation.

Herbert, Mrs. Edward O'Neil, Miss Thomas Ahearn.



MISS EVELYN PADDLEFORD

The committee in charge of ar- Martha Jakway, Mrs. Mary Otirangements included Mrs. Gerald bert, Mrs. Adelain Tripp and

Erie County Health Unit Installs Slate; Gdula Discusses 1967 Plans

BUFFALO-The first annual installation dinner of the ROCHESTER - The Ro health unit of Erie County chapter, Civil Service Employees Assn. was held recently at Olivers Restaurant, Buffalo.

Pollowing a cocktail hour and dinner, John J. Hennessey, treasmeer of State-wide CSEA, installed the new officers.

Installed were, Raymond G. Green, Food Division, Sidway, president; Margaret Bowes, 1st vice-president; Barbara Jankowska of Kensington, 2nd vicepresident; Dorothy Kennedy of Grant-Amherst, 3rd vice-president; Mary Story of Ferry-Grider, recording secretary; Dorothy Marcynski of Lancaster, corresponding secretary; Katherine Enright of Grant-Amherst, treasurer; Alexander Withelm of City

Heimer of City Hall, publicity director; Garfield Hinton of City Hall, editor; Thomas Donovan of City Hall, parliamentarian.

Henry J. Gduia, CSEA field representative, addressed the members and guests on the progress of the unit since its inception in 1962 and discussed the recommendations made to the Eris County Board of Supervisors, Erie County Executive Edward A Rath and Erie County Personnel Commissioner, Donald Neff for the coming year.

Hall, sergeant-at-arms; Joseph increase in salaries; full payment ence, CSEA.

Tickets, at \$1.50 each for members and \$2.50 for guests, are available from Mrs. Merely Schwartz and include dinner, prizes and dancing.

of retirement costs; full payment of Blue Cross and Blue Shield premiums and an increase in mileage allowances.

Green to beginning his fifth term as president of the unit and is also president of the County Discussed were: a 13 per cent Division of the Western Confer-



ALBION OFFICERS - The new officers of the Albion chapter, Civil Service Employees Assn., were installed recently by James Powers, CSEA field representative. Installed were, left to right, standing: Dorothy Starkweather, second vicepresident; Marion Mahoney, delegate; Powers; Florence Weaver, treasurer and Florence Rice, alternate delegate. Seated, same order, Linda Furness, secretary; Margaret Anastasia, president and Elizabeth Bastian, first vice-president,

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 pasttimes.

The cruise is being sponsored by Civil Service Travel Ciub 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) Ploneer 2-3169 or Carmelo Grillo, Knickerbocker Travel Service, 1212 Sixth Ave., New York, N.Y., 10036, telephone PLaza 7-5400.

Rochester Chapter Sets Annual Picnic

chapter, Civil Service Employees on Thursday, Aug. 4, at Locan's, Scottsville Road.

An application blank and full

Nassau Chapter Fights New Reclassifications

Still another very serious objection raisd by the chapter was that employees who were down- represented at all discussions of graded were stopped in their salary at that point where their salary reached the highest amount in the new grade they received. This amounted to, in many cases, a drastic reduction in income for some employees. The objection to this problem was very strenuous. Nassau chapter expressed the feeling that those employees whose positions are affected, should be permitted to go to the top of their present grade. Then, the only persons to be affected by the new salary scales, where there is a down-grading, would be newcomers to county service and not the incumbents.

In his letter of June 28th, Wright informed OSEA that the resolution of this objection would be up to the County Executive and the Board of Supervisors. Plaumenbaum then sent a letter to County Executive Nickerson and Chairman of the Board of Supervisors, Ralph Caso, with copies to all other members of the Board of Supervisors on

Puerto Rico And Virgin Islands

Civil Service Travel Club program with a five-day Col-Assn., will hold its annual pienic umbus Day trip to San Juan, Puerto Rico, and So. Thomas in the Virgin Islands at a price of only \$190

> Included in the offering is round trip jet transportation, hotel accommodations in the deluxe Condado Beach Hotel, in Puerto Rico and the Virgin Isle Hilton Hotel at St. Thomas, sightseeing tours and parties.

The tour will depart from Kennedy Airport in New York City on Oct. 12 and return there on Oct., 16.

details of the trip may be had by writing to Deloras Fussell, 111 Winthrop Ave., Albany, N.Y.

same objections were raised and the chapter stated its wish to be the reclassification before its final adoption.

Called Unfair

The position of the chapter relative to the down - grading of Nassau County employees is that it is eminently unfair. When an employee was appointed from a list to a permanent position with a stated salary scale, the chapter feels that this is tantamound to an oral contract and should be so honored by County officials.

There are many questions to be raised relative to this report especially regarding longevity; the new step the employees will be put in upon the installation of this plan and many other problems which will have to be resolved before this plan can be fully acceptable to the Nassau chapter. Flaumenbaum asked that all employees who feel that the plan has been unfair to them, to send a letter to the Board of Supervisors and a copy to CSEA telling of the circumstances that support their claim. Flaumenbaum assured all employees that Nassau chapter will continue its study of the plan and will raise all necessary objections as they appear.

"There will be no white-wash as launched its 1966-87 travel or willy-nilly acceptance of this plan until all objections are ironed out," he said.

Dr. Gibbon Promoted

ALBANY-Dr. John H. Gibbon, assistant director of Creedmore State Hospital for the past five years, has been named director of St. Lawrence State Hospital, Ogdensburg, according to Dr. Alan Miller, State Commissioner of Mental Hygiene. Dr. Gibbon succeeds Dr. J. Rothery Haight who had been transferred to Gowanda State Hospital.

> PASS YOUR LEADER ON TO A NON-MEMBER